

The 2021 CPD Intensive Series

Two days,
four core areas,
12 CPD points

Wednesday 10 February 2021
Thursday 11 February 2021

**“Your one-stop-shop to grow
your professional knowledge!”**

Register by 30 January 2021

The 2021 CPD Intensive Series

Two days, four core areas, 12 CPD points

Welcome to the ACT Law Society's annual CPD Intensive Series! This two-day conference is designed so you can earn your full CPD requirements in a single hit. Whether you need the full 12 points on offer, or just need a couple to round out your record, it's all here!

With a range of expert speakers covering topical legal and business issues, you're sure to find plenty of sessions to interest you. And remember, you can carry over up to three excess CPD units from this seminar series into the next CPD year.

Details

- When: Wednesday 10 and Thursday 11 February 2021
- Where: National Convention Centre, Canberra City
- Catering throughout will be provided, and free parking is available on-site
- Members can earn up to 12 CPD units in all four Core Areas
- Registrations close 30 January 2021

Cost

	Two Days	One Day	Single Seminar
Member rate	\$700	\$350	\$88
Non-Member rate	\$910	\$455	\$115
CLC/student rate	\$180	\$90	\$25

Sponsor

The Law Society is proud to recognise legalsuper as the sponsor of the Law Society CPD Program.

legalsuper is the industry super fund for Australia's legal community. With personal service for every member, we can help you to maximise your super, consolidate accounts, adjust insurance or investments, plan for retirement and more. Contact Long Nguyen on 0477 401 151 or lnguyen@legalsuper.com.au to book your free appointment today – meetings can be conducted by phone or on Zoom.

Notes

All prices include GST.

Please note that registrations after 30 January 2021 will incur a 20% fee and attendees may not have access to hard copy materials. To avoid disappointment and additional fee, please register on time.

'CLC' means any member of the Law Society working for a recognised community legal centre, or holding a volunteer practising certificate. 'Student' means a full time student studying law at a recognised Australian tertiary institution.

The Schedule

Day One: Wednesday 10 February 2021

	Stream One	Stream Two
9.15am	Registration	Registration
9.45am	Introduction	Introduction
10am	Mindfulness for lawyers CPD: 2 points in Core Area 2	Best practice decision making in the public sector CPD: 2 points in Core Area 3
12pm	Lunch	Lunch
12.45pm	If it's not yours, don't touch it CPD: 1 point in Core Area 1	Empathy in legal practice: A strength and a weakness CPD: 1 point in Core Area 3
1.45pm	Panel session — Costs and billing: Avoiding complaints and litigation CPD: 1.5 points in Core Area 2	Business and strategic planning CPD: 1.5 points in Core Area 2
3.15pm	Afternoon tea	Afternoon tea
3.30pm	AFP and disclosure: Reporting DNA results to the courts CPD: 1.5 points in Core Area 4	Panel session — Family violence experts in conversation CPD: 1.5 points in Core Area 4
5pm	Close	Close

Day Two: Thursday 11 February 2021

	Stream One	Stream Two
8.30am	Registration	Registration
9am	Ethics in action: Recognise, manage, and resolve CPD: 1.5 points in Core Area 1	Workplace investigations 101 CPD: 1.5 points in Core Area 2
10.30am	Morning tea	Morning tea
10.50am	Professional coaching workshop CPD: 1.5 points in Core Area 3	Strategies for interim hearings: Family law, children, property CPD: 1.5 points in Core Area 3
12.20pm	Lunch	Lunch
1pm	Statutory interpretation: A practical update CPD: 1.5 points in Core Area 4	Electronic signatures in the ACT CPD: 1.5 points in Core Area 4
2.30pm	Afternoon tea	Afternoon tea
2.45pm	Panel session — Sexual harassment in the legal profession CPD: 1 point in Core Area 2 & 0.5 points in Core Area 4	Panel session — Making your workplace more inclusive CPD: 1.5 points in Core Area 2
4.15pm	Close	Close

The Seminars

Day One: Wednesday 10 February 2021

Mindfulness for lawyers

- > Day One, Stream One
- > Wednesday 10 February 2021, 10am
- > CPD: 2 points in Core Area 2 (Practice management and business skills)

Being a legal professional is exciting, but also challenging and stressful, exposing lawyers to long hours, high conflict situations, and stress.

