



ASIAN AUSTRALIAN
LAWYERS ASSOCIATION INC

PROMOTING CULTURAL DIVERSITY IN THE LAW

Asian Australian Lawyers Association Inc.

Reg. No. A0060052T / ARBN 604 922 812

Annual Report

for the year ended 30 June 2021

Tabled at the Annual General Meeting
held at 7.30 pm AEDST on Tuesday, 30 November 2021
via Zoom videoconference

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Acknowledgments

Editors: Alyssandria Lim, Mary Liu, Stephanie Tan

Commissioning Editors: Matt Floro, Nai Yan Yeap

National President's Report

Our Association achieved key objectives over the course of the year, with our activity increasing across the board in all areas:

- We convened our second National Summit on Cultural Diversity with the theme "Towards a more Inclusive Future";
- We held a record total of 57 events nationally and across all Branches over the 2021 calendar year, compared with 32 events in 2020, 37 events in 2019, and 21 events in 2018 (excluding the AGMs and Annual Branch Meetings);
- We further developed our Secretariat and Governance Portfolio and started a Steering, Policy, Advocacy & News Media Portfolio in recognition of the emergence of an operational management function;
- We have continued our Student Engagement Portfolio that has built student memberships;
- We continue to grow internal connectivity across the organisation using Basecamp online management and the Padlet platform to supplement communications around issues, opportunities and events;
- We have recently inaugurated AALA branches in the ACT, SA, Tasmania and the NT, marking eight branches across all states and territories: Victoria (2013), NSW (2015), WA (2016), Queensland (2017), SA (2020), ACT (2020), Tasmania (2020) and NT (2021);
- We are offering more and varied benefits to members at all levels and will introduce this as our Association consolidates its recent strong growth over the past two years; and
- We maintained our communications and programs mostly on a virtual space and have re-introduced in-person meetings and events in line with public health orders.

The Second National Cultural Diversity Summit

This was held as a virtual online event with a record 600+ registrants. The organisation of this event headed by Queensland Branch President Anand Shah involved an enormous contribution from many of us across Australia.

The Summit examined how cultural diversity can advance with wider inclusion:

- how the process of equality and its effect on women of colour galvanises the process of change;

- how wider civic responsibilities have profoundly shifted through the developments in parallel professions; and
- where current D & I programs are taking us as a process of change.

This signature event further evolves our voice in the cultural diversity space, and has triggered a number of advocacy projects.

AALA Patrons

We have an extraordinary and inspiring array of patrons. They reflect our emerging relationship to the profession and public arena.

- Our National Patron, the Hon Diana Bryant AO QC, was appointed in April 2021;
- Our former National Patron from 2013-2020, Michael Kirby AC CMG, now serves as our Emeritus Patron; and
- Our International Patron, the Rt Hon Lord Justice Rabiner Singh, judge of the Court of Appeal of England and Wales, was appointed in July 2021 for a three-year term.

We have also appointed Branch Patrons in 2021 as follows:

- The Hon Gareth Evans AC QC is our Victorian Branch Patron, who was appointed in July 2021;
- Katrina Rathie is our NSW Branch Patron, appointed in July 2021; and
- His Honour Anthony Gett, Deputy Chief Magistrate of Queensland, is our Queensland Branch Patron, appointed in November 2021.

These new Branch Patrons are in addition to our existing Western Australian Branch Patron, the Hon Robert French AC, who was appointed in 2019.

The breath and experience of our Patrons underlines our values and our future direction. We look forward to succeeding years with their support of our cultural diversity work and advocacy.

Partnerships and Sponsorship

We formed a national portfolio to discuss and develop a comprehensive options paper and sponsor model. The discussion was robust and rigorous. AALA commends the amazing committee work headed by Kelvin Ng.

As a result of COVID-19, it has been an effort to maintain the same support from our sponsors. The National Summit has helped to stem this concern by attracting new and further sponsors from various Bar Associations and Law Societies.

This new policy and the recent experiences from hosting National events and maintaining specific State events will shape our engagement with law firms and providers to the industry.

We are incorporating this new policy as resolved in October 2021 and are developing a sponsorship prospectus that we are aiming to send to prospective sponsors and partners in early 2022.

Membership

AALA maintained its membership base that numbered almost 1,200 at close of financial year 2020-2021, a record for AALA. Our membership is proactive. We encourage and shape our association around internal connectivity. We continue to have good responses when AALA posts up vacancies for various appointed volunteer officer positions in our various committee and portfolio teams. We continue to conduct member and event surveys. Such feedback is instrumental to delivering what members need.

AALA's main asset is its people with their hopes and their values. We have over 100 members volunteering their time and energy for developing and producing policy, discussing and planning projects, running events and communicating at all levels in social media and media. Our meetings reflect interdependency and democratic leadership and decision making and a grassroots approach. The tenor of our National and State meetings leans towards innovation, support, problem solving, policy and capacity building. AALA is proud of its collegiality and positivity in its processes.

Succession

I joined AALA in 2015 and will be retiring at this AGM. I have served AALA as NSW President / on National Executive Committee for three years and as National President for three years. I have been immensely and deeply privileged to play a leading role over these six years as AALA's longest serving President.

I appreciate and pay tribute to the contributions made by colleagues at all levels under challenging pressure. A number of them are also retiring along with myself. Our Association has impressive human resources for leadership responsibilities. I am truly pleased that the incoming succession team has the skills and strengths to enable AALA's vision and strategies as it evolves with changing times.



Kingsley Liu
National President

National Vice-President's Report

The year started out with hope of seeing a pandemic-free or COVID-safe world but those hopes were dashed quickly as we realised that the pandemic is here to stay for some time. Last year we had adapted to the changing isolated world by moving online which also assisted us in creating a more integrated national model. We continued along the same lines this year but with some States that had fewer and shorter restrictions being able to meet and have events in person.

The Victorian, NSW and ACT Branches were particularly impacted; however the recent easing of restrictions has seen an enthusiastic take-up of in-person events.

We were still able to achieve phenomenal growth and some major milestones, including now having Branches in every State and Territory. The President's Report highlights other significant events and projects undertaken since the last AGM.

In my report I will focus on three areas, Marketing and Social Media, News Media, the National Digital Events Series and Branch Formation.

Marketing, Social Media and News Media

Building from the 2020 rebranding, 2021 was a strong year for marketing and social media. The two portfolio goals were achieved:

1. Train branches to be self-sufficient: This involved numerous training sessions with selected representatives from each Branch. The training sessions and recorded tutorials focused on how to edit the website, send emails and post news / blogs.
2. Launch of the new AALA Website: After years of discussion and months of planning and designing, the new website has been launched. Working with EMD Digital, the new website retains the Wild Apricot backend and delivers a new front end user experience. While we still have areas to improve on, the website has been a game changer for our Members and attracting new Members. Special thanks to Marija Gurlica, Convenor of the Marketing and Social Media Portfolio, who led the AALA consultation and design.

In the period of lockdowns and isolation, marketing and social media have never been so important. AALA has engaged with our members and community online, keeping everyone

connected and ensuring AALA as a relevant, helpful and beneficial organisation.

Our news media engagement has also been strongly supporting our advocacy pillar, with seven media releases made this year in relation to issues impacting our Asian Australian communities and the legal sector, resulting in three media pick-ups by Lawyers Weekly. Of note were our media statements made in relation to International Women's Day, ANZAC Day reflection, the launch of the William Ah Ket Scholarship for the fourth year running, developments in Afghanistan, issues of racism in the workplace, the appointment of the Rt Hon Lord Justice Rabinder Singh of the Court of Appeal of England and Wales as our first international patron and the appointment of the Hon Justice Hamant Dhanji SC to the NSW Supreme Court.

We were also recently featured in a Lawyers Weekly article where our National President Kingsley and I discussed the imperative of cultural diversity in the legal profession.

National Digital Events Series

Our National Digital Events Series, born out of COVID has been running successfully since last year and has proven to be a good platform to engage nationally with our membership.

The series was mainly delivered via AALA's Zoom platform unless it was run in partnership with another association or on a firm or sponsor platform. AALA promoted and advertised the sessions on the AALA website and social media and through its partners.

Some of the interesting and insightful events that were run as part of the Program included:

- Trends in Climate Litigation, together with National Environmental Law Association run by our National Secretary Matt Floro;
- AALA Foreign Qualified Lawyers, Contract Drafting Workshop by Sue Tomat of GumLeafGreen; and
- Career Workshop Series - Interview Skills.

