

# LIV Young Lawyers Annual Report 2019



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# LIV Young Lawyers President's Report

Formed in 1979, and representing over 8,000 law students, graduates and legal practitioners in their first five years of practice or under the age of 36, the LIV Young Lawyers (YL) Section is the peak body within the Victorian legal profession. In 2019, the LIV YL focused on increasing equality, facilitating wellness, and embracing technology. These three pillars helped guide both the work of the YL Executive and its committees as we worked to advance the interests of our large and diverse membership.

The Professional Development Committee (PDC) delivered the LIV YL Online Resource Centre at the start of 2019, an initiative spanning multiple years, which resulted in the collation and categorisation of dozens of articles for law students, new practitioners, and emerging leaders with 3-5 years' post-admission experience. This was followed by a range of professional development seminars, held at our new LIV premises, attended by hundreds of LIV YL members, including a Clerkship Workshop and a Technology in the Law event, demonstrating a new level of collaboration between the LIV YL and Victorian universities. Another highlight included the Victorian Golden en Gavel competition, adroitly adjudicated by past LIV YL President Fiona McLeod SC, among others, and won by Adrian Dean, who later won the National Gavel.

The Social Committee hosted and promoted a range of games nights, and joint networking events with the Australian Law Student Association (ALSA), the junior VicBar and Victorian Women Lawyers (VWL). The Social Committee, together with Rose Inglis, also helped prepare an incredible 40<sup>th</sup> anniversary party at Lanai Bar, featuring keynote speaker Miss Universe Australia Priya Serrao, and Suburban Representative, Jason Koutes, as the drummer in our fantastic band for the evening - "Get Set".

The Regional and Suburban Young Lawyers representatives held a range of highly successful events across Victoria, in the Yarra Valley, Geelong, and Ballarat throughout the year. The Later Lawyers Network (LLN), chaired by John Stack, continued to advocate for improved wellbeing in the law and for recognition of previous relevant experience prior to admission as a lawyer.

The *Young Lawyers Journal* and *Young Lawyers Blog* continue to showcase the work and passion of young lawyers around Victoria as the Editorial Committee continue to write, prepare and edit a fantastic array of content, including a special 40<sup>th</sup> anniversary edition journal.

The Law Reform Committee advocated on issues ranging from the Victorian Human Rights Charter, through to modern slavery and food wastage to the need for a modern award for young lawyers.

The Community Issues Committee supported various community organisations and causes of interest to our members. Together, we embraced diversity and promoted equality in the legal profession, including by attending an Iftar, and partnered with various charities including White Lion and Anika Legal.

Thank you to all of the YL Executive team and to General Manager Duncan Pittard, LIV CEO Adam Awty, and LIV President Stuart Webb for their unwavering support of the LIV YL. Thank you also to Rose Inglis, LIV YL Manager, who has been a guiding force to bring our section to the attention of the wider profession and provide true value for our members.

Lastly, thank you to you, our members. There are innumerable achievements to celebrate in our 40<sup>th</sup> year, and these could not occur without your ongoing support and involvement. We look forward to many more decades of similar achievements to come.

Matthew Daly  
**2019 LIV Young Lawyers President**

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# **1. LIV Young Lawyers Governance**

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The Law Institute of Victoria (LIV) Council established the Young Lawyers Section (YLS) in March 1979. In 2015, the Section was renamed as the LIV Young Lawyers (YL).

## **1.1 Objectives of the LIV Young Lawyers**

The objectives of the LIV Young Lawyers as set out in its By-laws, and are as follows:

- Keep members informed of changes to Section policy and legislation relevant to all practitioners working in this area;
- Further the objectives of lawyers generally, especially young lawyers in Victoria;
- Stimulate the interests and participation of young lawyers in the activities of the section and the LIV;
- Develop and conduct programs of interest and value to young lawyers and the community;
- Produce newsletters for members of the section;
- Develop and extend areas of mutual interest between the section and the junior bar;
- Conduct research programmes and prepare reports for the Council as requested from time to time;
- Assist the LIV and its other sections; and
- Conduct such programs or engage in such activities as may be incidental or conducive to any or all the aforesaid objects.

## **1.2 Eligibility for membership**

A person is eligible to become a member of the LIV Young Lawyers Section if they are

- a member of the LIV, and
- are a legal practitioner under the age of 36;
- a legal practitioner over the age of 36 with less than six years of post-admission experience;
- a law graduate; or
- a law student.

## 2. Structure and membership of the LIV Young Lawyers

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### 2.1 Structure

The LIV Young Lawyers is made up of an Executive Committee and the following eight committees / representative groups:

- Community Issues
- Editorial
- Later Lawyers Network
- Law Reform
- Professional Development
- Regional Young Lawyers
- Suburban Young Lawyers
- Social

The Executive Committee is made up of the chairs (or co-chairs), or representatives of each of the eight committees and meets monthly. The committees / representative groups meet every eight weeks to discuss the progress and organisation of various projects, events and publications as well as other issues, which fall within their interest areas.

### 2.2 Current Membership and Demographics

LIV Members are encouraged to become involved with the YL to increase their profile, broaden networks, improve professional development and exercise other skills such as management, communication and public speaking.

The membership demographics of YL as at 31 October 2019 are detailed below:

#### LIV Young Lawyers

	<b>As at 31 Oct 2019</b>
Practising	3706
Student	3817
Affiliate	631
Honorary	1
<b>Total</b>	<b>8155</b>

### 3. Executive Committee

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The Executive Committee is the LIV Young Lawyers' decision-making branch, governing the planning and strategic direction of the eight committees / representative groups. The Executive Committee provides leadership and input on projects with the purpose of benefitting and engaging YL members.

