



ASIAN AUSTRALIAN
LAWYERS ASSOCIATION INC

PROMOTING CULTURAL DIVERSITY IN THE LAW

3 OCTOBER 2020

National Cultural Diversity Summit

***Cultural Diversity and
the Legal Profession:
Be the change we
want to see***



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National Cultural Diversity Summit Pillars

1

The role of cultural leadership in the legal industry and wider community.

2

The need to improve access to the law for CALD communities.

3

Reform of the judicial appointment process in Australia.

4

The strength and value in pursuing further collaboration between CALD lawyer associations and the wider legal industry.

To register for the Summit and receive your personalised
Zoom invite , visit
AALA.ORG.AU

Welcome from Kingsley Liu

National President

Asian Australian Lawyers Association

The work of the Asian Australian Lawyers Association (AALA) National Executive Committee, our State Committees and wider membership, is the inspiration for this transformative journey to plan and host our first National Cultural Diversity Summit (AALA National Summit).

What we can now reveal is a program for a progressive road map for Cultural Diversity in the Law for the future.

The AALA National Summit road map on Cultural Diversity in the Law, will explore four key advocacy areas:

1. The role of cultural leadership in the legal industry and wider community: AALA National Patron, the Hon. Michael Kirby AC and Judicial Registrar Tran, will examine the opportunities and challenges, and the collective and individual influences that enable better outcomes.

2. The need to improve access to the law for culturally and linguistically diverse communities: Justice Rangiah together with Mai Chen will discuss the multitude of reform and improvements required to assist parties from culturally diverse backgrounds to fairly access the courts and other avenues of justice and reprieve.

3. Reform of the judicial appointment process in Australia: Lord Justice Rabinder Singh, Court of Appeal (UK) and Chief Justice of the State of California Tani Cantil-Sakauye will lead a discussion about the judicial appointment process adopted by the UK and



the United States, where there are over 400 Asian judges in the US State and Federal courts and 100 or so in the UK offering inspiration.

4. The strength and value in pursuing further collaboration between culturally and linguistically diverse lawyer associations and the wider legal industry:

Lisa Annese of the Diversity Council of Australia will moderate a discussion between the five leaders of culturally diverse law associations representing 25% of the Australian legal profession.

The objective of the AALA National Summit is to propose the four key advocacy areas as pillars to the roadmap for the Australian legal profession. I hope that the Summit will inspire further discussion and serve to connect different advocacy groups and stakeholders with the aim of uniting the Australian legal profession to forge a better future for us all.

We are throwing our doors wide open to the entire community by sharing our AALA National Summit online. We are giving everyone the chance to watch and participate in this conversation on why Cultural Diversity is projected to make a difference to everyone in the Law.

Summit Agenda

We welcome you to join this inaugural online Summit, hosted via Zoom on
3 October 2020 at 1:00pm (AEST) / 11:00am (AWST) / 12:30pm (ACST)

1:00 PM **Acknowledgement of Country and Welcome**
Kingsley Liu, AALA National President

1:15 PM **Session 1: Being a Community Leader and Promoting Diversity**
The Hon. Michael Kirby AC CMG, AALA Patron; and
Judicial Registrar Tran, County Court Judge from 9 October 2020

*Join chair **John Arthur**, Barrister and AALA National Committee Member, as he moderates a conversation between **Judge My Anh Tran** and the **Hon. Michael Kirby AC** as they address the future of the cultural diversity movement in the legal profession and the opportunities and challenges that lie ahead for Asian Australians.*

1:50 PM **Session 2: Access to Justice as a Cultural Diversity Goal**
Justice Darryl Rangiah, Federal Court of Australia; and
Mai Chen, Chair of the Superdiversity Institute for Law, Policy and
Business and Managing Partner of Chen Palmer

*Join chair **Matt Floro**, AALA National Secretary, leading a discussion with **Justice Darryl Rangiah** and **Mai Chen**, about the challenges faced by litigants from culturally diverse backgrounds and how courts can facilitate fairer access and participation in the court process by such litigants*