So how can lawyers learn to pause, step back from their sometimes all-consuming profession, and learn to balance work and life?

This session will give you the opportunity to explore mindfulness as a strategy and practice that will help you thrive through times of stress.

Find out what all the hype is about, how it works, and what recent research tells us about the effectiveness of these techniques. Most importantly, learn how to practice mindfulness yourself.

Megan Layton

Megan is the Director of Simply Mindful and an experienced Mindfulness Based Stress Reduction (MBSR) teacher, yoga and meditation teacher, and Mental Health Social Worker working with individuals and groups to help them thrive. She has been teaching MBSR to the general public, organisations, workplaces and individuals for 10 years and is a long-time practitioner and teacher of yoga and meditation.



Dr Anthony Hopkins

Anthony is an Associate Professor at the ANU College of Law and a barrister at Burley Griffin Chambers. He is also an experienced mindfulness meditator, having first learned the practice in 1997.



Best practice decision making in the public sector

- > Day One, Stream Two
- > Wednesday 10 February 2021, 10am
- > CPD: 2 points in Core Area 3 (Professional skills)

This interactive session, with engaging workshop activities and practical guidance, will give you the tools and frameworks you need to add maximum value for decision-makers at all levels of the public service.

The workshop will cover a high-level overview of key decision-making concepts, but the focus will be on ways to enhance your 'value-add' as an advisor to public sector decision-makers, including through the use of effective interpersonal communication skills, applying emotional intelligence concepts and adopting problem-solving approaches.

James Fletcher

James is the Managing Director of Alta Pete Coaching, Training & Facilitation.

He believes passionately in helping people to identify their signature strengths and use these to realise their full potential – so much so that he left his high-powered legal career to start Alta Pete.

He is a qualified Barrister and Solicitor and an accredited organisational coach with the Institute of Executive Coaching and Leadership as well as being a member of the International Coach Federation and holds a Diploma in Government.



If it's not yours, don't touch it

- > Day One, Stream One
- > Wednesday 10 February 2021, 12.45pm
- > CPD: 1 point in Core Area 1 (Legal ethics and professional responsibility)

Don't end up being the subject of a complaint!

In this entertaining ethics seminar, Katie Binstock will talk about legal costs and trust money.

She'll give useful tips on costs disclosure requirements, and give guidance on exactly when you can transfer moneys from trust to avoid complaints being made against you and your firm.

Katie Binstock

Katie is a Senior Associate at McInnes Wilson Lawyers.

She advises the ACT Law Society in relation to the investigation and prosecution of complaints, external intervention and granting/renewal of local practising certificates.

Aside from acting for the Law Society, Katie has a busy Wills and Estates practice. She is the Chair of the ACT Law Society Elder Law and Succession Law Committee and authored the ACT Law Handbook chapter on Older People and the Law.

Katie has also tutored Lawyers, Justice and Ethics at the Australian National University.



Empathy in legal practice: A strength and a weakness

- > Day One, Stream Two
- > Wednesday 10 February 2021, 12.45pm
- > CPD: 1 point in Core Area 3 (Professional skills)

Many lawyers are drawn to helping people. But how do you do that while maintaining your own health and wellbeing?

This seminar will discuss matters not usually taught at law school. Learn how to use empathy effectively to attract and work better with clients; how to say 'no' and honour your own needs when required; and how to earn a living while helping others.

The session will be useful for any lawyer who is empathic or sensitive to the emotions and/or physical symptoms of others, and for lawyers who are open-minded and want to learn more about empathy.

Liz Huang Hughes-Brown

Liz is the Principal Lawyer and Founder of Welcome Legal, as well as a yoga and meditation teacher and careers coach with Bolster Yoga & Wellbeing.

Liz is an Australian immigration lawyer who has worked with clients in various migration situations, including people seeking asylum. Prior to that, she worked as a corporate/commercial lawyer and government lawyer. In 2017, Liz was the recipient of the ACT Law Society's President's medal.