<b>President</b>	Matthew Daly, Sparke Helmore Lawyers
<b>Immediate Past President</b>	Brendan Lacota, Justice Connect
<b>LIV Council Liaison Representative</b>	Brendan Lacota, Justice Connect
<b>Vice President</b>	Alice Cooney, Office of Public Prosecutions
<b>Manager</b>	Rose Inglis, Law Institute of Victoria
<b>Number of meetings held in 2019</b>	10
<b>Award for outstanding contribution</b>	Jacob McCahon

#### 3.1 Executive Committee Members

##### Co-Chairs Community Issues Committee

**Georgia Smith**, Minter Ellison  
**Amanda Di Placido**, RNG Lawyers

##### Co-Chairs Editorial Committee

**Alice Cooney**, Office of Public Prosecutions  
**Jade Hopper**, Baker Jones

##### Later Lawyers Network Representative

**John Stack**, Southport Community Legal Service

##### Co-Chairs Law Reform Committee

**Brendan Lacota**, Justice Connect  
**Jacob McCahon**, Supreme Court of Victoria

##### Co-Chairs Professional Development Committee

**Nicholas Dodda**, Thomson Geer  
**Lucinda Bordignon** (Resigned)

##### Regional & Suburban Young Lawyers Representatives

**Jason Koutes**, Herbert Smith Freehills  
**Chelsea Campagna**, Campagna, Grey & Mallinder  
**Ben Mclean**, Wightons Lawyers

##### Co-Chairs Social Committee

**Carla Giaquinta**, Wisewould Mahoney  
**Taylor Bourke**, Proclaim

## 4. Community Issues Committee

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**Co-chairs:** Georgia Smith & Amanda Di Placido  
**Number of Meetings in 2019:** 7

### Active Committee Members in 2019:

Amanda Di Placido  
Isabella Kiss

Miranda Niklas  
Georgia Smith

Jacqueline Van Dort

### 4.1 Community Issues Committee Report

#### Summary

The LIV Young Lawyers Community Issues Committee (CIC) has had an extremely exciting and productive 2019, and are eager to continue developing our charitable relationships in 2020. This year we have had the privilege of working with some phenomenal organisations, and providing genuine assistance to those in need.

#### Objectives

In 2019, we set out to repeat the same four events run the previous year, and add an additional two to the CIC agenda. We also wanted to alter the structure of our meeting schedule by holding one meeting every month for CIC, instead of one every six weeks.

#### Events

In 2019, we thoroughly enjoyed supporting six wonderful events:

Charity partner	Event	Comment
Sustainable Salons	Social Committee joint event at Loop Rooftop Bar – thank you to Empire Legal (our sponsor), and the Social Committee for their hard work on this event.	Presidency team not satisfied with connection to community issues. Partner to be re-considered in 2020. Regardless, a well-attended event.
Shine a Light	Road Safety Walk	Excellent turn out and well-run event. Worth participating in again next year.
WhiteLion	Bailout	Amanda, Brendan Lacota and Jacob McCahon participated and raised money for the event. Well run event and worth participating in again next year.
Orange Sky	Blanket Drive	Orange Sky contact put us in touch with Anonymous X for next year's drive. Received minimal donations. Delivered donations to Orange Sky Van at Queen Victoria Markets. Worth supporting again, however consider how to increase the number of donations.
KeepCup	Instagram Competition	No participation in event this year, requires re-formatting for next year.
Wear for Success	Clothing Drive	Very successful campaign with loads of donations received of good quality office attire. May be worth considering supporting Dress for Success next year, as Wear for Success have a quickly filling warehouse.

#### Meetings

Our goal of one meeting per month was achieved. Unfortunately, the major issue from CIC this year was attendance within our meetings. Unlike previous years, we lacked numbers and consistency from

our committee attendees. Fortunately, this was not a hindrance to the running of our events. Increasing member engagement must be a key focus for the CIC in 2020.

### **Ideas for 2020**

In 2020, we recommend strengthening our charitable partnerships by supporting the same six events as in 2019, including one joint event with the social committee, and introducing two more events or community initiatives to support. We also recommend that the LIV YL Executive Committee considers having one official charity partner that we work with throughout the year, in order to culminate donations that we can provide to them at the end of year event next year.

We look forward to seeing you at the first CIC meeting in 2020!

Amanda Di Placido & Georgia Smith  
**Co-chairs, Community Issues Committee**

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## 5. Editorial Committee

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**Co-Chairs:** Alice Cooney and Jade Hopper  
**Number of Meetings in 2019:** 4

**Award for outstanding contribution:** Radu Catrina

### Active Committee Members in 2019:

Sylvie Alston	Alice Cooney	Arsan Mutluel
Raheel Arshad	Craig Evans	Sapphire Parsons
Jenny Awad	Rose George	Stephanie Pasharis
Jessica Awad	Jessica Geraghty	Dilani Patrick
Shayna Bart	Benjamin Hofmann	Emily Paul
James Bergus	Jade Hopper	Elizabeth Rogers
Radu Catrina	Heather Johns	Courtney Spear
Jenny Chen	Melanie Kiremitciyan	Zoe Vise
Rebecca Chijioke	Isabelle Kiss	Adam Wakeling
Ramisa Chowdhury	Dimity Maloney	Kate Wild
Ludwig Cook	Toniew Munro	Sara Wong
Kate Wright		

### 5.1 Editorial Committee Report

The Editorial Committee has continued to deliver high quality content for our members in 2019.

The year opened with the YLJ Autumn edition focused on resilience in the legal profession. This edition gave readers an insight into attributes essential to a long and sustainable career in the law. It was also valuable to hear from the senior members of the YL section who can speak to recent experiences in their career relevant to students and new lawyers.

The 'Your Innovative Career' edition focused on encouraging young lawyers to utilise a broad range of personal skills to leverage their future legal progression. A limited print edition was offered at the LIV Careers Fair which emphasised the committee collaboration that has been exemplified by the YL Executive.

To commemorate the 40<sup>th</sup> anniversary of the LIV Young Lawyers Section in 2019, the Summer 2019 edition focused on celebrating our past, present and future. The 40<sup>th</sup> Anniversary edition featured interviews with past YL Presidents to glean their insights into how involvement in the YL community assisted the early stages of their legal careers. The Committee is grateful to our previous leaders for offering their time and insights to inform our members.

The Committee considered upgrades to the delivery of YL projects to an evolving audience of digitally savvy members including broadening the scope of blog content and developing a podcast for YL members.