We will continue to engage through our National Digital Events Series going forward, tapping on to speakers from across the country and globally and reaching out to audiences more widely.

Branch Formation

We are very pleased to report that we are now a truly National organisation. Following the 2020 AGM, the only two Branches that were left to be

established were the Tasmanian and Northern Territory branches and both these Branches have now been successfully established and running. The Tasmanian Branch was formed late last year under the leadership of Jessica Sabapathy as President and Bunewat Keo as Secretary. Both of them did a great job in setting up the Branch but due to other pressing commitments are unable to continue. We have received nominations for the new Tasmanian Branch Committee and will announce them in due course.

The Northern Territory Branch was formally established at our October National Executive Committee meeting and we are very pleased to see the Branch led by Lyma Nguyen as President and Jacinta Mu as Secretary. We wish them all the very best for getting the ball rolling in NT.

Being a nationally-run non-profit volunteer organisation, we are conscious of having our governance reflective of that and are investigating registering as a charity with the Australian Charities and Not-for-profit Commission.

I look forward with anticipation to what the new year brings for us. I know that we will continue building on our work, now as a national organisation. With the easing of restrictions, I am hopeful that we will be able to see each other face to face more often and that we have much to celebrate when we meet again next year.



Molina Asthana
National Vice-President

National Secretary's Report

2021 has been another incredibly challenging year with continuing lockdowns in various states amidst the strains (and/or joys!?) of working remotely. AALA has tackled the year with strength and courage, launching our inaugural TAS and NT Branches, obtaining the patronages of the Hon Diana Bryant AO QC and Sir Rabinder Singh, and holding our second National Cultural Diversity Summit with a record 600+ registrants – our largest event ever.

AALA continues to be a high-achieving, progressive organisation dedicated to advancing cultural diversity in the legal profession. I have been privileged to serve with the exceptional Kingsley Liu, Molina Asthana, Nai Yan Yeap, our Executive Committee and Branch Committees. It is a large responsibility to have oversight of AALA's administration, operations and governance and I thank my AALA colleagues for their generous support, trust and goodwill. I particularly thank Kingsley for his mentorship, friendship and wise counsel over more than five years in my time in the Association. He has led AALA with great empathy, energy and vision and his legacy will be everlasting.

National Portfolios

The National Executive Committee is structured into 11 portfolios:

- Steering, Policy, Advocacy and News Media (Co-Convenors: Kingsley Liu and Molina Asthana)
- Branch Formation (Co-Convenors: Kingsley Liu, Molina Asthana, Matt Floro, Nai Yan Yeap)
- Marketing and Social Media (Convenor: Marija Gurlica)
- Membership (Recruitment and Retention) (Convenor: Nai Yan Yeap)
- Mentoring (Co-Convenors: Jessica Teoh and Brian Vuong)
- National Digital Events Series (Convenor: John Arthur)
- National Summit (Convenor: Anand Shah)
- Secretariat and Governance (Convenor: Matt Floro)
- Sponsorship and Partnerships (Convenor: Kelvin Ng)
- University Outreach (Convenor: Kelvin Ng)
- William Ah Ket Scholarship (Co-Convenors: William Lye OAM QC and Jenny Si).

At the beginning of our term, we set key goals and timeframes for each of the above portfolios. As a

National Executive Committee, we committed to meeting every two months to keep track of our progress. We continued our use of Basecamp, an online project management collaboration platform, as the hub for all our National Executive Committee work. We also appointed the following volunteer officers to assist with the National Portfolios:

- Mary Liu - National Secretariat Officer
- Alyssandria (Aly) Lim - National Secretariat Officer
- Johnny Duc-Huy Nguyen - National Media and Policy Officer
- Zhen (Gillian) Wu - National Engagement and Advocacy Officer
- James Morgan - National Special Projects Officer
- Ivonne Muryadi - National Finance Officer.

The National Portfolio system has worked well and is an effective way in which committee members' diverse interests, knowledge and skills can be channelled to advance AALA's objectives. As my colleagues' reports will attest, we have been successful in achieving many of our goals this year, which is a credit to our diverse, hardworking team.

As AALA grows, it will be necessary to appoint further volunteer officers to assist the National Executive Committee and to ease the burden on State and Territory Branches. It will also be necessary for Ordinary Executive Committee Members to step up their involvement in the workings of the National Executive and to play their part in convening or co-convening the various National Portfolios.

Secretariat and Governance

It has been a privilege to convene the Secretariat and Governance (ASG) Subcommittee for a second year. The ASG Subcommittee members were:

- David Bobby Chong (Secretary) (NSW)
- Kingsley Liu
- Molina Asthana
- Nai Yan Yeap
- Olive Go
- Pei Chow / Macky Markar (ACT)
- Vernon Ting (QLD)
- Brian Vuong (SA)
- Jessica Sabapathy (TAS)
- Jenny Si (VIC)
- Belinda Wong (WA)
- Stephanie Tan (WA)
- Aly Lim (National Secretariat Officer)
- Mary Liu (National Secretariat Officer)

A table summary of the ASG Subcommittee's progress is below:

Updated Social Media Policy	4th Quarter 2020	Completed
Standard Event Feedback Survey Template	1st - 2nd Quarter 2021	Completed
Recruitment of National Media and Policy Officer	1st - 2nd Quarter 2021	Completed
Organisation Chart	1st - 2nd Quarter 2021	Completed
National Sexual Harassment Policy	3rd Quarter 2021	Completed
National Bullying and Discrimination Policy	3rd Quarter 2021	Completed
National Portfolio Subcommittee Policy	3rd Quarter 2021	Completed
National Conflict of Interest Policy and Code of Conduct for ExCo and BranchCo Members	3rd Quarter 2021	Completed
Position Descriptions for ExCo and Branch Committee positions	3rd Quarter 2021	Completed
Consider any relevant constitutional amendments	3rd Quarter 2021	Completed
Election / Campaigning Policy (applicable to all States/Territories + nationally)	4th Quarter 2021	Completed
Welcome Pack/Handover Handbook	4th Quarter 2021	In progress
Providing Basecamp or an alternative to all States and Territories	4th Quarter 2021	In progress
ACNC registration and DGR status research paper	1st Quarter 2022	In progress
Updated Branch Terms	1st Quarter 2022	In progress
Consider reforms to corporate governance, e.g. Federal incorporation	1st Quarter 2022	Not started

I am proud of the hard work of our ASG Subcommittee in strengthening and streamlining the institutional infrastructure of AALA, and particularly proud of our National Secretariat Officers Aly and Mary and our ASG Secretary Bobby for their indefatigable efforts.

Mentoring Program

With COVID-19, holding our flagship Mentoring Program became ever more important. The Mentoring Portfolio was co-convened by the amazing Jessica Teoh and Brian Vuong.

The Mentoring Program launched in multiple jurisdictions in April 2021 at well-attended events. It was followed by regular check-ins from Branch Mentoring coordinators and has recently concluded with several Mentoring Program celebrations in multiple jurisdictions. Congratulations Jess and Brian on a stellar year with Mentoring (and also for your amazing work in SA)!

William Ah Ket Scholarship

Jenny Si and William Lye OAM QC expertly co-convened the William Ah Ket Scholarship this year, generously sponsored by Maddocks. The launch in June featured a keynote address by the Hon Chief Justice Anne Ferguson of the Supreme Court of Victoria.

The winner of the Scholarship, Sarah Webster, was announced at a celebratory dinner featuring the recently appointed Hon Justice Hammett

Dhanji, one of only a few Australian superior court judges of Asian descent, on Wednesday 25 November at the Marigold in Sydney and at the University of Melbourne Graduate House in Melbourne. The ceremony was also broadcast live to attendees from around Australia and attracted more than 100 attendees in-person and online. We thank Maddocks for their wonderful support of this important Scholarship program.

Student Engagement

Our Student Engagement Subcommittee was led by the excellent Kelvin Ng. Kelvin and his team held a highly successful Career Workshop Series, co-hosted an International Students Moot with the Global Law Students' Association, convened multiple panel discussions, and partnered with numerous university law faculties and student societies, including the Australian Law Students' Association.