Liz has a research interest in the area of empathy, intuition and emotional intelligence in legal practice. She is keenly interested in supporting the wellbeing of fellow lawyers. She offers yoga and meditation courses tailored for lawyers, as well as careers coaching.



Panel session — Costs and billing: Avoiding complaints and litigation

- > Day One, Stream One
- > Wednesday 10 February 2021, 1.45pm
- > CPD: 1.5 points in Core Area 2 (Practice management and business skills)

Give yourself, and your law practice, the best chance of avoiding complaints about costs, and reduce your vulnerability to adverse costs assessments. You can achieve this level of protection and certainty by understanding and preparing your costs documents correctly, embedding the proper protocols for charging clients, and effectively communicating with clients about your fees.

In this session, our expert panel will share costs dos and don'ts, and legal billing war stories from the Supreme Court.

Facilitator: Rob Reis

Rob has been the Professional Standards Manager at the Law Society since 2006, investigating allegations of misconduct by practitioners. Previously Rob was in private practice from 1985. In addition to his statutory role, Rob is the ACT representative on the Professional Ethics Committee of the Law Council of Australia, and presents risk management and trust account seminars for newly admitted practitioners, paralegals and other administrative and support staff. He also runs tri-annual mandatory Practice Management Courses for senior and experienced practitioners and is a sessional lecturer and tutor at the University of Canberra and formerly a tutor in Ethics at the Graduate Diploma in Legal Practice at the Australian National University.



Deb Rolfe AM

Deb is a Partner at Maliganis Edwards Johnson, specialising in personal injury litigation. She is a member of the Women Lawyers Association (ACT) and of the Australian Institute of Company Directors (MAICD) and is actively involved in a number of not-for-profit local organisations, including Chair of the Board of the Canberra Hospital Foundation, Ambassador of the Early Morning Centre in Braddon, member of the ACT Society for the Physically Handicapped Committee, the MBF Council of members, the ACT Heart Foundation and the Go Red for Women Steering Committee. Her tireless work in this area was recognised in the June 2017 Queen's Birthday Honours Awards when she and her husband were appointed Members of the Order of Australia (AM).



Alisa Taylor

Alisa Taylor is a Partner at Meyer Vandenberg Lawyers with over 15 years' experience as a litigator. Alisa's passion is resolving property and construction disputes, using both her extensive networks in our local property industry and her exceptional technical expertise.



Grant Kennealy

Grant Kennealy has been the Senior Deputy Registrar of the ACT Supreme Court since September 2011, and regularly undertakes costs assessments as part of his role with the Court. He commenced his career at Abbott Tout Russell Kennedy in 1994, undertaking litigation and debt recovery work. In 1997 he moved to Porters Lawyers as a personal injuries lawyer, predominantly undertaking motor vehicle accident claims and workplace injuries.

Business and strategic planning

- > Day One, Stream Two
- > Wednesday 10 February 2021, 1.45pm
- > CPD: 1.5 points in Core Area 2 (Practice management and business skills)

In this session, Roger Perry will discuss the risk, resilience, and response strategies that will help you guide your business through difficult circumstances.

Roger Perry

Roger Perry is Managing Director of the Bevington Group, and is one of the region's foremost productivity improvement and organisational design experts.



Roger has been an assignment director and steering committee member on over 40 transformation programs. He is an experienced company Director, having sat on the Boards of a range of enterprises. Roger has also chaired or been a member of a number of advisory panels such as the Steering Group for the National Health Services Directory project and the advisory committee for process improvement for hospitals in the state of Victoria.

Roger has also published widely on transformation related subjects.

AFP and disclosure: Reporting DNA results to the courts

- > Day One, Stream One
- > Wednesday 10 February 2021, 3.30pm
- > CPD: 1.5 points in Core Area 4 (Substantive law and procedural law)

In this illuminating session, the Australian Federal Police forensic team will provide some insight into the disclosure obligations relating to police files and DNA graphs. Learn how AFP forensic material is used in court proceedings.

This session is part of the Criminal Law Masterclass Series, developed by the Law Society's Criminal Law Committee in concert with the Australian Federal Police Forensics Team to provide solicitors with insight into issues between the courts, the AFP, and lawyers.