The Young Lawyers Blog continued to impart insightful commentary on various topics including innovation and strategic thinking for legal practitioners, finding opportunities in unusual places and navigating the rise of online law firms.

The connection between the Law Institute Journal and the Young Lawyers Journal was continued this year, with a focus on continuing the collaboration between the sections.

We would like to thank the Editorial committee for their amazing ideas, enthusiasm and ongoing support. We look forward to working with you in 2020.

Alice Cooney and Jade Hopper  
**Co-Chairs, Editorial Committee**

## 6. Later Lawyers Network

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**Co-chairs:** John Stack  
**Number of Meetings in 2019:** 5

**Award for outstanding contribution:** Tamara Carlisle

### Active Committee Members in 2019:

Alan Akyayli	Andrew Ankers	Karen Bird
Peter Bourke	Tamara Carlisle	Evan Casey
Melissa Elleray	Jade Hopper	Joyce Hossack
Chavala Kobluk	Jarryd Mathie	Megan McMullan
Jenelle Peppin	Brett Pomroy	Geraldine Prentice
John Stack	Nicholas Tragas	Peter Whiting
Koju Yamanaka	Sverre Gunnerson	Samantha Marks
Melville Miranda	Aruna Colombathanire	Carlos (Charlie) Cohen

### 6.1 Later Lawyers' Network Report

The LIV Young Lawyer' Later Lawyers Network (LLN) supports mature age law graduates and lawyers by providing advice and education about admission pathways and employment opportunities and to support each other as recent members of the legal profession.

Notable successes for the LLN in 2019 include:

- (a) Presenting the first LLN Careers Panel Session at the LIV Careers Fair whereby a panel of later lawyers, namely Peter Bourke, Jade Hopper and Jarryd Mathie, discussed "Leveraging Previous Employment Experience"
- (b) In September, select LIV YL LLN members attended the Melbourne Law School (MLS) Later Law Students Network inaugural dinner held at the Woodward Centre, MLS. Thank you to Sverre Gunnerson and to Samantha Marks for extending this kind invitation to the LLN.

At our meetings, we had the privilege of hearing from a range legal professionals who also had other careers prior to joining the legal profession. Guest speakers included:

- (a) Asling Hoey, from the Victorian Legal Services Board Innovation and Consumer Engagement team, who discussed how new technologies and innovation is changing the Victorian legal marketplace (20 June meeting);
- (b) Dr Phillip Bender, from the Victorian Bar, who discussed how he navigated his career from practicing as an accountant to practicing as a Barrister (15 August meeting); and
- (c) Stuart Webb, LIV President, who spoke about his experience as a later lawyer and the many LIV opportunities and resources relevant to later lawyers (18 October meeting).

At each meeting, colleagues were reminded of the support available to all LIV members via the various free mental health and wellbeing initiatives. A sincere thank you goes to Anna Alexander on the work done to establish these important initiatives.

My thanks also go to Matt Daly and to Alice Cooney, LIV Young Lawyers Executive President and Vice President respectively, for their encouragement and support of the LLN during 2019.

Finally, a sincere thank you to Rose Inglis, Manager, LIV Young Lawyers, for her ongoing enthusiasm and support of the LLN.

John Stack

**Chair, Later Lawyers Network**

## 7. Law Reform Committee

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**Co-chairs:** Brendan Lacota and Jacob McCahon  
**Number of Meetings in 2019:** 5

**Award for outstanding contribution:** Joshua Andrews

### Active Committee Members in 2019:

Victoria Miravchenka	Joshua Andrews	Euan Flett
Rebecca McCarthy	Zoe Chan	Alexandra Fildes
Madeleine Lynch	Erin Meering	Georgia Whitten
Natasha Gomez	Lisa Mearns	Betul Tumenci
Matthew Daly	Henry Hunt	James Hamilton
Michael Pavlidis	Craig Evans	Kaleb Oxley
Sophie Lloyd	Sophie Lloyd	Michael Pavlidis
Brittini Dienhopf	Shenelle Ranasinga	Viktorija Chenkov
Samantha Tyrrell	Tamara Carlisle	

### 7.1 Law Reform Committee Report

2019 has been a sensational year for the LIV Young Lawyers' Law Reform Committee. There has been strong attendance at meetings, and members who have attended have been passionate about advocating for appropriate change.

The Law Reform Committee focused its energies into working groups. In 2019, there were three active working groups.

#### 1. Charter of Human Rights Working Group

Led by Joshua Andrews, this was the shining light of the LRC in 2019. The working group received outstanding support from LIV YL members (most meetings had 40 or more motivated participants). The working group collaborated with key stakeholders including the LIV Administrative Law and Human Rights Committee, Ashurst, and the Human Rights Law Centre. The work culminated in two reports which at the time of writing are on the verge of dissemination. The first report assesses the measures introduced following the 2009 National Human Rights Consultation. The second report will assess and evaluate the effectiveness of the Victorian Human Rights Charter, particularly in light of the 2015 Human Rights Charter Review.

#### 2. Waste Reduction and Sustainability Working Group

Led by Jacob McCahon, this working group had a year of consolidation in 2019. Fellow members Rebecca McCarthy, Henry Hunt, and Sophie Lloyd collaborated to adjust their article for submission to the Law Institute Journal. After extensive research, the working group settled on two law reform recommendations: amendment concerning deductions for the transport component of food donation, and adjusting the Wrongs Act 1958 (Vic) to offer immunity for rescued food donators when there is a transaction involved in the exchange. Following publication of the article, the working group hopes to explore the current inquiry into activism in the animal food industry.

#### 3. Modern Slavery Working Group

The working group has primarily taken part in information-gathering in 2019. The members familiarised themselves with the recent Modern Slavery Act 2018 (Cth) and comparative legislation. It has also reached out to key stakeholders, including modern slavery practitioners. The working group is now under the leadership of Craig Evans.

The Law Reform Committee is excited about its current work and looks forward to a similarly productive 2020.