Matt Floro
National Secretary

National Treasurer's Report

This is the second time I am writing my Treasury Report, and sadly it will be my last time, as I step down from the role at this AGM. What it does allow me to do, however, is reflect on my time with AALA which began in late 2017, when I applied to assist the then-National Treasurer with finance and membership. Since then, the organisation has grown in leaps and strides in so many different ways.

In 2017, our Western Australian Branch was newly inaugurated; soon after, the Queensland Branch joined us, and AALA had doubled from two Branches to four. Now, in 2021, we have a Branch in all eight states and territories, with the inauguration of the Northern Territory Branch this year. We have become a truly national organisation and can better reach and serve even more of the community.

In 2017/2018, we had approximately 500 members, mostly in four states. Now, we are in excess of 1,000, with members all over Australia. We have recognised the different needs of different subsets of members, and pursue curated events and initiatives for them through our subcommittees, such as the Student Outreach Subcommittee and the Foreign Qualified Lawyers Subcommittee.

These are just a couple of the subcommittees supporting AALA to become a leading organisation for cultural diversity in the law, and I hope we can continue to grow these portfolios. I'm so proud of how the Executive Committee, and all the other subcommittees, have improved the way we run behind the scenes and in the background.

For example, we now have a suite of policies, which we have shared on our (new!) website and continue to develop, as well as establishing portfolios dedicated to different parts of the organisation, so that committee members can meet regularly to try and improve the way we serve our members. We are improving behind the scenes as well as in what we do publicly, and it's heart-warming and incredibly humbling to see and be a part of this.

Financially, we remain strong, with membership and sponsorship revenue continuing to rise despite our concerns in light of persisting

COVID-19 uncertainties. It is a testament to how important our mission is to everyone involved, both sponsors and members, that we continue to receive support. We remain grateful to each and every one of you, and I hope that AALA will remain in a financial position to be able to continue to have bigger and better events, as well as new and improved initiatives that take AALA to new heights.

Thank you to Walker Wayland Advantage, who have once again helped us to prepare and audit our financial accounts. Their generous support and expertise over the years is greatly appreciated and we hope that our partnership endures for many more years to come.

Thank you to our sponsors, who support our events and our initiatives, and enable us to advocate and serve our members year on year.

Thank you to our members, who give us purpose and continue to support us in pushing for greater cultural diversity in the law. AALA exists and continues to exist because we have a membership all across Australia who believe in the same thing.

Thank you to AALA for all the opportunities it has granted to me personally. It has been an incredible honour and privilege to serve as the National Treasurer for the past two years, and I look forward to seeing all the growth that I know will continue as AALA continues to push for greater cultural diversity in the law.



Nai Yan Yeap
National Treasurer

Objectives of the Association

The objectives of the AALA are as follows:

1. To bring together members of the legal profession of Asian heritage and cultural background and others with an interest in Asia.
2. To provide a cohesive professional network to advocate for, and provide support to, our members and to benefit from shared learning and experience.
3. To improve the capability and reputation of the members in the legal profession through raising public awareness and providing education.
4. To develop links with Asian legal associations and facilitate and promote access for members to Asian legal markets.
5. To promote and facilitate Asian cultural diversity in the senior ranks of the legal profession.
6. To promote a mutual understanding of Australian and Asian legal systems.
7. Such other purposes as the Association, by general meeting may determine, as an independent, politically unaffiliated and religiously tolerant organisation.

Report by the Executive Committee

Your Executive Committee members submit the financial report of AALA for the 12 months to 30 June 2021.

Executive Committee members

The members of the Executive Committee from 1 July 2020 to 30 June 2021 (for the full period, except where otherwise indicated) were:

Kingsley Liu	Molina Asthana	Matt Floro	Nai Yan Yeap
John Arthur	Aruna Colombathantri	Olive Go (from 26 November 2020)	Sining Wang
Rahul Bedi (from 1 October 2020)	David (Bobby) Chong (from 26 November 2020)	Karanveer (Veer) Dhaliwal (from 1 October 2020)	Marija Gurlica (Yelavich) (from 26 November 2020)
Ka Wing (Kelvin) Ng (from 26 November 2020)	Jessica Sabapathy (from 12 December 2020)	Anand Shah	Jenny Si
Stephanie Tan	Jessica Teoh (from 1 October 2020)	Vernon Ting (from 26 November 2020)	Brian Vuong (from 1 October 2020)
Belinda Wong	Catherine Chiang (until 26 November 2020)	Pei Chow (until 15 April 2021)	Zubair Mian (until 26 November 2020)
Daniel Nguyen (until 26 November 2020)	Wai Kaey Soon (until 26 November 2020)	Barton Wu (until 26 November 2020)	

Australian Capital Territory Branch Committee members

The members of the ACT Branch Committee from 1 October 2020 to 30 June 2021 were:

Karanveer (Veer) Dhaliwal	Rahul Bedi	Macky Markar	Mythili (Mya) Anumariapudi
Veena Bedekar	Leila Galang	Eveline Kuang	James Kwan
Angel Li	Guillaume Nouri-Girones	Silas Otto	Rohan Reddy
Pei Chow (until 15 April 2021)			

New South Wales Branch Committee members

The members of the New South Wales Branch Committee from 23 November 2020 to 30 June 2021 were:

Marija Yelavich	David (Bobby) Chong	Chelsea Wu	Gillian Woon
Heather Pang	Kripa Bhatt	Lee-May Saw	Ronny Chen
Stefanie Cheong	Tin Lok Shea	Vijhai Utheyan	James Wan
Abinaja Yogarajah	Xuan (Peter) Luo	William Zhou	Candice Lau

Queensland Branch Committee members

The members of the Queensland Branch Committee from 24 November 2020 to 30 June 2021 were:

Anand Shah	Vernon Ting	Catherine (Cat) Chiang	Linda Cho
Tuck Chung	Natalie Duong	Reimen Hii	Sian Hur
Dominic Nguyen	Amaryllis (Amy) Tian	Kathy Tin	Chasely Kern
Sarah de Wit			

South Australia Branch Committee members

The members of the South Australia Branch Committee from 1 October 2020 to 30 June 2021 were:

Jessica Teoh	Brian Vuong	Edwin Fah	Tina Tran
Helen Luu	Jessica (Jess) Le	Vanessa Van (Vanessa) Ho	

Tasmania Branch Committee members

The members of the Tasmania Branch Committee from 12 December 2020 to 30 June 2021 were:

Jessica Sabapathy	Diane Xu	Bunewat Keo	Adrienne Morton
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Note: The National Executive is currently assisting the Tasmania Branch Committee with getting established and organising a launch event.

Victoria Branch Committee members

The members of the Victoria Branch Committee from 25 November 2020 to 30 June 2021 were:

Kelvin Ng	Jenny Si	Daniel Nguyen	Adrian Lee
Tuanh Nguyen	Mary Liu	Nikki Doan	Kimberley Hale
Linda Hanley	Radhika Kanhai	Lizia Lim	Lily Sarkar
Jayr Teng	Joshua Wong	Jenny Au	Christina Lien

Western Australia Branch Committee members

The members of the Western Australia Branch Committee from 23 November 2020 to 30 June 2021 were:

Belinda Wong	Stephanie Tan	Anfernee Lai	Brian Liao
Charmaine Tsang	Gabriel Wong	Jessica Tran	Julie Moore
Kashmirra Thevar	Leo Ren	Lien Phan	Mintie Tantiprasut
Natalie Quek	Sabrina Tan	Sherlene Heng	Steven Wong
Trinh Le	Vania Fung	Victoria Shaw	

Principal Activities

AALA was established with the key objective of promoting cultural diversity in legal practice, particularly among legal professionals of an Asian cultural background. AALA's objectives are set out on page 11.

Significant Changes

There have been no significant changes in AALA's activities.

Retained Surplus

The retained surplus at the end of the financial year ended 30 June 2021 was \$34,365.