2:25 PM **Cooking Break with Moni Lai Storz of Singing Wok**

2:35 PM **Session 3: Model for judicial appointments: The need for cultural diversity**
The Rt. Hon. Lord Justice Rabiner Singh, English Court of Appeal;
Chief Justice Tani Cantil-Sakauye, Supreme Court of California; and
Pauline Wright, President of the Law Council of Australia

*Join chair **Belinda Wong**, AALA Western Australian Branch President, as she discusses with the **Rt. Hon Lord Justice Singh**, **Chief Justice Cantil-Sakauye** and **Pauline Wright**, proposals for change to the appointment process of Australian judges. Please note that the Justices' presentations have been pre-recorded due to time differences and that Ms Wright's presentation has been pre-recorded for consistency.*

Summit Agenda

3 October 2020 at 1:00pm (AEST) / 11:00am (AWST) / 12:30pm (ACST) (*contd.*)

3:10 PM **Comedy Break with Diana Nguyen**
Comedian **Diana Nguyen** enacting *Phi and Me*

3:20 PM **Session 4: Collaborating for Cultural Diversity in the Law**
Lisa Annese, CEO, Diversity Council of Australia;
Donald Betts Jr, Co-Founder and Secretary, North American Australian Lawyers Association;
Molina Asthana, AALA National Vice President;
Jazeer Nijamudeen, President, Muslim Legal Network; and
Amani Green, President, African Australian Legal Network

*Join chair, **Lisa Annese**, CEO, Diversity Council of Australia and our Panel of four speakers from various diversity bodies outlining their work in promoting cultural diversity in the legal profession, exploring commonality of objectives and creating a plan for collaboration.*

3:55 PM **Closing Words featuring music by Sudha Manian one of Queensland's finest sitar players.**
Wai Kaey Soon, AALA New South Wales Branch President; and
Daniel Nguyen, AALA Victorian Branch President

The Asian Australian Lawyers Association (AALA) offers our respects to the Aboriginal and Torres Strait Islander peoples as the true and traditional owners and custodians of the lands we gather on to live, work and learn.

AALA acknowledges the past and continuing trauma caused by mistreatment and displacement. AALA celebrates and shares in the respect for elders, land and community and continues to advocate for intersectional diversity and the empowerment of all first nations peoples worldwide.

Meet our Speakers



The Hon. Michael Kirby AC CMG

Michael Kirby was a Judge for 34 years. He was appointed Deputy President of the Australian Conciliation and Arbitration Commission in 1975; Chairman of the ALRC in the same year; Judge of the Federal Court in 1983; President of the NSW Court of Appeal in 1984; and Justice of the High Court of Australia in 1996. He retired from judicial service in 2009. Since then he has been busy with United Nations duties, including as Chair of the UN Human Rights Council's Commission of Inquiry on North Korea (2013-14). In public addresses, he raised the explanation for the disproportionately low appointment of lawyers from non-Caucasian ethnicity to the judiciary; Senior Counsel; partner promotions; and firm appointments. This was one factor leading to the establishment of the AALA. He now serves as national patron of that body.



Judicial Registrar Tran

My Anh Tran was appointed a judge of the County Court on 10 June 2020, with her term to commence on 9 October 2020. For the last five and a half years My Anh has worked as a Judicial Registrar in the Commercial Division of the County Court, conducting interlocutory and final hearings and judicial mediations; and assisting with procedural reform. She was appointed together with Judicial Registrar Burchell in May 2015, in what may have been the first job share of a judicial role in Australia. My Anh holds a Bachelor of Laws (Honours) and a Bachelor of Science from the University of Melbourne, as well as a Bachelor of Civil Law from the University of Oxford. My Anh completed her articles at Freehills (now Herbert Smith Freehills) before signing the Bar Roll in May 2002. She read with Pamela Tate (now Justice of Appeal Tate).



Justice Darryl Rangiah

Justice Rangiah was appointed as a judge of the Federal Court of Australia in 2013. His Honour also holds an appointment as an additional judge of the Supreme Court of the Australian Capital Territory.

Prior to his appointment, Justice Rangiah practiced as a barrister at the Queensland Bar, taking silk in 2008. His Honour was also chair of the Queensland Fisheries Tribunal for nine years and a member of the Queensland Anti-Discrimination Tribunal for five years. His Honour is a member of the Griffith University Law School Advisory Committee and a member of the University of Queensland Pro Bono Centre Committee.