Brendan Lacota and Jacob McCahon  
**Co-Chairs, Law Reform Committee**

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## 8. Professional Development Committee

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**Chair:** Nicholas Dodds

**Number of Meetings in 2019:** 5

**Award for outstanding contribution:** Thomas Ellison

### Active Committee Members in 2019:

Thomas Bleby  
Lucinda Bordignon  
Thomas Ellison

Ileen Eshak  
Carla Giaquinta  
Stacey Nicolau

Dilani Patrick  
Adam Wakeling

### 8.1 Professional Development Committee Report

2019 was an excellent year for the LIV Young Lawyers' Professional Development Committee (**PDC**). Professional development is a key interest area for law students and young lawyers, and the PDC was successful in building on the strong foundations of previous years' professional development events and initiatives.

The year's highlights included:

- *Your Future in the Law*: a panel-style seminar featuring speakers from a variety of legal and quasi-legal backgrounds. It was designed to provide law students, graduates and early career lawyers with information and advice to assist in identifying the right career path for them and the skills necessary to pursue that career path.
- *LIV Legal Careers Fair*: attended by hundreds of people each year, the LIV Legal Careers Fair is the premier event for Victorian students commencing a future career in law. Students were able to participate in mock interviews with legal HR staff, meet with representatives from a range of Victorian legal practices, and attend seminars on leveraging previous employment experience, career pathways, and an employer perspective on the graduate recruitment process.
- *Victorian Golden Gavel*: now in its tenth year, the Golden Gavel was very well attended with a full house at the RACV Club attending breakfast to hear a diverse range of gifted public speakers talk on the theme of Greatest Legal Movies of All Time. We were fortunate to have Julian Morrow of *The Chaser* MC the event, and a star-studded judging panel of Fiona McLeod SC, Alice Cooney and Stewart Webb.
- *Mentoring Program*: the mentoring program has built on last year's popularity with lawyers, barristers and judges acting as mentors for other lawyers and law students.
- *Submissions regarding a modern award for early career lawyers*: the PDC was also pleased to assist with a submission to the Law Council of Australia in response to their discussion paper regarding the introduction of a modern award for early career lawyers in private practice, in an important step in securing the rights and working conditions of new lawyers in those practices.

Thank you to everyone who contributed to the success of these various initiatives through organising, participating in and/or attending our events. I look forward to a similarly successful 2020.

Nicholas Dodds  
**Chair, Professional Development Committee**

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## 9. Regional & Suburban Young Lawyers

YL Regional Representative: Ben McLean  
 YL Suburban Representative: Jason Koutes  
 Number of meetings in 2019: 4 (including the LIV Conference of Council convening)

### Suburban & Regional YL Representatives in 2019:

<b>Eastern Suburbs Law Association</b> Jason Koutes	<b>Northern Suburbs Law Association</b> Laura Snell
<b>Goulburn Valley Law Association</b> Lauren Donellan	<b>Southern Solicitors Law Association</b> Rosy Roberts
<b>Bendigo Law Association</b> Kimberly Parker	<b>Ballarat &amp; District Law Association</b> Dermot Conaughton Ashlyn McCurdy
<b>Gippsland Law Association</b> Nikita Moyle	<b>Geelong Law Association</b> Ben McLean
<b>Mornington Peninsula Solicitors Association</b> Leonie Dubbelman	<b>Western Suburbs Law Association</b> Gabriella Ferraro
<b>North West Victoria Law Association</b> Ana Nusrat	<b>North East Law Association</b> Chelsea Campagna
<b>Western District Law Association</b> Ingrid Nagorcka Julia Ray	<b>North West Suburbs Law Association</b> N/A
<b>Wimmera Law Association</b> Simon Torpy Nicholas Tsekinis	

### 9.1 Regional and Suburban Young Lawyers Representatives Report

The Regional and Suburban Young Lawyers Committee (RSYL) continued to thrive in 2019 thanks to the continued hard work of all the nominated Representatives for each of the Regional and Suburban associations and the continued assistance of the LIV and YL Executive Committee.

The 2019 RSYL objectives were to:

- increase engagement of younger lawyers in the suburban and regional associations;
- better support representatives; and
- to better connect with law students and graduate members.

In line with better supporting the YL representatives, in March this year, the Regional and Suburban Association YL representatives attended the LIV Conference of Council in Melbourne at the LIV's new headquarters. The day was a fantastic success with RSYL representatives being able to come together and share their ideas and experiences with one another in a face to face setting. The day helped to bring into focus the importance of YL members in the RSYL association committees, and how they connect and align within the wider LIV framework.

To better connect with law students and graduates, the LIV Careers Fair this year featured a RSYL stall, offering penultimate and final year law students and opportunity to be informed about the career and employment opportunities outside of the CBD. With the biggest attendance to date, the stall consisted of 6 different Regional and Suburban Associations.

Several representatives attended various open days and career-focused evenings held by universities, giving our members a chance to represent the interests of both the RSYL and the LIV as a whole.

Increasing engagement for young lawyers is always a goal for the RSYL Committee. The month of October is set aside as Regional and Suburban Young Lawyers month, and each of the YL representatives in conjunction with their association traditionally organise an event to celebrate.

This year's events consisted of the following:

Association	Event	Number of Attendees	Date
Geelong Law Association	Wine Tour	30	26/10/2019
Combined Eastern Solicitors Law Association, Southern Solicitors Law Association and Northern Solicitors Law Association	Yarra Valley Winery Tour	60	19/10/2019
Ballarat & District Law Association	After work social event	30	24/10/2019
North East Law Association	Annual dinner – Gapstead Winery	35	10/10/19

We thank Chelsea Campagna for all her fantastic efforts over the last couple of years in her time as the Regional representative, and also every RSYL Young Lawyer representative for their hard work in advancing the interests of young lawyers in their region.