Signed in accordance with a resolution of the Executive Committee on 28 November 2021:

Kingsley Liu
National President

Nai Yan Yeap
National Treasurer

2020/21 Executive Committee members

Executive Committee members as at 30 June 2021:

Name	Position
Kingsley Liu	National President
Molina Asthana	National Vice President
Matt Floro	National Secretary
Nai Yan Yeap	National Treasurer
Aruna Colombathantri	Executive Committee Member
Sining Wang	Executive Committee Member
John Arthur	Executive Committee Member
Olive Go	Executive Committee Member
Karanveer (Veer) Dhaliwal	ACT President
Rahul Bedi	ACT Vice-President
Macky Markar	ACT Secretary
Marija Yelavich	NSW President
David (Bobby) Chong	NSW Secretary
Anand Shah	QLD President
Vernon Ting	QLD Secretary
Jessica Teoh	SA President
Brian Vuong	SA Secretary
Jessica Sabapathy	Tas President
Bunewat Keo	Tas Secretary
Ka Wing (Kelvin) Ng	VIC President
Jenny Si	VIC Secretary
Belinda Wong	WA President
Stephanie Tan	WA Secretary

2020/21 Australian Capital Territory Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Karanveer (Veer) Dhaliwal	Branch President
Rahul Bedi	Branch Vice-President
Macky Markar	Branch Secretary
Mythili (Mya) Anumarlapudi	Branch Committee Member
Veena Bedekar	Branch Committee Member
Leila Galang	Branch Committee Member
Eveline Kuang	Branch Committee Member
James Kwan	Branch Committee Member
Angel Li	Branch Committee Member
Guillaume Nouri-Girones	Branch Committee Member
Silas Otto	Branch Committee Member
Rohan Reddy	Branch Committee Member

2020/21 New South Wales Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Marija Yelavich	Branch President
David (Bobby) Chong	Branch Secretary
Chelsea Wu	Branch Committee Member
Gillian Woon	Branch Committee Member
Heather Pang	Branch Committee Member
Kripa Bhatt	Branch Committee Member
Lee-May Saw	Branch Committee Member
Ronny Chen	Branch Committee Member

Stefanie Cheong	Branch Committee Member
Tin Lok Shea	Branch Committee Member
Vijhai Utheyan	Branch Committee Member
James Wan	Branch Committee Member
Abinaja Yogarajah	Branch Committee Member
Xuan (Peter) Luo	Branch Committee Member
William Zhou	Branch Committee Member
Candice Lau	Branch Committee Member

2020/21 Queensland Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Anand Shah	Branch President
Vernon Ting	Branch Secretary
Catherine (Cat) Chiang	Branch Committee Member
Linda Cho	Branch Committee Member
Tuck Chung	Branch Committee Member
Natlia Duong	Branch Committee Member
Reimen Hii	Branch Committee Member
Sian Hur	Branch Committee Member
Dominic Nguyen	Branch Committee Member
Amaryllis (Amy) Tian	Branch Committee Member
Kathy Tin	Branch Committee Member
Chasely Kern	Branch Committee Member
Sarah de Wit	Branch Committee Member

2020/21 South Australia Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Jessica Teoh	Branch President
Brian Vuong	Branch Secretary
Edwin Fah	Branch Committee Member
Tina Tran	Branch Committee Member
Helen Luu	Branch Committee Member
Jessica (Jess) Le	Branch Committee Member
Vanessa Van (Vanessa) Ho	Branch Committee Member

2020/21 Victoria Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Ka Wing (Kelvin) Ng	Branch President
Jenny Si	Branch Secretary
Daniel D Nguyen	Branch Committee Member
Adrian Lee	Branch Committee Member
Tuanh Nguyen	Branch Committee Member
Mary Liu	Branch Committee Member
Quynhi Nikki (Nikki) Doan	Branch Committee Member
Kimberley Jayne Hale	Branch Committee Member
Linda Hanley	Branch Committee Member
Radhika Kanhai	Branch Committee Member
Lizia Lim	Branch Committee Member
Lily Sarkar	Branch Committee Member
Kayr Teng	Branch Committee Member
Joshua Wong	Branch Committee Member

Jenny Au
Christina Lien

Branch Committee Member
Branch Committee Member

2020/21 Western Australia Branch Committee members

Branch Committee members as at 30 June 2021:

Name	Position
Belinda Wong	Branch President
Stephanie Tan	Branch Secretary
Anfernee Lai	Branch Committee Member
Brian Liao	Branch Committee Member
Charmaine Tsang	Branch Committee Member
Gabriel Wong	Branch Committee Member
Jessica Tran	Branch Committee Member
Julie Moore	Branch Committee Member
Kashmirra Thevar	Branch Committee Member
Leo Ren	Branch Committee Member
Lien Phan	Branch Committee Member
Mintie Tantiprasut	Branch Committee Member
Natalie Quek	Branch Committee Member
Sabrina Tan	Branch Committee Member
Sherlene Heng	Branch Committee Member
Steven Wong	Branch Committee Member
Trinh Le	Branch Committee Member
Vania Fung	Branch Committee Member
Victoria Shaw	Branch Committee Member

2020/21 AALA Appointed Officers

Appointed Officers as at 30 June 2021:

Name	Position
Mary Liu	National Secretariat Officer
Alyssandria Lim	National Secretariat Officer
Duc-Huy (Johnny) Nguyen	National Media and Policy Officer
Zhen (Gillian) Wu	National Engagement and Advocacy Officer
James Morgan	National Special Projects Officer
Ivonne Muryadi	National Finance Officer



Our Members

Since 2013, AALA has pursued promoting cultural diversity within the Australian legal profession. At 30 June 2021, our membership base had surpassed 1,100, with members all around Australia.

AALA's success is driven by the ongoing and continued support of its members. AALA members come from many diverse cultural backgrounds, and diverse legal and non-legal backgrounds, but all share the belief in the message of AALA.

The Committees, both National and each of the Branches, act on behalf of members, and work to improve members' experience with AALA. Aside from the annual initiatives like the Mentoring program, the William Ah Ket Scholarship, and now the National Cultural Diversity Summit, the Branches work tirelessly to bring regular events in each of the states and territories, to enable members to connect in a network as well as engage in the community. AALA also strives to pursue our purpose by releasing media statements and advocacy pieces, as well as hosting a corporate directory and member blackboard.

AALA would like to express its sincere gratitude towards all of its members for their ongoing support for another year. Without members, AALA would not exist, nor have a reason to pursue our purpose: to promote cultural diversity in the law.

Corporate Members

AALA would like to recognise the following firms and organisations who signed on, or continued, as corporate members in 2020/21:

- Aitken Partners
- Allen & Overy
- Ashurst
- Baker & McKenzie
- BMS Law
- Clayton Utz
- Clifford Chance
- Cornwalls
- Corrs Chambers Westgarth
- Fumens Lawyers
- H&H Lawyers
- Herbert Smith Freehills
- HFW Australia
- Holding Redlich
- Johnson Winter & Slattery
- K&L Gates
- King & Wood Mallesons
- Lander & Rogers
- Maddocks
- Norton Rose Fulbright
- Patti Chong Lawyer
- Price Waterhouse Coopers
- Scammell & Co
- Turks Legal

Membership fees for 2021/22

It is proposed that the membership fees for the 2021/22 financial year will remain unchanged from the previous financial year. However, the Association may reconsider the amount of membership fees at a General Meeting in 2022. The current proposed membership fees are set out below:

Initial membership fees

Individual membership fees

Individual membership type	Base fee
A Lawyer or barrister admitted more than 3 years	\$100
B Lawyer or barrister admitted less than 3 years	\$30
C Law student / PLT student	\$10
D Non-lawyer associate (non-voting)	\$50

The membership year is 1 July to 30 June the next year.

For lawyers and barristers admitted more than 3 years (Category A), if a member joins part way through a membership year, the membership fee will be reduced by a rebate, which is calculated by reference to the month in which the member joins.

Month joined	Rebate
July	Nil
August	Nil
September	\$10
October	\$10
November	\$10
December	\$20
January	\$30
February	\$40
March	
April	
May	
June	

Firm / Corporate Membership Fees

Firm / Corporate memberships for law firms, corporations and other organisations may be purchased, which entitles the law firm / corporation / organisation to allocate to individual memberships to up to 5 individuals employed by the law firm / corporation / organisation, transferrable within the law firm / corporation / organisation.

Firm / Corporate Membership Type		Annual Fee
E	Law Firm	\$250
F	Corporations / Other Organisations	\$500

The membership year runs for 12 months from the date of application. Each individual membership allocated against the firm / corporate membership will also run for this period.

Renewal membership fees

Individual membership fees

Individual membership type		Base fee
A	Lawyer or barrister admitted more than 3 years	\$100
B	Lawyer or barrister admitted less than 3 years	\$30
C	Law student / PLT student	\$10
D	Non-lawyer associate (non-voting)	\$50

Corporate membership fees

Corporate memberships for law firms may be purchased, which entitles the law firm / corporation to allocate to individual memberships to up to 5 individuals employed by the law firm / corporation, transferrable within the law firm / corporation.