Greg Carnell

Greg Carnell holds an Advanced Diploma of Applied Science (Forensic Investigation), Certificate IV in Training and Assessment, Bachelor of Laws, Graduate Diploma of Legal Practice and was admitted as a Lawyer to the ACT Supreme Court in 2018. He joined the NSW Police Force in 1987 and accepted a position as a Crime Scene Examiner with the NSW Police Forensic Services group in 1992. Over the next 16 years he worked in a number of regional areas, being responsible for the scene examination of numerous serious crimes and incidents. From 2008 Greg left NSW Police and delivered a number of forensics programs whilst working with the Canberra Institute of Technology, and in 2013 he took on a role with the AFP Forensics Training Team.

Panel session — Family violence experts in conversation

- > Day One, Stream Two
- > Wednesday 10 February 2021, 3.30pm
- > CPD: 1.5 points in Core Area 4 (Substantive law and procedural law)

Agencies dealing with family violence in the ACT are trying new approaches to address this issue through better coordination and information sharing, as well as a renewed focus on perpetrator accountability. In this session, speakers from the main agencies involved in these new initiatives will outline what their agency is doing, what has changed, and the early indications of success.

This session will assist lawyers working with both victims and perpetrators of family violence, whether that is for criminal matters, Family Violence Order applications or family law matters.

Facilitator: Margie Rowe

Family Violence Team Leader, Legal Aid ACT

Sue Smith

Inspector Sue Smith is the Officer in Charge of Family Violence Operations in the ACT. Sue joined the AFP in 1989 after having spent five years with the NSW Police Service. Since joining the AFP, she has performed both community and national policing roles. In 1992 Sue took up a position within the ACT Police Juvenile Aid Bureau. This unit was responsible for managing young offenders, young people who were victims of crime and young people who were engaging in 'at risk' behaviour. It was during this period she developed a passion for working with young people and their families, developing relationships with partners and stakeholders to collaboratively respond to the complex needs of families. Sue has been involved in several committees including ACT Family Violence Intervention Program, The Domestic Violence Prevention Council, The ACT Children and Young Persons Death Review Committee.

Clare Sheehan

Clare has worked at the Domestic Violence Crisis Service (DVCS) for over five years across a variety of programs, including crisis intervention, court advocacy and as our criminal justice advocate. She is currently the Team Leader of Legal Advocacy. Prior to working at DVCS Clare worked as Youth Worker with children who had experienced trauma and abuse. Clare holds a Certificate IV in Youth Work and is currently in her final year of her Bachelor of Criminal Justice. She was recognised for her contribution to the community by being awarded the Lifeline Canberra Rising Woman of Spirit Award in 2018.



Heidi Yates

A well-known law reform and human rights advocate, Heidi commenced as Victims of Crime Commissioner in March 2018. Prior to this appointment, Heidi held roles including Head of General Practice at Legal Aid ACT, Executive Director of the ACT Women's Legal Centre and Chair of the Domestic Violence Crisis Service. Heidi's professional reputation is well-established at a national level as an advocate for free legal services (particularly for victims of family violence) and gender-related law reform. Heidi was nationally recognised in the 2017 publication 'Trailblazing Women and the Law: seven decades of Australia's Pioneer, 'Trailblazing', Women Lawyers'.



The Seminars

Day Two: Thursday 11 February 2021

Ethics in action: Recognise, manage, and resolve

- > Day Two, Stream One
- > Thursday 11 February 2021, 9am
- > CPD: 1.5 points in Core Area 1 (Legal ethics and professional responsibility)

Have you ever been uncertain whether the way you handle a particular aspect of practice complies with the *Solicitors' Conduct Rules*?

Like to learn first-hand what's been happening with hot ethical topics and disciplinary proceedings in our local profession, and how those decisions might affect you?

Hear about some real-life scenarios of complaints at the Law Society and in ACAT, and get some tips on how to steer clear of, or deal with, a complaint.

Rob Reis

Rob has been the Professional Standards Manager at the ACT Law Society since 2006, investigating allegations of misconduct by practitioners. Previously Rob was in private practice from 1985.