Jason Koutes  
**Young Lawyers Suburban Representative**

Ben McLean  
**Young Lawyers Regional Representative**

## 10. Social Committee

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**Co- Chairs:** Carla Giaquinta and Tayler Bourke

**Number of Meetings in 2019:** 5

**Award for outstanding contribution:** Jacqueline Ivosevic

### Active Committee Members in 2019:

Tayler Bourke	Lucinda Bordignon	Victoria Agahi
Melissa Ellera	Raheel Arshad	Andrew Kwong
Jade Hopper	Jas Bassi	Matthew Brown
Hannah Coffey	Ludwig Cook	Natalie Dammous
Eve Dougherty	Aleah Espanta	Emily Gibney
Amira Hamit	Jacqueline Ivosevic	Shanaya Jayaweera
Nikolas Kalcic	Tashfia Khan	Tanveer Kharoud
Kathryn Koutoulas	Kim Le	Olivia Micalizzi
Arsan Muluel	Stacey Nicolaou	Sapphire Parsons
Marianne Phan	Liana Rando	Aimee Rentoy
Elizabeth Rogers	Courtney Spear	Emilie van Baalen
Georgiana Vayenas	Jiawei Wang	Gabriel Wenyika
Kate Wright		

### 10.1 Social Committee Report

The Social Committee (SC) aims to assist members in meeting peers and forming networks through a relaxed environment. Throughout the year we have hosted a number of fantastic social events. We have continued our successful partnership with the Victorian Bar New Barristers' Committee as well as connecting with new organisations and bodies this year, including: The Construction Engineering Technology Forum, the Australian Law Students' Association, Empire Legal and Victorian Women Lawyers.

Co-hosted events are always very well attended and received positively by attendees and young lawyer members. A hugely successful event this year jointly hosted by the YL Social and Community Committees was the Loop Rooftop Bar Event held in March. This event was sponsored by Empire Legal, supporting the charity Sustainable Salons. This event was positively received by members who enjoying the networking aspect to the event in the lush, green and floral garden setting of Loop Bar.

The Australian Law Student Association networking event was co-hosted with the YL Social Committee during the ALSA 40th Anniversary Conference in July. The event was well attended by 40 attendees. ALSA were very appreciative of the Social Committee hosting this event.

One aim for the SC throughout 2019 was to offer different styles of social events, ones that cater for those people who prefer a different setting. To this end we continued the very successful 'Games Night' initiative from 2018. Games Night ran on two occasions in 2019 and is aimed at emphasising the importance of social and wellbeing events in the legal profession. This project was met with success, as our second night saw 20 members attend, which was fantastic. A new initiative in 2019 was the BuMP (Books, you, Movies and Podcasts)

The biggest event in our social calendar was a sold-out success – the LIV Young Lawyers 40th Anniversary celebrations. We partnered with Anika Legal and Gatehouse Legal Recruitment to host a night of birthday fun at Lanai Restaurant and Bar.

Thank you to those on the SC that assisted in making this year a success. Finally, we would like to thank Rose Inglis, Matthew Daly and Alice Cooney for their continuous support throughout this year – especially when canvassing new ideas.

Carla Giaquinta and Tayler Bourke  
**Co-chairs, Social Committee**

## 11. 2019 LIV Young Lawyers Activities and Projects

### 11.1 Professional Development

#### Your Career: Pathways, Options and Opportunities

Wednesday, 27 February 2019

Now a traditional start to the LIV Young Lawyers year of events, *Your Career: Pathways, Options and Opportunities* is a fantastic lift off point for law students, graduates and new lawyers about the different opportunities available to them as they direct and shape their legal careers for the future.

The event offers attendees the chance to explore what career options are available to them, whether they are still studying, or have been practicing for a few years and looking to set some career goals.

Attendees heard from four panellists with diverse backgrounds and experiences. Discussion during the event focuses on panellists' insights and tips for how to succeed in a career across government, in-house, private practice and social justice careers.

Moderator:

- **Jacob McCahon**, Co-Chair, LIV Young Lawyers Law Reform Committee

Panellists:

- **Loren Goodwin**, Legal Counsel, L'Oreal Australia and New Zealand
- **Cameron Lavery**, Manager and Principal Lawyer, Justice Connect Homelessness Law
- **Chelsea Campagna**, Lawyer, Campagna Gray & Mallinder
- **Patrick McCarthy**, Acting Director, Legal Practice Division, Victoria Police

#### Your Future in the Law: An orientation for graduates and new solicitors

Wednesday, 19 June 2019

*Your Future in the Law: an orientation for graduates and new solicitors* is the LIV's official reception event welcoming our newest members of the legal profession, including recent law graduates and newly admitted lawyers. In 2019, we trialled a new format for this event, which was an in-depth panel discussion consisting entirely of early legal career professionals.

Moderators:

- **Nicholas Dodds**, Chair, LIV Young Lawyers Professional Development Committee

The speakers and topics for this event included:

- **Rose Inglis**, Manager, LIV Young Lawyers
- **Matt Persico**, Corporate/M&A Lawyer, Thomson Geer
- **April Voigt**, Lawyer, Department of Human Services
- **Ravi Wickramaratne**, Legal Recruitment Consultant, Gatehouse Legal Recruitment

#### LIV Legal Careers Fair

Thursday, 11 July 2019

The annual LIV Legal Careers Fair was held at the Melbourne Convention and Exhibition Centre on Thursday, 11 July 2019.

Now in its 7<sup>th</sup> year, the LIV Legal Careers Fair supports Victorian law students and graduates, particularly those interested in obtaining seasonal clerkship and graduate employment opportunities. It is the premier event for Victorian law students commencing a career in the law and the largest of its kind in Victoria.

The LIV Legal Careers Fair is a key opportunity for students to meet representatives from law firms and legal organisations to gain a greater understanding of the range of career opportunities available. For exhibitors, the Careers Fair provided an exclusive opportunity to showcase to the future members of the legal profession their organisation and the opportunities to build a career with them.

Important features for 2019 included:



- 42 mock interview sessions conducted with attendees by event exhibitors and legal industry professionals
- Free Linked-in profile photos available to attendees
- Expanded LIV booth with information on our member services and the LIV bookshop
- The first dedicated panel session hosted by the Later Lawyers Network
- Three careers panel sessions on:
  - *'The LIV Young Lawyers Later Lawyers Networking presents Leveraging Previous Employment Experiences'*
  - *'There is more than one way to kick-start your legal career' and*
  - *'What Employers Want.'*

These sessions were developed, organised and moderated by LIV Young Lawyers Professional Development Committee members.