Corporate membership type		Base fee
E	Law firm (up to 5 individual members)	\$250
F	Other corporations (up to 5 individual members)	\$500

For individual memberships, the membership year is 1 July to 30 June the next year.

For corporate memberships, the membership year runs for 12 months from the date of renewal. Each individual membership allocated against the corporate membership will also run for this period.

New South Wales Branch Report

For 2021, the NSW Membership elected a new leadership team welcoming Branch President, Marija Gurlica and Branch Secretary, David Bobby Chong. In addition to these Branch roles, Marija also sat as National Marketing and Social Media Convenor and David was Secretary of the National ASG Subcommittee. The Committee welcomed new faces and enjoyed the continued support of valuable Members, and operated three sub-committees:

1. Student Sub-Committee;
2. Data and Policy Sub-Committee; and
3. Foreign Qualified Lawyers Sub-Committee.

The Student Sub-Committee for 2021 was chaired by Committee Member, Chelsea Wu. The objective of the NSW Student Subcommittee is to engage with universities and our student Members. In 2021, the Student Subcommittee worked with the National Executive to launch the NSW Mentoring Program, connecting students and junior practitioners to the wider legal profession.

The Data and Policy Subcommittee was chaired by Committee Member, Lee-May Saw. The objective of the NSW Data and Policy Subcommittee is to advocate for and work on projects that promote the collection of data that is required for a meaningful insight into cultural diversity. The just collection of and equitable access to such data helps form meaningful policies and funding for genuine cultural diversity and access to the law. In 2021, the NSW Data and Policy Subcommittee has worked with the National Executive to submit a paper to the Australian Law Reform Commission in its Review of Judicial Impartiality Inquiry 2021. The NSW Data and Policy Subcommittee continue to work with bodies such as the NSW Law Society and NSW Bar Association to expand its work and advocacy.

The Foreign Qualified Lawyers Subcommittee was chaired by Committee Member, Kripa Bhatt. The NSW Foreign Qualified Lawyers Subcommittee (FQL Subcommittee) is unique as it operates nationally. Established in 2020 by foreign qualified lawyers, for foreign qualified lawyers, the FQL Subcommittee meet regularly to provide a space of support to foreign qualified lawyers. In 2021, the FQL Subcommittee has hosted numerous events, including a drafting workshop with Sue Tomat and has launched the FQL Frequently Asked Questions Guide.

Two core objectives were agreed on by the NSW Committee for 2021:

1. to begin charging fees for events (strengthening the distinction between benefits received by Members and non-Members); and
2. increase the value of NSW Members, including the number of opportunities available for them.

These two objectives are intertwined. In relation to the charging of fees, the FQL Sub-Committee hosted two events that required registration and a fee, and the NSW Committee hosted two social events that also required registration and a fee. While we intended to have more fee-events, the NSW Committee acknowledged the difficulty caused by the pandemic and our key value of inclusiveness. Inclusiveness, being access to social and networking opportunities that did not discriminate based on postcode (online events) or socioeconomic means (free events) was crucial during the pandemic. The NSW Committee wanted to keep our community connected. In relation to increasing the value of Members, each Sub-Committee witnessed a remarkable level of engagement throughout the year. Building on these milestones will be a key focus for the 2022 NSW Committee.

In 2021, the NSW Branch also welcomed the appointment of our inaugural State Branch Patron, Katrina Rathie. Elected from a shortlist by the NSW Committee, Ms Rathie will work closely with the NSW Committee throughout the new year to build the NSW impact and outreach. The NSW Committee and Ms Rathie share a strong passion for intersectional diversity and inclusiveness.

A significant development in 2021 was that Members elected the first female NSW Branch President and this President, Marija was also able to take maternity leave from her duties. The collegial network of AALA and the clear, grass-roots inspired, 'all-hands in' structure and attitude of the NSW Committee made this possible. This is a testament to the values that the NSW Committee holds.

NSW, home to some of the leading business districts of Australia, was significantly impacted by the pandemic. Our Committee and Members witnessed this first hand - racism, shifts in how we work and live, pay-cuts, job-losses, cancelled and rescheduled events such as weddings and admissions.

On a personal note, the year has taken a toll on the Committee. While it has been challenging, it has bound us together and motivated us to deliver purposeful opportunities to our Members. I know that this same drive will continue to shape the Committee's intentions and actions for the new year, strengthening our suite of services and outreach. I am proud of our NSW Committee and know that we will only improve in our operation and ability to serve Members in the years to come.



Marija Gurlica
New South Wales Branch President

Queensland Branch Report

The Queensland Branch Committee is delighted to announce that on 12 November Queensland Deputy Chief Magistrate Anthony Gett accepted the Committee's invitation to become the inaugural Queensland Branch Patron.

The Queensland Branch Committee met five times through the year. The Committee comprised:

Anand Shah (President), Vernon Ting (Secretary), Amayllis (Amy) Tian (for part of the year), Catherine Chiang, Chasely Kern, Dominic Nguyen, Kathy Tin, Linda Cho, Natalie Duong, Sarah de Wit, Sian Hur, Reimen Hii, Stephanie Tang and Tuck Chung.

The Queensland Branch gratefully acknowledges the enormous, generous and consistent support it has received from the National Secretary, Matt Floro. Thanks also go to Kingsley Liu, Molina Asthana and outgoing Treasurer, Nai Yan Yeap. The Branch has received much judicial support and encouragement. The Branch particularly acknowledges the Queensland Chief Justice (Hon Catherine Holmes AC), the Hon Anthe Philippides and Deputy Chief Magistrate Gett.

On 15 April, the Queensland Branch and Maurice Blackburn hosted a seminar in Brisbane (and online) entitled "Employers/Employees: Rights and Responsibilities in the COVID Era". The speakers were Dan Chen (Chair), Dr Mellissa Naidoo (Group CMO and Head of Clinical Innovation, nib Group) and Giri Sivaraman (Principal Lawyer, Maurice Blackburn).

On 29 April, the Committee, along with other diversity groups, gave thanks to the Hon Justice Anthe Philippides for her support of diversity groups. Her Honour retired from the Queensland Court of Appeal on 22 April. Her Honour, through her Music and Arts Circle, regularly invited AALA members and friend to music concerts in Brisbane.

On 30 April, Committee member Linda Cho sat on a Diversity Panel hosted by QUTLINC (Law and Inclusion). Each panellist spoke of their diversity experiences. One panellist spoke of her transgender journey. Kritika Mehta, QUTLINC President, later attended a Queensland Branch Committee meeting as a guest.

The 2021 AALA Mentoring Program (for Queensland mentors and mentees) was launched on 5 May at a well-attended event at Herbert Smith Freehills. The guest speaker was Deputy Chief Magistrate Gett. His Honour gave a simple, down-to-earth, practical speech on mentoring. Generously, His Honour permitted his speech to be uploaded to the AALA website.

On 18 May, members of the Queensland Branch Committee (with pooches in tow) participated in the Queensland Legal Walk. This event raises money for LawRight. LawRight co-ordinates most of the pro-bono legal work in Queensland.

On 4 June, Queensland Branch members and friends gathered to celebrate Chloe Zhao becoming the first woman of colour to win the Oscar for Best Director for *Nomadland*. Nibbles and drinks were enjoyed before the movie showing. Thanks to Committee member, Sarah de Wit, for all her work in organising this event.

On 18 September, the 2021 AALA National Cultural Diversity Summit was broadcast online. Committee member, Reimen Hii, chaired session 2 "Learning from Other Professions and Industries: What have they done and what are they doing?" The panellists in this session were: Ken Woo (Partner PwC), Remy Hii (journalist and actor) and Sadhana Smiles (CEO of Real Estate Industry Partners and Director of Harcourts Move). Summit sponsors included the Queensland Law Society, the Bar Association of Queensland, Bond University Faculty of Law, Griffith University Law School, James Cook University, QUT and the University of Queensland.