Meet our Speakers



Mai Chen

Mai Chen, LLB (Hons)(Otago), LLM (Harvard Law School) is the Managing Partner of Chen Palmer; Adjunct Professor at the University of Auckland Law School, Director on the BNZ Board, Chair of the Superdiversity Institute for Law, Policy and Business, NZ Asian Leaders and SUPERdiverse WOMEN. Mai has appeared in almost 40 cases in the Supreme Court through to the District Court in New Zealand and specialises in administrative and constitutional law, human rights and employment law, and regulatory defence. Mai previously sat on the New Zealand Securities Commission and has chaired government inquiries and reviews. She authored "Culturally and Linguistically Diverse Parties in the Courts" in 2019. Mai was twice a finalist in the New Zealander of the Year awards and was in the Top 50 Diversity Figures in Public Life in the Global Diversity List 2016.



The Rt. Hon. Lord Justice Rabinder Singh

The Rt. Hon. Sir Rabinder Singh read Law at Trinity College, Cambridge, from 1982 to 1985; and was a Harkness Fellow at the University of California at Berkeley, where he obtained his LL. M. in 1986. He was called to the Bar (Lincoln's Inn) in 1989 and was in practice at the Bar from 1990 to 2011. He was appointed a High Court Judge (Queen's Bench Division) in October 2011. He was a Presiding Judge of the South Eastern Circuit from 2013 to 2016 and the Administrative Court liaison judge for the Midland, Wales and Western circuits during 2017. He has been an Honorary Professor of Law at the University of Nottingham since 2007. His publications include Human Rights: Judicial Protection in the UK (2008). He was appointed a Lord Justice of Appeal in October 2017 and President of the Investigatory Powers Tribunal in September 2018.



Chief Justice Tani Cantil-Sakauye

When Chief Justice Tani G. Cantil-Sakauye was sworn into office in January 2011 as the 28th Chief Justice of California, she was the first Filipina American and the second woman to serve as the state's chief justice. In her nine years in office, Chief Justice Cantil-Sakauye has emerged as one of the country's leading advocates for equal access to justice, transparency, and reform of state court funding models that unfairly impact the poor. She has called for bail system reform while addressing concerns about fairness and public safety and has led efforts to revitalise civic learning and to inform the public about how the courts, both federal and state, play a key role in state government and constitutional democracy. She has been honoured with the Sandra Day O'Connor Award by the National Center for State Courts for her work promoting and improving civics education.

Meet our Speakers



Pauline Wright

Pauline is the President of the Law Council of Australia and is a past President of both the Law Society of NSW and the NSW Council for Civil Liberties. She is an accredited specialist in Environmental Planning & Development Law and partner of environmental and planning law firm, PJ Donnellan & Co, on the NSW Central Coast.

Pauline is a past Vice President of NSW Women Lawyers and Executive member of NSW Young Lawyers and was the long-term chair of the Environmental Planning and Development Law Committee of the Law Society of NSW. She is the Australian representative on the Board of the Union Internationale des Avocats and was President of the Urban Development Institute of Australia (NSW) Central Coast Chapter from 2010 until 2016.



Lisa Annese

Lisa Annese has been the Chief Executive Officer of Diversity Council Australia since 2 June 2014. In this role she leads debate on diversity and inclusion in the public arena, and as a result appears regularly on ABC's The Drum and in wider Australian media. In 2018, Lisa was named one of the AFR's 100 Women of Influence. In 2019 she was elected to the Board of Amnesty International Australia. Lisa is also Executive Producer of DCA's podcast, The Art of Inclusion. Lisa has had a long career in the diversity and inclusion space across the corporate, government and not-for-profit sector. And some of her career highlights include developing the first ever census of 'Australian Women in Leadership' while at the Workplace Gender Equality Agency, and co-authoring "Chief Executives Unplugged: CEO's Get Real About Women in the Workplace".