In addition to his statutory role, Rob is the ACT representative on the Professional Ethics Committee of the Law Council of Australia, and presents risk management and trust account seminars for newly admitted practitioners, paralegals and other administrative and support staff.

He also runs tri-annual mandatory Practice Management Courses for senior and experienced practitioners and is a sessional lecturer and tutor at the University of Canberra and formerly a tutor in Ethics at the Graduate Diploma in Legal Practice at the Australian National University.

Workplace investigations 101

- > Day Two, Stream Two
- > Thursday 11 February 2021, 9am
- > CPD: 1.5 points in Core Area 2 (Practice management and business skills)

Workplace investigations have proliferated in recent years. Increasingly, employers are seeking to demonstrate responsiveness to workplace issues, provide fairness to employees, and protect against liability. But whatever the nature of the inquiry — whether misconduct, bullying, sexual harassment, whistleblowing, WH&S, or under-performance — investigations can involve plentiful pitfalls for all parties.

In this session, John Wilson will provide practical insight into the challenges and opportunities presented by workplace investigations. Whether you are advising an employer, or an employee on the wrong end of an investigation, this session will offer valuable guidance.

Gabrielle Sullivan

Gabrielle has been practising civil law for over 20 years, primarily in Employment and Industrial law, and is currently Legal Director - Employment Law & Investigations at Bradley Allen Love. Gabrielle has comprehensive experience as a workplace misconduct investigator, and is on the Code of Conduct Review Panel for many Local Government Councils across NSW. She also chairs appeal panels for ACT public servant grievances on behalf of the ACT government. She conducts workplace training to government and the private sector on workplace issues such as performance management, bullying, sexual harassment, public interest disclosures, and work health and safety obligations. She was appointed as a member of the ACT Law Society's Industrial Relations Committee in 2018.



Professional coaching workshop

- > Day Two, Stream One
- > Thursday 11 February 2021, 10.50am
- > CPD: 1.5 points in Core Area 3 (Professional skills)

Have you wondered what it would be like to work with a professional coach? In this engaging and informative workshop, Dianne Bourke will present an overview of the inspiring, empowering and liberating process that is coaching.

Explore the benefits coaching provides to the individual, team and firm, and discuss how coaching differs from mentoring, advising and counselling. Seize this opportunity to experience Dianne Bourke's unique approach, including meaningful, personal tasks, space for reflection and interaction. Participants will achieve a clear understanding of the value of such an investment.

A presentation with a difference!

Dianne Bourke

Dianne brings a broad perspective, creativity and experience to her practice as a certified organisational coach with the Institute of Executive Coaching and Leadership. She has benefited from working in a variety of fields — education (primary and tertiary), business, the creative arts and communications. She holds a Bachelor of Education and certifications in meditation and mindfulness facilitation for children to 18 years, Training and Assessment and Small Business Management. Dianne connects with people to assist them in making stronger workplace contributions by holding a space to clarify and accomplish goals and deal with potential obstacles. Self-awareness and heart are two of Dianne's signature strengths.



Strategies for interim hearings: Family law, children, property

- > Day Two, Stream Two
- > Thursday 11 February 2021, 10.50am
- > CPD: 1.5 points in Core Area 3 (Professional skills)

What can you expect in a duty judges list matter? How to deal with a judge who constantly interrupts your submissions? Should you use written submissions?

This session will use recent case studies to teach some useful best practice strategies for family law matters involving children or property as well as alternative dispute resolution strategies.

Geoff Mazengarb

Geoff is the Principal of Mazengarb Family Lawyers, a highly-regarded solicitor with decades of experience in the field of family law. He began to practice family law soon after his admission and has been regarded as a specialist since 1989. He is accredited as an independent children's lawyer, a registered family dispute resolution practitioner, and a qualified and experienced mediator.

Geoff has an intricate understanding of family law and complementary areas of law such as domestic violence legislation, wills and estates. Complex property matters are of particular interest to Geoff, as are matters involving children and alternative dispute resolution.