Linda Cho was instrumental in organising the "Why Diversity?" event held in the Brisbane Banco Court on 28 September. For the first time, AALA, Women Lawyers Association Queensland, Pride in Law, Pasifika Lawyers Association of Queensland, Indigenous Lawyers Association Queensland, QLS Diverse Abilities Network and the African Lawyers Network joined together for this panel event. Attendees were welcomed by the President of the Queensland Law Society, Elizabeth Shearer. The event was moderated by the Honourable Justice Walter Sofronoff, President of the Queensland Court of Appeal. One of the panellists, Ashleigh DoRozario, is legally blind due to a rare autoimmune condition and is permanently immunocompromised from her medical treatment. Afterwards, attendees enjoyed drinks and First Nations bush tucker. A

recording of this event can be found on the AALA website.

The Branch held its first Judicial Panel event in 2019. COVID put a stop to the event in 2020. Thankfully the event made a comeback this year. Grateful thanks go to Corrs Chambers Westgarth (particularly Raeesa Lambat, Hayley Grossberg and Jacqui Vera) for hosting the event again. The panel this year comprised: President Sofronoff, the Honourable Roslyn Atkinson AO (former Justice of the Supreme Court of Queensland) and His Honour Judge Nathan Jarro (Judge of the District Court of Queensland).

As in 2019, the panel was expertly and suavely moderated by Committee member, Dominic Nguyen. In attendance were the Chief Justice of Queensland, the Chief Judge of the District Court (Brian Devereaux SC), Justice Frances Williams, and Deputy Chief Magistrate Gett. Lawyers Weekly published an article about this event on 10 November. Thanks to Dominic,

Catherine Chiang and Linda Cho for organising this event.

The Branch Committee assisted the College of Law in organising a national webinar entitled "Careers in International Law: Arbitration, M&A and Cross-Border Transactions and Trade and Investment". The panel included speakers from Malaysia, the UK and the USA. The webinar was broadcast on 21 October.

The Branch Committee continued its close association with Bond University's Asian Lawyers Students' Society. Members of the Branch Committee attended a number of events including Women in the Law and a Legal Profession Social Networking Night.

The Branch President met with the Heads of Education at the Queensland Law Society (Sandra Pepper) and the Bar Association of Queensland (Kali Astill) and encouraged them to include diversity sessions in mainstream conferences.



Anand Shah
Queensland Branch President

South Australia Branch Report

The South Australian (SA) Branch of AALA has had a big and wonderful first year in 2021.

The SA Branch was formed in October 2020 and started its existence with 3 members on the committee. Faced with the challenges of 1) establishing the SA Branch and 2) the uncertainties arising from COVID-19, the SA Committee began its first year with a sense of nervous anticipation and excitement.

Since that time, with teamwork and a focus on good food and mentorship, the SA Committee has ended the year with 7 members, grew the SA membership base to almost 70 and managed to hold nearly one event per month in 2021.

The SA Branch's first year

25 February 2021: The official launch of the SA Branch on 25 February 2021 was held at Kosho in North Adelaide. The keynote speaker was Magistrate Jayanthi McGrath (of the Magistrates Court of South Australia). Magistrate McGrath held everyone's attention as she recounted her early days as a junior solicitor and the progression of her career, culminating in her current role. Many attendees stayed well into the night, beyond the official close of the event and enjoyed all the good food.

24 March 2021: In conjunction with the College of Law, we hosted a mentoring panel discussion featuring lawyers of Asian heritage in diverse fields of law. Magistrate McGrath chaired this panel discussion and described how important effective mentoring is at all levels. The panelists discussed various topics including the pros and cons of following a mentor to a new firm and what they have found to be effective mentoring.

28 April 2021: The national 2021 AALA Mentoring Program was formally launched in SA at Sparkke on Whitmore Square with a keynote speaker, former District Court Judge, the Honourable Steven Millstead QC and the assistance of red packets containing questions for mentors and mentees to help start their mentoring relationship. In SA, 30 AALA members sought a mentor and almost 20 people volunteered to be mentors.

24 June 2021: Nathan Schwarz (Director and Founder of Black Box Restructuring and Forensic Accounting) delivered to our members a CPD on what insolvency practitioners look for in a lawyer, and how the sharing of knowledge between

insolvency practitioners and lawyers can provide real gains for clients.

19 September 2021: As part of the 2021 National Cultural Diversity Summit, an after party was held at 1/3 by NNQ where a panel of speakers spoke to us about being more than a lawyer. It was fascinating to hear about the different views of each panel member (comprising His Honour Judge Soulio of the District Court, Kate Bickford, Partner at HWL Ebsworth Lawyers and Thuan Nguyen, Legal Services Commission) as to what being more than a lawyer means to them. Again, many attendees stayed well into the night, beyond the official close of the event and enjoyed all the good food.

28 October 2021: As part of the formal conclusion of the 2021 AALA Mentoring Program we hosted an event at where it began, in a "full circle", at Sparkke on Whitmore Square (again with the assistance of red packets containing questions for mentors and mentees to help reflect on their time in the Mentoring Program). We heard from Chris Kwong, Executive Adviser to the CEO of Red Cross Australia speak on his experiences as a mentee and how it has helped him going forward.

8 December 2021: We intended to hold in August a cocktail function at Parliament House to be hosted by the Honourable Zoe Bettison MP (State Member for Ramsay) who is the Shadow Minister for Multicultural Affairs (amongst her other portfolios) however, due to restrictions imposed by COVID-19, this event has been deferred to 8 December 2021 to end our first year.

What next for the SA Branch?

The first year of the SA Branch has certainly been a learning experience, but it is clear that there is a need for an organisation like AALA in SA, as evidenced by the huge support and feedback we have received from our members (including that we have held the best networking event that they have ever attended!). Such support and feedback has buoyed us to continue to cement AALA's presence in SA.

I am honoured to be the inaugural President of the SA Branch and acknowledge and thank the tireless effort and work of each member of the SA Committee, especially the inaugural SA Secretary, Brian Vuong, during the year. Without each committee member, SA would not have been able to experience the success that it did during the year. I also thank all our SA members,

sponsors and supporters for being part of our first year. We look forward to continuing this success and maintaining our foodie reputation into 2022 and beyond!



Jessica Teoh
South Australia Branch President

Victoria Branch Report

Notwithstanding disruptions caused by the ongoing COVID-19 pandemic, the Victorian Branch of the AALA (**AALA VIC**) successfully ran and participated in a large number of both in-person and online events and initiatives, ranging from cultural celebrations and networking to professional development and advocacy, in collaboration with a broad array of partners and sponsors, targeted towards members at different levels of experience, from law students to seasoned practitioners.

Below, AALA VIC celebrates Victorian appointments and awards, and summarises the aforementioned events and initiatives.

Appointments and awards

Judicial appointments

It was encouraging to see a number of culturally diverse legal practitioners appointed to the bench in Victoria over the course of the past year, including:

- Sharon Burchell, a longstanding supporter of AALA, being appointed as a judge of the County Court of Victoria on 22 June 2021, with National Vice-President Molina Asthana delivering the welcome on behalf of the Law Institute of Victoria, and Victorian President Kelvin Ng and Victorian Committee Member (and former Victorian President) Daniel Nguyen in attendance, at her Honour's welcome ceremony on 8 July 2021;
- Pardeep Tiwana being appointed as a judge of the County Court of Victoria, also on 22 June 2021; and
- Jason Ong being appointed as a magistrate of the Magistrates' Court of Victoria on 21 September 2021.

Victorian Patron

On 1 July 2021, AALA VIC appointed Professor the Hon Gareth Evans AC QC to the role of Victorian Patron. He brings to the role:

- esteemed service to the Australian legal profession and in academia, including as Distinguished Honorary Professor and former Chancellor of the Australian National University;
- a wealth of experience in Australian politics (including as Attorney General and Foreign Minister) and international relations, with a particular focus on the Asia-Pacific region; and
- a passionate commitment to the cause of greater Asian-Australian representation in leadership positions in both the public and private sectors, having been instrumental

in the establishment of the Australian National University Centre for Asian-Australian Leadership.

AALA VIC is delighted to have its patron's support in furthering the overarching objective of promoting cultural diversity in the law.

40 Under 40: Most Influential Asian-Australians

On 7 September 2021, Victorian Committee Member Jayr Teng was named as the category winner for the Professions and Legal category in the 40 Under 40: Most Influential Asian-Australians Awards for 2021.