The 2019 LIV Legal Careers Fair had 793 attendee registrations. Exhibitor numbers increased again from 38 in 2018 to 49 in 2019 and were occupied by a range of boutique, mid-tier and large law firms, together with government organisations, tertiary and practical legal training providers, as well as regional and suburban law associations.

The LIV Young Lawyers provides its thanks to our members that volunteered their time on the night to meet attendees and answer any questions that they had, supporting the fantastic collegiate atmosphere of the event each year.

We look forward to the continued development of the LIV's largest annual careers event again in 2020.

### Seasonal Clerkship Workshop

Wednesday, 3 July 2019

Developed in close collaboration with key university and law student society stakeholders, the Seasonal Clerkship Workshop provided law students (particularly those in their penultimate year) with insight into the Seasonal Clerkship and Traineeship, job application and interview advice and help them prepare for the LIV Careers Fair. After three speakers covering the application basics, a panel of law students and very recent graduates all shared how they successfully navigated the clerkship process. The event was a sell-out success.

Speakers:

- **Rose Inglis**, Manager LIV Young Lawyers – *What is the LIV? How do we support our members? What is a seasonal clerkship and traineeship and is it necessary to complete one?*
- **Mollie Tregillis**, Head of Legal Operations, Minter Ellison – *Digital Transformation Roles*
- **Brad Woolstencroft**, Employment Liaison Advisor, RMIT – *The application process: how to plan and succeed*

Panellists:

- **Jade Hopper**, Solicitor, Baker Jones (Moderator)
- **Matthew Brown**, Recruitment Consultant, Mahlab
- **Ella Richards**, Deakin law student
- **Emma Harrett**, ACU law student
- **Andrew Anastasi**, Graduate lawyer, Clayton Utz

### LIV Young Lawyers x International Bar Association Sexual Harassment and Bullying Roundtable Discussion

14 August 2019

At this invite-only roundtable panel discussion co-hosted by LIV Young Lawyers and the International Bar Association, twenty emerging leaders came together to discuss the key findings of the IBA's report 'Us Too? Bullying and Sexual Harassment in the Legal Profession' and discuss what we can do individually and collectively to affect positive cultural changes among the legal profession.

**Speakers:**

- **Adam Awty**, CEO, Law Institute Victoria
- **Kieran Pender**, Senior Legal Advisor, Legal Policy & Research Unit, International Bar Association
- **Elizabeth Broderick**, AO, Australian Sex Discrimination Commissioner 2007- 2015

**LIV Young Lawyers and Muslim Legal Network Careers in Law event**

Wednesday, 14 August 2019

The LIV Young Lawyers and Muslim Legal Network Careers in Law event was an opportunity for law students, PLT students and recent graduates to hear from lawyers about career pathways, employability skills and career progression. The event included a panel of experienced professionals from leading law firms, providing a better understanding of career options and progression in the law. Attendees also had the opportunity to network with firms and legal professionals that have a commitment to diversity. This free event attracted seventy participants.

**Panellists:**

- **Rose Inglis**, Manager, LIV Young Lawyers
- **Clare Lawrence**, Partner, Resources Practice, Ashurst
- **Meryam Apak**, Principal Barrister and Solicitor, Melbourne Lawyers and Mediators
- **Ravi Wickramaratne**, Recruitment Consultant, Gatehouse Legal Recruitment
- **Sarah Condon**, Lawyer, Stary, Norton, Halphen
- **Meno Bowler**, Accredited Criminal Law Specialist and Mentor Lawyer for the Practical Legal Training program at Leo Cussen Centre for Law

**LIV Young Lawyers x Progressive Law Network Technology and Law event**

18 September 2019

Technology is changing how we do law. Legal technology and 'NewLaw' is correspondingly booming, with many companies attempting to disrupt the legal landscape at every level and from every angle. This panel discussion analysed how legal technology is changing the delivery of legal services and improving access to justice.

**Speakers:**

- **Rachel Kessel**, Academic, Monash University
- **Noel Lim**, CEO, Anika Legal
- **Kirstie Le Lievre**, Dispute Resolution Solicitor, Herbert Smith Freehills
- **Mollie Tregillis**, Head of Legal Operations, Minter Ellison
- **Winie Yiu**, Innovation Project Lead, Justice Connect

**LIV Young Lawyers 40<sup>th</sup> Anniversary Celebration**

25 October 2019

The LIV Young Lawyers' 40<sup>th</sup> Anniversary Celebration was held at Lanai Bar, Queen St, Melbourne and once again sponsored by Gatehouse Legal Recruitment. The 140 guests ranged from LIV Board members, to LIV YL Committee members and law students. Discounted early bird tickets for LIV members encouraged early sign ups.

The event featured live music by the band Get Set, of which Jason Koutes, the LIV YL Regional Representative is the drummer; live demos from our charity partner Anika Legal, and a raffle raising money for Anika Legal with prizes generously donated from boutique fitness studios, Rise Nation and Bodhi & Ride and Maisey Candles; and a keynote speech from Melbourne Law School graduate and Miss Universe Australia 2019 Priya Serrao.

We are very grateful to Gatehouse Legal Recruitment for their ongoing support of this event.

**Speakers:**

- **Adrian Dean**, National Golden Gavel Competition winner (MC)
- **Sam Pandya**, LIV President Elect
- **Louise Hvala**, Gatehouse Legal Recruitment
- **Priya Serrao**, Miss Universe Australia 2019
- **Tessa Ramanlal**, Anika Legal
- **Matthew Daly**, LIV Young Lawyers President

**LIV Mentoring Program**

April – December 2019

The LIV recognises the importance of supporting, inspiring and encouraging lawyers of all levels of experience to pursue fulfilling careers in the law and remain active within the legal profession. A longstanding and recognised LIV membership service, in 2018 the LIV Young Lawyers supported the expansion of the LIV Mentoring Program to new members of the Victorian Bar, through partnering with its New Barristers Committee.

The LIV Mentoring Program provides a forum by which LIV members can support other members by discussing their experiences within the legal profession and their future careers in the law. The program was available to all LIV members holding a practising certificate and student members in their penultimate and final year of study.