Statutory interpretation: A practical update

- > Day Two, Stream One
- > Thursday 11 February 2021, 1pm
- > CPD: 1.5 points in Core Area 4 (Substantive law and procedural law)

Regardless of specialty, almost every lawyer is now required to deal with an ever-increasing volume of legislation. Clients frequently ask for advice on the meaning of statutory provisions, which can sometimes be relatively straightforward and at other times as clear as mud!

This presentation will give you a series of tools to tackle the most difficult problems of statutory construction. The most recent decisions of the High Court regarding the principles of statutory construction will be analysed, with a view to identifying current trends. Participants will also have the opportunity to work through a case study with the presenter, with a view to exposing the best methods of resolving constructional choice.

Christine Ernst

Christine is a Barrister at Eleven Wentworth Chambers, accepting briefs in all areas of law. Before being called to the Bar, she was Counsel Assisting the Solicitor-General of the Commonwealth.



Christine was previously a Senior Legal Officer in the Commonwealth Attorney General's Department, and a Lawyer at Allens specialising in commercial litigation and competition and consumer law. She was also an Associate to the Honourable Justice Susan Kiefel AC of the High Court of Australia.

Christine holds a Bachelor of Civil Law with Distinction from the University of Oxford, and a Bachelor of Laws (First Class Honours) and Bachelor of Economic and Social Sciences from the University of Sydney.

Electronic signatures in the ACT

- > Day Two, Stream Two
- > Thursday 11 February 2021, 1pm
- > CPD: 1.5 points in Core Area 4 (Substantive law and procedural law)

With rapid advances of technology come equally rapid changes in the way we interact and communicate with one another. Though the concept of electronic signatures is not new, the preference (at least amongst the legal profession) was for wet ink signatures. COVID-19 saw this preference change and we quickly adapted to a new way of signing. As things settle down and we slowly return to a new normal, will we see this roll back? Looking at the changes to our Land Titles system, as well as the efficiencies involved, it seems electronic signatures are, and should be, here to stay.

This presentation will look at the current framework regulating electronic signatures, and examine best practice for implementing them.

Benjamin Grady

Benjamin is a Director in the Property Team at BAL Lawyers. He is an experienced commercial property lawyer whose practice areas include the purchase and sale of commercial real estate, commercial leasing, unit title management and property development, both in the ACT and NSW.



Benjamin regularly acts for developers, from large scale mixed use developments to boutique developments. With extensive experience in this fast paced environment and through his involvement with Real Estate Institute of the ACT (REIACT), Benjamin is very familiar with the requirements around electronic signatures.

Benjamin is a Director of REIACT and a member of the Australian Property Institute's ACT Young Property Professionals Committee. Through REIACT, Benjamin regularly provides training to real estate agents and property managers, including seminars on electronic signatures.

Panel session — Sexual harassment in the legal profession

- > Day Two, Stream One
- > Thursday 11 February 2021, 2.45pm
- > CPD: 1 point in Core Area 2 (Practice management and business skills) and 0.5 points in Core Area 4 (Substantive law and procedural law)

The Law Society's Sexual Harassment Working Group was formed to address issues relating to sexual harassment in the ACT legal profession. The group consists of members from a diverse range of professional backgrounds who are dedicated to creating a safe work environment for all legal practitioners.

Our Sexual Harassment Working Group together with our Industrial Relations Committee will present this timely seminar. The session will offer useful strategies on how to keep your employees safe from bullying and harassment, and discuss the implementation of new policies and procedures recommended by the working group.

Facilitator: Sarah Avery

Sarah is Chair of the Law Society's Sexual Harassment Working Group. She has worked as a solicitor since 2007, predominantly in private practice, and has just opened her sole practice. She operates in the fields of criminal law, occupational discipline, and coronial process, in line with her enduring passion for helping vulnerable people and professionals facing disciplinary action. In 2016, Sarah became the youngest President of the ACT Law Society, and was re-elected unchallenged in 2017. She won the inaugural Women Lawyer of the Year - Private Practice Award from the Women Lawyers Association of the ACT in 2017.



Frances Carleton

Frances is the Principal of 'The Secret Keeper: Counselling and Psychotherapy'. After years of working in change management, training and mentoring, Frances undertook a Masters in Counselling and Applied Psychotherapy. Her



mission is to guide, facilitate and nurture, while utilising both traditional and modern therapeutic techniques. She is a member of the Australian Counsellors Association, the ACA College of Supervisors, and the Australian Society of Sex Educators Researchers and Therapists (ASSERT).