Jayr, who is of Filipino heritage, currently advises the government on issues arising from COVID-19, is a legal member of the Mental Health Tribunal and is acting on behalf of the Victorian Public Sector Commission in the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Events and initiatives

Lunar New Year Celebrations 2021

On 23 February 2021, after more than a year since its last in-person event, AALA VIC held its Lunar New Year Celebrations at the City of Melbourne Bowls Club, featuring Judge My Anh Tran of the County Court of Victoria as a guest speaker. The event was proudly sponsored by Greens List Barristers. Attendees socialised over food, drinks and lawn bowls.

Playing the Victim CPD

On 31 March 2021, AALA VIC held a CPD webinar on the topic of "Playing the Victim", presented by Peter Hanley, psychologist at Central Melbourne Psychology, in which the psychological concept thereof was explored, including discussing problematic and redeemable aspects, with the broad aim of improving the ability to respond appropriately to victims.

Mentoring Program Launch 2021

On 5 May 2021, as part of the national launch of the AALA Mentoring Program, AALA VIC held its Mentoring Program Launch at the Melbourne offices of Herbert Smith Freehills, with a keynote address from Chief Judge Peter Kidd of the County Court of Victoria. Mentors and mentees met and mingled with one another, as well as other participants in the program, over canapés and drinks kindly supplied by the host firm, Herbert Smith Freehills.

Law in Asia – A Comparative Approach

On 13 May 2021, AALA VIC, in conjunction with the Asian Law Centre and the Melbourne China Law Society at the University of Melbourne, co-hosted a virtual panel event on the topic of 'Law in Asia – A Comparative Approach', featuring Dr Hop Dang and Associate Professor Andrew Godwin of the University of Melbourne, and Stephanie Cameron, Senior Associate at Ashurst. This event compared and contrasted laws and ways of doing business in Australia and other Asian jurisdictions, providing an opportunity to learn about the cultures of and practices in those markets, which are becoming increasingly important to and interconnected with the Australian legal market.

Standing Together: Fighting Racism and Championing Social Justice

On 23 June 2021, Victorian President Kelvin Ng featured as part of a Norton Rose Fulbright virtual panel event on the topic of 'Standing Together: Fighting Racism and Championing Social Justice', alongside Viv Nguyen, Chairperson of the Victorian Multicultural Commission, Brian Bero, Managing Principal at Jaramer Legal, and Donald Betts Jr, lawyer at Norton Rose Fulbright and President of the North American Australian Lawyers Alliance. The discussion, facilitated by Div Pillay, CEO at MindTribes, explored issues arising in the wake of the Stop Asian Hate movement, which gathered momentum in light of the increased incidence of racial discrimination and vilification due to COVID-19, as well as a resurgence in the Black Lives Matter movement, both in the US and Australia.

Working Abroad – How to Build Your Legal Career in a New Country

On 24 June 2021, Victorian President Kelvin Ng featured as part of a College of Law virtual panel event on the topic of 'Working Abroad – How to Build Your Legal Career in a New Country', alongside Joanna Abraham, Lecturer at The College of Law, and Simran Joshi, Lawyer at Sladen Legal. This event explored difficulties experienced by, but also opportunities and pathways available to, law students, graduates and young lawyers from culturally and linguistically diverse backgrounds, including international students and foreign-qualified lawyers.

AALA-GLSA International Students Mooting Competition 2021

During July and August 2021, AALA VIC was delighted to partner with the Global Law Students Association at the University of Melbourne to run the second iteration of the AALA-GLSA International Students Mooting Competition. This annual competition provides

a platform for international students to practise and showcase their written and oral advocacy skills. AALA VIC supported the competition by connecting the Global Law Students Association with legal practitioners who served as judges for the knockout rounds.

On 24 August 2021, the grand final of the competition was held via Zoom, judged by Justice Rita Incerti of the Supreme Court of Victoria, Member Reynah Tang AM of the Victorian Civil and Administrative Tribunal and Cam Truong QC of the Victorian Bar. After a hard-fought and high-quality contest, Emma Cabi and Estee Khoo were crowned the winners of the competition.

Internship program with the County Court of Victoria

On 15 September 2021, after receiving a large volume of interest and applications, and following a rigorous selection process, AALA VIC was pleased to announce that Jenny Yi was selected as intern to Judge Sharon Burchell, Vivian Lai-Tran was selected as intern to Judge My Anh Tran, and Amber Meyer and Sahema Saberi were selected as interns to Judicial Registrar Adrian Muller of the County Court of Victoria. AALA VIC is immensely grateful to their Honours for offering this fantastic opportunity and has no doubt that the successful applicants will get a lot out of the experience.

Virtual drinks/coffee

In October 2021, with the end of Victoria's sixth lockdown in sight, AALA VIC members caught up virtually in small groups facilitated by Victorian Committee Members over lunch, coffee or drinks, providing them with the opportunity to brush up on their social interaction and networking skills in anticipation of doing so in person once again.

Recommended National Standards for Working with Interpreters in Courts and Tribunals CPD

On 10 November 2021, AALA VIC held a CPD webinar on the topic of "Recommended National Standards for Working with Interpreters in Courts", presented by Jack Yang, CEO, Bruce Song and Cathy Johnson, NAATI-accredited interpreters, at Bridging Translation. The seminar provided guidance regarding when to enlist the assistance of an interpreter, potential pitfalls and how to work effectively with interpreters in liaising with clients whose first language is not English.

Diwali Celebration 2021

On 17 November 2021, AALA VIC held its Diwali Celebration at Daughter in Law, featuring a Q&A session with Ameet Bains, CEO of the

Western Bulldogs Football Club and former lawyer. The event was proudly sponsored by Cornwalls. As the first in-person AALA VIC event in over 6 months, attendees enjoyed getting back out and socialising over dinner and drinks.

William Ah Ket Scholarship Award Ceremony 2021

On 25 November 2021, as part of the national William Ah Ket Scholarship Award Ceremony, AALA VIC held a viewing party over dinner at Graduate House at the University of Melbourne, with one of the runners-up (Kevin Nguyen), other Victorian scholarship applicants and distinguished members of the judiciary, legal profession and academia in attendance, including AALA National Patron Diana Bryant AO QC.



Kelvin Ng
Victoria Branch President

End of Year Dumplings and Drinks

On 8 December 2021, AALA VIC will see off the year with dumplings and drinks at Manchuria Bar. Initially scheduled for the end of the financial year, this event was postponed several times due to the mid-year lockdown – better late than never! The event is proudly sponsored by Svenson Barristers.

As Victorian President, I am immensely grateful to Victorian Committee Members and student volunteers for all their hard work behind the scenes in planning, organising and executing the above events and initiatives, which have only been possible due to the enormous amount of time and effort invested by everyone involved.

It has been an absolute privilege to lead the Victorian Branch Committee this year. I think we can be incredibly proud of what we as a team have achieved, and am confident that AALA VIC will continue to build on those successes next year, as we gradually emerge from the spectre of COVID-19 and can hopefully put it behind us.



Lunar New Year Celebrations 2021

From left to right: Nikki Doan, Jenny Si, Molina Asthana, Judge My Anh Tran of the County Court of Victoria, Kelvin Ng, Adrian Lee, Joshua Wong, Lizia Lim, Jayr Teng and Lily Sarkar.



Mentoring Program Launch 2021

From left to right: Member Reynah Tang AM of the Victorian Civil and Administrative Tribunal, Roman Lam, Daniel Nguyen, Jenny Si, Jenny Au, Tuanh Nguyen, Molina Asthana, Kelvin Ng, Chief Judge Peter Kidd of the County Court of Victoria, Jayr Teng, Lizia Lim and Adrian Lee.



Diwali Celebration 2021

From left to right: Adrian Lee, Kashif Bouns, Ameet Bains, Molina Asthana, Kelvin Ng, Radhika Kanhai and Jenny Si.



Diwali Celebration 2021 (continued)

From left to right: Daniel Nguyen, Kerry Truong, Molina Asthana, Kelvin Ng, Radhika Kanhai, Jenny Si, Jayr Teng, Adrian Lee, Lizia Lim, Christina Lien and Lily Sarkar.

Western Australia Branch Report

2021 has been a productive and enjoyable year for the WA Branch. We continued to build and strengthen relationships between the AALA and the WA legal community while assisting our members to make connections and knowledge share in innovative and entertaining ways.

During 2021, we sent the message that the WA Branch was an inclusive organisation which aimed to embrace the needs and identities of our members – we showcased trailblazers, sponsored cultural events and provided legal education as well as guidance on navigating the legal profession.