For mentees, being mentored by an experienced member of the profession offered unique guidance and insights from more experienced lawyers and members of the legal profession. For mentors, the program offers a fantastic opportunity to give back to the legal profession and foster the next generation of leaders in law.

In 2019, the program offered a one-to-one matching and support service for LIV members seeking to participate in the program, including:

- Law students and graduates;
- Later lawyers;
- Practitioners on leave or returning to work after a period of leave;
- New law practitioners starting up their own firm/business;
- Practitioners interested in learning more a career at the Victorian Bar; or
- Any other practising certificate holder seeking one-to-one mentoring.

106 mentees and 35 mentors took part in, and supported the 2019 LIV Mentoring program, with a range of positive feedback received from participants.

The LIV Young Lawyers thanks all members who donated their time and experience to the program this year, and to Anna Alexander, LIV Member Support and Wellbeing Lawyer for managing and delivering this key member service pillar in 2019, as we look forward to expanding its reach and potential in the years to come.

## 11.2 Competitions

### Victorian Golden Gavel Competition Thursday, 15 August 2019

The 2019 Victorian Golden Gavel Competition provided LIV Young Lawyers members an opportunity to combine their wit and public speaking skills to compete for the chance to represent Victoria in the National Golden Gavel Competition, hosted by the Law Council of Australia. The topic for this year was Hollywood Legal Movies.

For the fourth year, the competition took place as a breakfast format that encouraged many law firms to register groups of spectators and was a great way to promote wellbeing, and starting the day with a fun and humorous event. All competitors' presentations were of an exceptionally high standard and provided many laughs for the judges and audience alike.

In 2019, Adrian Dean, Solicitor, from Heinz & Partners was our winner with a hilarious presentation on the topic "*Lessons from the Lincoln Lawyer, Dealing with Difficult Clients*" saw him go on to represent Victoria at the National Golden Gavel Competition held in Darwin. Despite his topic being "Fire and Fury: Dealing with Judicial Wrath", he managed to win over the judges (the Chief Justice and Attorney General of the Northern Territory) and win the National Competition.

Next year will mark the 11<sup>th</sup> anniversary of the Victorian Golden Gavel Competition, and we look forward to celebrating this event with our members.

	Competitors	Topics
Winner	<b>Adrian Dean</b> , Heinz & Partners	Lessons from the Lincoln Lawyer - dealing with difficult clients.
Runner-up	<b>Tess Birch</b> , Ashurst	A Few Good Grads: Tips on handling the truth
Competitors	<b>Deanna Velakouli</b> , Clayton Utz	Like Atticus Finch, how do you avoid judging a book by its cover?
	<b>Declan Peacock</b> , Maddocks	How do you influence the 12 Angry Men of the jury?
	<b>Jade Hopper</b> , Baker Jones	Being Legally Blonde, how important is your appearance in court?
	<b>Christopher Lawrance</b> , Hunt & Hunt	What can we learn about the vibe of the Australian constitution from The Castle?
	<b>Gabriel Lefkovis</b> , Arnold Bloch Leibler	How to channel Erin Brockovich when negotiating in a power imbalance?

#### MC:

- Julian Morrow, Comedian

#### Judges:

- Stuart Webb, LIV President
- Fiona McLeod, SC
- Alice Cooney, LIV Young Lawyers Vice President and 2018 Victorian Golden Gavel Competition Runner Up

#### Timekeepers:

- Rose Inglis, LIV Young Lawyers Manager
- Anna Alexander, LIV Member Support and Wellbeing Lawyer

## 11.3 Networking and Social Events

### Young Lawyers Social Events

Held at various venues throughout the year

In 2019, the YL Social Committee continued leading and organising a range of successful social events aimed at members and new lawyers to come together and meet others in a fun and informal setting. This year, the Social Committee continued their existing partnership with the Victorian Bar New Barristers' Committee and Australian Law Students' Association (ALSA). Events held in 2019 included:

- 10 May 2019 – Networking event with the Victorian Bar New Barristers Committee, The Emerald Peacock
- 9 July 2019 – Networking drinks as part of the ALSA national conference, Campari House
- 26 July 2019 – Games Night, Go Marche
- 29 August 2019 – Networking event on surety bonds at Sparke Helmore Lawyers in collaboration with the CET Forum
- 13 September 2019 – Games Night, Duke of Wellington Wine Bar
- 25 October 2019 – LIV Young Lawyers 40<sup>th</sup> Anniversary Celebration, Lanai Bar, sponsored by Gatehouse Legal Recruitment

## 11.4 Charitable events reporting

Event	In support of	Funds raised
Whitelion 'Bail out' event at Old Melbourne Gaol	Whitelion	\$1970
LIV Young Lawyers 40 <sup>th</sup> Anniversary Celebration	Anika Legal	\$700
	<b>TOTAL</b>	<b>\$2670</b>

## 11.5 Resources, Publications and Social Media

LIV Young Lawyers Website <a href="https://www.liv.asn.au/Membership/Young-Lawyers">https://www.liv.asn.au/Membership/Young-Lawyers</a>	Regularly updated
LawNews Student Edition	Every second month
<i>Young Lawyers Journal</i> – 3 editions	March, July, November
Young Lawyers Facebook <a href="https://www.facebook.com/LIVYoungLawyers">https://www.facebook.com/LIVYoungLawyers</a>	Updated daily
Young Lawyers Blog <a href="http://www.liv.asn.au/YoungLawyersBlog/">http://www.liv.asn.au/YoungLawyersBlog/</a>	Blog published periodically

### Young Lawyers Facebook Page

The Facebook page changed in June 2019 from an LIV Young Lawyers Facebook profile to a general LIV profile. The decision to change the YL Facebook account to a general LIV account was because the LIV did not have a general account and not everyone engaging with us on Facebook were young lawyers. Having a specific Young Lawyers Facebook account also limited the type of content the LIV

could share on Facebook. We hope that a general account will allow us to reach more potential members and increase engagement as the Facebook page is now open to all LIV members and the public. The LIV Facebook continues to share daily updates on legal news, photos of events, entertaining commentary on the law, information regarding local and regional YL activities and live coverage of LIV events such as the 2019 LIV Legal Fun Run & Walk and is a key way the LIV engages its younger members.