Donald Betts Jr

Donald Betts, Jr. served as a U.S. Kansas State Senator, Kansas State Congressman in the Kansas House of Representatives, and prior to moving to Australia, Donald was nominated to represent a major U.S. political party for a bid to the United States Congress. Donald's network spans globally having served in leadership missions to Israel, Australia, Turkey, Jamaica, Sri Lanka, Fiji, Mexico and throughout the continental United States. His executive leadership experience has afforded him a network platform that crosses borders. Donald is an inaugural member of the 2019 Class of the AMCHAM Global Leadership Academy, founder and Secretary of the North American Australian Lawyers Alliance and founding member and Vice President of the Australian United States Lawyers Alliance Inc.

Meet our Speakers



Jazeer Nijamudeen

Jazeer Nijamudeen co-founded and is immediate past President of the Muslim Legal Network. Jazeer is a Government lawyer experienced in administrative litigation and regulatory investigations. Jazeer has held leadership roles at a number of organisations including the Islamic Council of Victoria and Youthlaw, Victoria's free community legal centre for young people.

In 2018, he received a Meritorious Service Award for Excellence in Multicultural Affairs from The Victorian Governor recognising his contributions to advancing access to justice and sports participation. In 2019, he was selected as a Delegate for the Australia-ASEAN Muslim Exchange Program.



Amani Green

Amani Green began his legal career in 2018, working in private practice at Corrs Chambers Westgarth and has previously worked as a volunteer lawyer at Justice Connect, as well as the Fitzroy Legal Service. At present, Amani is working as an Associate to the Hon. Justice O'Bryan at the Federal Court of Australia.

Amani is currently President of the African Australian Legal Network and is passionate about diversity and inclusion. The AALN is committed to driving forward the conversation in the Australian legal profession regarding diversity and inclusion.

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Legal Profession:
*Be the change we want to see***

Meet our Performers

Moni Lai Storz

Dr. Storz holds a PhD in Sociology. After being an academic Sociologist at Monash University for 27 years, she resigned and worked as a full time cross-cultural consultant in 1986. Her consultancy comprises training senior managers on diversity & inclusion, cross-cultural awareness and negotiation skills. Her books include *Dancing With Dragons: Chopsticks People Revealed for Global Business* (1997) and *Tango With Tigers: Hands People Revealed for Global Business* (2020). Dr Storz is the founder and owner of The Singing Wok Malaysian restaurant/cookery school in Melbourne. The Singing Wok brings together the cuisines of two different ethnic groups in SE Asia: Chinese and Malay. Out of this marriage has come the famous Baba Nyonya cuisine of Malaysia, Singapore and Indonesia.



Diana Nguyen

Diana Nguyen is an actor, comedian and creative entrepreneur. She has 58k followers on LinkedIn, and hosts her live interview show *The ShortCast* interviewing Australian comedians twice a week, including Peter Helliar, Jo Stanley, Hung Le and Nazeem Hussain. She has performed standup all around Australia, including Edinburgh and Los Angeles including *Naked* (4.95 stars) and *Dirty Diana* (4 stars). She has appeared on Australian TV including *The Project*, *Q&A* and *Friday Front Bar* as a panellist and in June 2019 released the first ever Vietnamese Australian family comedy series called *Phi and Me*.

Visit: www.phiandme.tv

Sudha Manian

Deeply rooted in Indian classical music traditions, Sudha Manian started her training in Indian classical music and dance: Sitar and Bharatnatyam at the age of nine with her Gurus in Hyderabad, India.

Wholeheartedly committed to her art, Sudha gave numerous stage performances and participated in various music and dance competition throughout her school and college years, earning her degree in dance and sitar as a young woman before immigrating to Australia. As a solo artist in Australia Sudha has performed traditional Indian classical music on a number of platforms and has collaborated with other diverse artists to compose, create and perform fusion / world music.