Anca Costin

Anca's practice comprises of a range of areas, including employment law, occupational regulation and disciplinary matters, administrative law, personal injury and commercial matters. Prior to being called to the Bar, Anca enjoyed a successful and diverse career as a solicitor advocate. In December 2019 Anca was the recipient of the ACT Bar Association Women Scholarship.



Kate Eastman SC

Kate has over 27 years' experience in dispute resolution and advocacy in a wide range of employment disputes, all aspects of discrimination law (employment, services, education, transport and media), human rights (international and Australian), public law and health law. She regularly appears in tribunals for trials and appeals in matters arising under the Fair Work Act, Industrial Relations Act and all Federal/State/Territory discrimination laws. Kate also has extensive experience in Royal Commissions and inquiries.



Karen Toohey

Karen is the Discrimination, Health Services, and Disability & Community Services Commissioner, appointed in 2016. This includes handling complaints, building understanding of community rights and responsibilities, and working with providers in the ACT to improve service provision and outcomes in the provision of services.



Panel session — Making your workplace more inclusive

- > Day Two, Stream Two
- > Thursday 11 February 2021, 2.45pm
- > CPD: 1.5 points in Core Area 2 (Practice management and business skills)

Workplace diversity is now something most firms strive to achieve. The benefits include having access to a variety of different perspectives, more innovation, access to employees relatable to different clients, higher employee engagement, reduction in turnover, and a better firm reputation. These benefits come with responsibilities, including providing continual support to employees with special requirements, and making your workplace accessible to clients and staff.

This panel will talk about some of the recent issues and ongoing achievements as we work together to create a more inclusive legal industry.

Facilitator: Farzana Choudhury

Farzana is the Disability Discrimination Law Senior Solicitor at Canberra Community Law. Farzana provides advice, casework and advocacy assistance to people facing disadvantage in relation to disability discrimination and related complaints. Farzana is passionate about access to justice for people experiencing disadvantage, which she has channelled through establishing a legal education and advice clinic for women in prison and a health justice partnership young people experiencing or at risk of homelessness. Farzana is Vice President of the ACT Law Society and is an active member of the Inclusion & Diversity Committee. Farzana was awarded a 2019 Churchill Fellowship to investigate the application of poverty based discrimination law frameworks overseas. She is also the 2020 ANU Young Alumna of the Year, and was awarded ACT Young Lawyer of the Year in 2019.



Alicia Albury

Alicia Albury is the Chair the NSW Diversity and Inclusion Committee and chair of Maddocks

Pride and Maddocks Women, and also serves on the CALD and RAP committees. Alicia specialises in all aspects of commercial property transactions, including advising developers, fund managers, investors and government authorities on industrial, commercial, retail and hotel acquisitions, disposals and development, large scale residential and 'mixed use' developments, and major infrastructure projects.



Emma Towney

Emma is a Solicitor in the Dhurrawang Aboriginal Human Rights Program at Canberra Community Law. Her role consists of providing advice and representation to all Aboriginal and Torres Strait Islander communities in the ACT on housing, Centrelink, and race discrimination. She is also the chair of Canberra Community Law's RAP Working Group. Emma is a proud Wiradjuri woman who grew up on Wonnarua Country in the Hunter region of NSW, before moving to Ngunnawal Country in 2012 to take up a legal graduate position in a Commonwealth Department. Emma is the chair of the ACT Law Society's Aboriginal & Torres Strait Islander Justice Committee, and a member of the Access to Justice & Human Rights Committee.



Natalie Wade

Natalie Wade is the Founder and Principal Lawyer of Equality Lawyers, providing legal services to people with disabilities, their families and supporters. As a recognised disability advocate and award-winning lawyer, Natalie's purpose is to advance the rights of people with disabilities in Australia, and she has been a leader on law reform for the participation of people with communication disabilities in courts, and ending violence against women and girls. Her disability gives her a personal insight into the issues faced by her clients.



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