To demonstrate all of the above, I am delighted to share our roster of events in 2021 and our remarkable speakers:

These fantastic events could not have happened without the hard work and dedication of the Subcommittee Chairs and their Subcommittees – each individually listed earlier in this report. Each and every committee member should be recognised as an integral part of the whole.

To each of them, I say a big thank you – this year would not have been possible without you!

I'm really excited to see what 2022 brings here in WA with such an enthusiastic and able team.



Belinda Wong
Western Australia Branch President

Western Australia Branch 2021 Events

Event Date	Events
25 February 2021	<p>CPD Fundraiser for the Women's Legal Service WA</p> <p>UWA Law School in partnership with the Law Society of WA and supported by the AALA, Association of Corporate Counsel Australia, Australian Lawyers Alliance, Community Legal Western Australia, the Criminal Lawyers Association, FLPA Western Australia, NELA, Women Lawyers of Western Australia and the Piddington Society.</p>
12 March 2021	<p>Lunar New Year Celebration</p> <p>Speakers: Belinda Wong (WA President), Charmaine Tsang (Events Subcommittee Chair) Keynote Speaker: Magistrate Wendy Hughes of the Children's Court of Western Australia</p> <p>Sponsored by Herbert Smith Freehills, the College of Law, TIMG, Blumers Personal Injury Lawyers, McKenna & Associates Legal Recruitment, Francis Burt Chambers and Tang Law</p>
18 March 2021	<p>Superwomen Series: Heidi Gan OLY</p> <p>Speakers: Heidi Gan OLY and Belinda Wong (WA President)</p> <p>Sponsored by Clifford Chance</p>
6 May 2021	<p>WA Launch of the National Mentoring Program</p> <p>Speakers: Belinda Wong (WA President), Natalie Quek (Professional Development Subcommittee Chair), Frank Poeta (Herbert Smith Freehills) Keynote Speaker: Justice Jenni Hill of the Supreme Court of Western Australia</p> <p>Sponsored by Herbert Smith Freehills</p>
26 May 2021	<p>Wills & Estate Panel Event held in conjunction with the Society of African Australian Lawyers Inc</p> <p>Speakers: Belinda Wong (WA President), Kendra Turner (Secretary of SAALI) Panel Speakers: Chad Heslop (Dwyer Durack), Anfernee Lai (WA Branch Committee Member) and Jessica Cant (Cancer Council of WA)</p> <p>Sponsored by Herbert Smith Freehills</p>
1 June 2021	<p>Superwomen Series: Magistrates Wendy Hughes and Alana Padmanabham</p> <p>Speakers: Magistrate Wendy Hughes and Magistrate Alana Padmanabham, both of the Children's Court of Western Australia, Belinda Wong (WA President) and Emiko Watanabe (WA Branch Committee Member).</p> <p>Sponsored by the Piddington Society</p>
18 June 2021	<p>Minari Movie Night</p> <p>Led by Charmaine Tsang (Events Subcommittee Chair) and Mintie Tantiprasut (WA Branch Committee Member)</p> <p>Sponsored by TIMG</p>
22 July 2021	<p>Student Speed Networking Evening</p>

Event Date	Events
	<p>Speakers: Sabrina Tan (Student Affairs Subcommittee Chair), Rachel Harkness (Lavan)</p> <p>Senior networkers: Cassandra Andrews (Francis Burt Chambers), Rachel Harkness, Aoning Li (Fremantle Community Legal Centre), Brian Nugawela (Michael Kirby Chambers), Heine Papenfus (LHD Lawyers), Andrew Shuy (State Solicitor's Office of Western Australia) and Steven Wong (Membership and Sponsorship Subcommittee Chair)</p> <p>Sponsored by Lavan</p>
22 to 24 July 2021	<p>Perth Symphony Orchestra's Dim Sum Concert</p> <p>Sponsored by AALA and attended by Charmaine Tsang (Events Subcommittee Chair), Belinda Wong (WA President) and Julie Moore (WA Branch Committee Member)</p>
24 September 2021	<p>Shang Chi and the Legend of the Ten Rings Movie Night</p> <p>Led by Charmaine Tsang (Events Subcommittee Chair) and Mintie Tantiprasut (WA Branch Committee Member)</p> <p>Sponsored by TIMG</p>
7 October 2021	<p>Mental Health Online Seminar</p> <p>Speakers: Kashmirra Thevar (WA Branch Committee Member), Desi Vlahos (Leo Cussen Centre for Law), Larissa Meysner (Western Perth Clinical Psychology) and Linda Nguyen (Herbert Smith Freehills).</p> <p>Sponsored by Leo Cussen Centre for Law</p>
18 November 2021	<p>Sharing Our Stories – Mentoring Event</p> <p>Speakers: Belinda Wong (WA President), Lien Phan (WA Branch Committee Member)</p> <p>Keynote speakers: Dr Andrew Lu AM (HBA Legal), Irene Kuo (FMG), Dillon Wong (Bennett + Co) and Tom Monks (Tom & Co Legal)</p> <p>Sponsored by HBA Legal</p>
25 November 2021	<p>Journeys and Destinations – Migrant Experiences and Migration Law held in conjunction with SAALI</p> <p>Speakers: David Blades (Perth Chambers), Inzwie Murapata (Circle Green Community Legal), Ange Sylvia Iradukunda (Edith Cowan University)</p> <p>Sponsored by Corrs Chambers Westgarth</p>
3 December 2021	<p>End of Year Celebration at Six Senses, Elizabeth Quay</p> <p>Sponsored by TIMG</p>

Minari Movie Night



Carlo Di Toro (TIMG), Mintie Tantiprasut (WA Committee Member) and Charmaine Tsang (WA Committee Member)



Featured: Kendra Turner, Felicia Chan (WA Committee Member), Alyce Rae, Nancy Zhao and Matthew Endo

Lunar New Year 2021



Belinda Wong (WA President), Rebecca Lu (Student of the Year), Dillon Wong (Junior Lawyer of the Year), Eva Lin (Senior Lawyer of the Year), Clifford Chance collecting award on behalf of Heidi Gan OLY (Diversity Leader of the Year), Charmaine Tsang (WA Event Subcommittee Chair)



The WA Committee: Jessica Tran, Brian Liao, Stephanie Tan, Gabriel Wong, Anfernee Lai, Sherlene Heng, Vania Fung, Kashmirra Thevar, Steven Wong (back row), Mintie Tantiprasut, Charmaine Tsang, Julie Moore, Belinda Wong, Natalie Quek, Victoria Shaw (front row)

Student Speed Networking Event

Our wonderful Student Affairs Subcommittee: Lien Phan, Kashmirra Thevar, Trinh Le, Vania Fung and Sabrina Tan



Wills and Estates and Family Law Roadshow



Anfernee Lai (WA Committee Member), Chad Heslop (Dwyer Durack) and Jessica Cant (Cancer Council of WA)



Kendra Turner (SAALI), Belinda Wong (WA President), Kaday Conteh (SAALI), Kashmirra Thevar (WA Committee Member) and Ena Catovic (Herbert Smith Freehills)

Superwomen Series - Magistrate Wendy Hughes and Magistrate Alana Padmanabham



Magistrate Wendy Hughes, Magistrate Alana Padmanabham, Emiko Watanabe (WA Committee Member), Belinda Wong (WA President)

Superwomen Series – Heidi Gan OLY



Belinda Wong (WA President) and Heidi Gan OLY

Our 2019-2020 FY sponsor

**Baker
McKenzie.**

Message from our honorary accountants and auditor



Walker Wayland Advantage has a history in Melbourne dating back more than 95 years with service lines encompassing Business Advisory, Audit and Risk Assessment, Taxation Advice and Planning including Subsidiaries Expatriate Taxation and Relocation Advisory.

For the seventh year we are proud to have supported the AALA by assisting in the preparation of the financial reports and the audit of those reports.

We believe in real access to our partners, but not at the exclusion of others in the firm. Many of our clients are small businesses, and the person with whom we work is a shareholder in that business.

We share the challenges of running a business today with employment, technology, forecasting and compliance issues that affect a business in both the short and longterm.

We remain committed to understanding our clients' businesses and helping to find solutions to the issues that affect profitability, business value and risk management issues.

Martin Phelan

Partner

Walker Wayland Advantage

Appendix 1: Audited Financial Statements

Message from our honorary accountants and auditor



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Martin Phelan

Partner

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