Meet the AALA team



Kingsley Liu
National President



Molina Asthana
National Vice President



Matt Floro
National Secretary



Nai Yan Yeap
National Treasurer



Aruna Colombathantri
National Committee Member



Barton Wu
National Committee Member



John Arthur
National Committee Member



Sining Wang
National Committee Member



Zubair Mian
National Committee Member



Tuanh Nguyen
Immediate Past National President



Anand Shah
Queensland President



Belinda Wong
Western Australian President



Daniel Nguyen
Victorian President



Wai Kaey Soon
New South Wales President



Stephanie Tan
Western Australian Secretary



Marija Yelavich
New South Wales Secretary

Meet the AALA team



Catherine Chiang
Queensland Secretary



Jenny Si
Victorian Secretary



Kelvin Ng
*Victorian Branch
Committee Member and
University Outreach
Convenor*



Kerry Truong
*Immediate Past Victorian
Secretary*



Tuck Chung
*Queensland Branch
Committee Member*



Vernon Ting
*Queensland Branch
Committee Member*



Reimen Hii
*Queensland Branch
Committee Member*



Amaryllis Tian
*Queensland Branch
Committee Member*

Join AALA and our roadmap for Cultural Diversity

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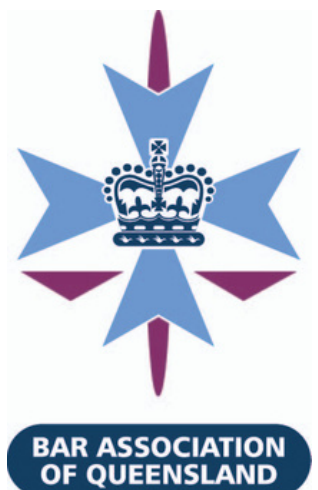


Baker McKenzie is an international law firm with 77 offices across 46 countries. As the first truly global law firm, our origins are rooted in the respect for and appreciation of difference. Our own diversity mirrors our commitment to exploring multiple perspectives to develop the best possible solutions for our clients and to fostering a culture of respect and inclusion that celebrates diversity. Diversity and inclusion are in our DNA.



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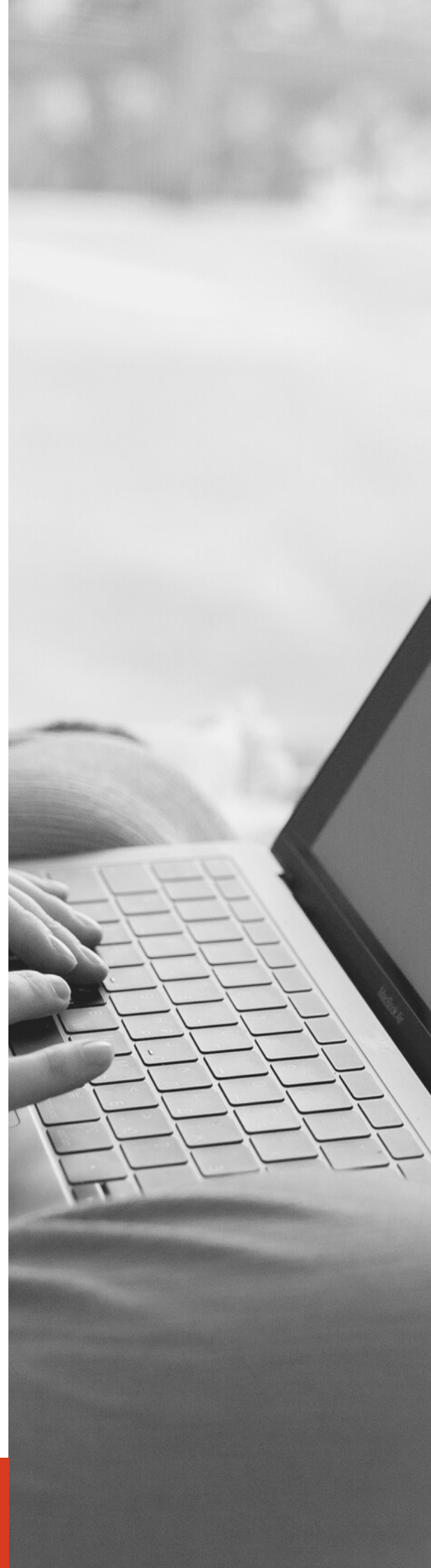
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providing a space to share
knowledge, opportunities and
ideas.

AALA BLACKBOARD is an online
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wellbeing, share concerns and
launch initiatives.



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AALA NATIONAL CULTURAL DIVERSITY SUMMIT 2020