

STRATEGIC PLAN

2020-2023

Prepared by the WLANSW Governance Subcommittee

Approved by the WLANSW Executive Committee on 14 October 2020

Effective from 15 October 2020

Our Vision

Women Lawyers Association of New South Wales (**WLANSW**) is the peak professional body representing women lawyers in New South Wales and has been committed to improving the status and working conditions of women lawyers since 1952. Our mission is to continually provide leadership on issues affecting women and the legal profession by driving and advocating for change.

Objects

The Objects of the WLANSW as set out in its Constitution are:

- (a) to provide a common meeting ground for women lawyers;
- (b) to foster growth of a collegiate spirit among women lawyers;
- (c) to make suggestions and work for the reform of the law and the administration of the law particularly as it affects women;
- (d) to assist with such movements for the advancement of women in the legal profession as the WLANSW may from time to time determine; and
- (e) to participate as a representative body in matters of interest to the legal profession.

Goals

1. Provide a meeting place for women lawyers and foster the growth of collegiality among women lawyers by providing a vibrant and diverse education and events program.

- Develop and maintain an education and events program, to retain and attract new Members, and to cater to the diversity of our membership
- Provide opportunities for personal and professional development
- Provide opportunities for networking for women lawyers
- Continue the Annual Law Firm Comparison Data Collection
- Develop the 'Welcome to the Law' program so that it becomes a standing event
- Investigate and adopt alternative means to run the education and events program
- Establish and maintain the Jane Mathews scholarship
- Organise the biennial NSW Women Lawyers Achievement Awards and Celebrating Women in the Judiciary events
- Organise the biannual 'The Janet Coombs Lunch for New Female Barristers' co-hosted with the Women Barristers Forum
- Continue to support Regional Chapters in Newcastle and Wollongong
- Establish links with like-minded organisations in order to provide further opportunities for Members

Patron, the Honourable Justice Virginia Bell AC

2. Be a clear and respected voice for law reform and the administration of the law, predominately as it affects women

- Participate as a representative body in matters of interest to the legal profession
- Continue to drive and advocate for change in the legal profession
- Foster partnerships with law reform organisations and organisations representing women
- Contribute to policy development and law reform at the State (and where relevant, National) level including by the drafting of submissions
- Foster media relationships to ensure the voice of women, and women lawyers in particular, are heard
- Foster strong working relationships with the Law Society of New South Wales and the NSW Bar Association
- Conduct and publish research into 'Designing gender equality into the future of work' in partnership with the University of Sydney and the Law Society of New South Wales, as part of the Australian Research Council Linkage Projects
- Engage with Members across a variety of mediums including social media
- Ensure transparency, by way of publicly available position statements, of the position taken by the WLANSW on matters of interest to the legal profession

3. Promote and drive the advancement of women in the legal profession

- Promote and encourage an increase in women in leadership positions in the legal profession
- Promote the setting of targets for admission to partnership (equity and salaried)
- Promote and encourage the adoption of parental leave and flexible work arrangements in the legal profession
- Encourage the adoption of the equitable briefing policy
- Promote, and advocate for, the inclusion of women with disabilities, women from low socio-economic backgrounds, Indigenous women, CALD women, and women from a refugee background
- Promote and encourage transparency regarding remuneration
- Partner with Australian Women Lawyers on issues of national relevance for women in law and the legal profession

4. Ensure the long-term stability of WLANSW

- Foster and ensure best practice in corporate governance
- Develop and maintain corporate governance documentation and operational policies and procedures
- Develop a sustainable funding model
- Identify and engage with stakeholders to ensure diversity in funding
- Retain and grow current membership levels
- Attract new Members
- Preserve the history of WLANSW
- Develop succession planning for volunteer and paid roles