Date	Post	Reach	Reactions	Comments
16/11/2018	Friday Reflections	16,291	343	379
16/07/2018	Are you an Aussie lawyer looking to make an ocean change? London beckons according to the experts.	14,469	66	92
20/12/2018	Occupational hazard....	8,896	133	39
12/03/2019	The DPP v George Pell sentencing hearing will be broadcast live, 10am tomorrow morning on television and radio. Chief Judge Peter Kidd will deliver his complete sentencing remarks from the bench. <a href="http://bit.ly/2NVS15A">http://bit.ly/2NVS15A</a>	8,808	106	49
02/11/2018	Fancy writing an essay on class rights in Harry Potter and a study of the enslavement of house elves and the marginalisation of erewolves? Well, aspiring lawyers in India now can thanks to a new Harry Potter-themed law module on offer at the West Bengal National University of Juridical Sciences! <a href="http://bit.ly/2JwexQv">http://bit.ly/2JwexQv</a>	8,129	48	48

### Young Lawyers Twitter

In October 2019, the LIV introduced a new Social Media Strategy. Recommendation three of the new social media strategy was to rationalise two of our social media accounts to maximise engagement. The two accounts that were rationalised were the Young Lawyers Twitter account and the LIJ Twitter account into one central LIV account (@yourLIV). Whilst the Young Lawyers Twitter account was completely deleted, the LIJ Twitter account was converted to the new central LIV Twitter account - @yourLIV. It currently has a following of 5, 758 followers which will continue to grow more steadily thanks to our new social media strategy and will also garner more engagement.

### Young Lawyers Journal

This year the *Young Lawyers Journal* (YLJ) continued its strong and substantive publication series in a wholly online digital format. Contributions to the 2019 editions of the YLJ are listed below.

Edition 73 (Autumn) Resilience in Law	
Article	Author(s)
YL President's Report	Matthew Daly
Editorial: Building Resilience	Alice Cooney
Three ways to overcome perfectionism	Jenny Awad
Dealing with discrimination	Kelvin Ng
The only way is up	Jessica Awad
How to bounce back	Emina Besirevic
From classroom to courtroom	Rebecca Johnston
R is for refugee; R is for resilience	Lauri Stewart
Building a resilient career	Sharon Henderson
Lessons from the bench – Interview with Federal Circuit Judge Evelyn Bender	Kate Wild
Get back up again	Laura Ann Wilson and Sarah Mercer
How firms build resilience	Sharrock Pitman Legal

<b>Edition 74 (Winter) Your Innovative Career</b>	
<b>Article</b>	<b>Author(s)</b>
YL President's Report	Matthew Daly
Editorial: Your Innovative Career	Alice Cooney
The entrepreneurial law student	Brad Woolstencroft
A world of experience	Michaela Kennedy
With the benefit of experience	Chavala Kobluk
How to make the most of transferrable skills	Jade Hopper
Getting to grips with innovation: is being tech-savvy a prerequisite to embracing legal innovation?	Zach Moon
Legal design: Temporary bubble or radical shift?	Blake Connell
Can I really work remotely?	Sharon Henderson
Bringing AI to family law	Max Paterson
Adapting to change	Andre Ong and Mitchell Zadow
<b>Edition 75 (Spring) Celebrating 40 years of LIV Young Lawyers</b>	
<b>Article</b>	<b>Author(s)</b>
YL President's Report	Matthew Daly
Editorial: A ruby anniversary	Alice Cooney
40 years of evolution: as YL enters its fifth decade, we look back on its growth and development	Adam Wakeling
What does CEDAW mean for women in Australian workplaces?	Allana Smith
From YL to Deputy Chief Magistrate: Magistrate Franz Holzer shares lessons learned throughout his illustrious career	Ileen Eshak
Switching gears: legal practice to academia	Liz Bishop
Following your passion	Amanda Storey
How a legal problem led to a tech solution	Brendan Lacota

### Young Lawyers Blog

Launched in April 2012, the blog aims to provide young lawyers with insights into the practice of law, tips and important updates. All YL members are encouraged to write for the blog, as it is an excellent opportunity to improve writing skills, share knowledge and increase member profiles.

The following table sets out all YL Blogs published from 1 November 2018 to 31 October 2019:

<b>Date</b>	<b>Title</b>	<b>Author</b>
5 November 2018	Legal apps – what's the big deal?	Blake Connell
13 November 2018	The LIV Young Lawyers Wear for Success Drive – an overwhelming success	Georgia Smith and Stefani Janson
22 November 2018	Maximise your employability in law	Sach Fernando
13 December 2018	A great opportunity: 2018 YL President's farewell	Brendan Lacota
7 February 2019	Announcing your 2019 LIV Young Lawyers Leaders	LIV Young Lawyers
16 April 2019	The rise of the online firm	Blake Connell
28 June 2019	Ben Fry shares his views on how to navigate a unique career path	Ben Fry
4 July 2019	Kim Koelmeyer reflects on a law student's changing perceptions of innovation – it is much more important, deeper and accessible than ever	Kim Koelmeyer
11 July 2019	Jacob McCahon shares his reflections and lessons learnt to law students and recent law graduates considering providing research assistance to legal academics	Jacob McCahon
18 July 2019	One way to have an innovative career	Evelyn Tadros
25 July 2019	Opportunities in unusual places	Jenny Awad

<b>Date</b>	<b>Title</b>	<b>Author</b>
28 August 2019	Think critically, act strategically: a message to all law students wondering whether a seasonal clerkship or traineeship is for them	Rose Inglis
1 October 2019	What is an innovative lawyer?	Rose Inglis



## 12. Acknowledgements

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Penny Mure, LIV Events Coordinator

Mary Kerley, LIV Young Lawyers Journal Editor

Anna Alexander, LIV Member Support and Wellbeing Lawyer

Sue White, LIV Registrations Coordinator

LIV Membership, Marketing, Publications, Design, Events, Commercial and Professional Development Departments.

All YL Committee members, all speakers, chairpersons, special guests, authors of YLJ articles and LIV blog posts, and the 2019 LIV Councillors.