



ASIAN AUSTRALIAN
LAWYERS ASSOCIATION INC

PROMOTING CULTURAL DIVERSITY IN THE LAW

Asian Australian Lawyers Association Inc.

Reg. No. A0060052T / ARBN 604 922 812

Annual Report

for the year ended 30 June 2024

Tabled at the Annual General Meeting

held at 7.00 pm AEDT on Wednesday, 27 November 2024
via Zoom videoconference

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Acknowledgments

Editor: Ivonne Muryadi

Commissioning Editors: Matt Floro, Belinda Wong, Vernon Ting, Jake Huang, Ivonne Muryadi

National President's Report

After a pandemic, economic shocks, geopolitical tensions and societal stressors, 2024 was bound to be an eventful year.

It was in this context that the AALA Executive Committee began its 2024 term.

But during challenging times, AALA strove for success, drawing on our new and ambitious Strategic Plan.

My fellow national officebearers and I were elected on a platform to *Renew, Revitalise, and Reform* AALA.

Renewing AALA's purpose as the national peak body for lawyers with an interest and Asian Australian lawyers, advancing cultural diversity, equity, inclusion and access to justice, was a core goal.

We have made great strides towards this goal, led by our National Vice-President Belinda Wong, with our successful AALA Main Character Energy Series and high-profile coverage in the *AFR*, *Lawyers Weekly*, and *Women's Agenda*.

I make particular mention of our Partnerships and Sponsorship Portfolio achievements, which have burnished our status as the national peak body.

Led by Directors Dominique Yap and Kelvin Ng, our National Partnerships and Sponsorship Subcommittee managed to garner the support of a record 9 new National Sponsors for 2024-2025:

- Platinum Sponsors – Ashurst and Maddocks
- Gold Sponsors – Clayton Utz, Corrs Chambers Westgarth, Digital Trace, Hall & Wilcox, Monash University, Victorian Bar
- Corporate Sponsors – Gilchrist Connell

The Partnerships and Sponsorship Subcommittee raised almost \$30,000 in new revenue for FY24-25 and is to be highly commended.

Our excellent 2024 National Cultural Diversity Summit was also a testament to our profile as the national peak body.

Led by Directors Kelvin Ng and Molina Asthana, the Summit Subcommittee ran our first hybrid in-person/online Summit, with in-person hubs

generously hosted by Ashurst in Canberra, Melbourne, Perth and Sydney.

With a keynote address delivered by Commonwealth Attorney-General the Hon Mark Dreyfus KC MP and opening remarks by our National Patron the Hon Diana Bryant AO KC, the Summit featured four scintillating sessions filled with insight, laughter, empathy and pathos. The event was closed by Administrative Review Tribunal President the Hon Emiliios Kyrou AO.

In my view, this year's Summit – AALA's fourth – was our best yet, with 350 registrants nationwide.

Revitalising AALA's Branches and membership was another key goal in 2024, led by our National Deputy President Vernon Ting.

Our flagship National Mentoring Program ran seamlessly, we launched a new AALA SharePoint and Intranet, and we supported Branch Committee development days.

Our third key goal of reforming AALA's administration and financial governance was led by our National Secretary Jake Huang and National Treasurer Ivonne Muryadi.

We implemented a landmark Consolidated Financial Policy – three years in the making – and rolled out significant membership pricing reforms to put AALA on a more sustainable footing – the first major reform to AALA's pricing structure since we were established.

I want to pay tribute to Ivonne Muryadi's outstanding three-year term as National Treasurer. Ivonne has reformed AALA's financial systems, engaged professionally with key sponsors and corporate members and delivered a net surplus in the FY23-24 financial year – all with her characteristic humility and grace. Congratulations, Ivonne.

I thank the strong, unified and energetic team of which I have had the privilege to be part – my fellow national officebearers – Bel, Vernon, Jake, Ivonne, my fellow Executive Committee Members, our Branch Leaders and Branch Committees, and our Portfolio Directors and Portfolio Officers – all of whom are volunteers.

AALA is a magnificent organisation with the capacity to lead, to inspire, and to make our legal community a little better than we found it.

AALA is only limited by the infinity of our ambition, the reserves of our energy, and the depth of our passion for advancing cultural diversity in the law and beyond.

Our members and our communities rely on us to advance our vision of an Australia where the diversity, strength and ingenuity of our multicultural backgrounds are respected, reflected and celebrated in our legal profession, institutions and national dialogue.

And together, we can make that vision manifest so that our diversity is not our kryptonite, as I said in a [recent Lawyers Weekly article](#).

Rather - our diversity is our individual and collective superpower.

Wishing you all the best for the Christmas and festive season.

And here's to an exciting 2025.



Matt Floro
National President

National Vice-President's Report

This year, under the banner of 'renewal, revitalisation and reform', we have made significant strides in our mission to provide an supportive, uplifting community for our members and to work towards our goal of dismantling structural inequalities facing Asian Australian lawyers.

As the Director of the Advocacy and Policy Subcommittee, I'm proud to share our achievements and outline our vision for the future.

Our "Main Character Energy Series," a trio of online seminars I crafted and organised, showcased the wisdom and experience of Asian Australian legal leaders. From in-house counsel to partners of national and international law firms, and culminating with our trailblazing Silks, these seminars were a resounding success. Our speakers shared invaluable insights, inspiring us all with their journeys and achievements.

In our commitment to holistic well-being, we hosted a CPD seminar on mental health, emphasizing the importance of self-care and addressing the unique challenges faced by Asian Australian lawyers. This initiative was a timely reminder of the importance of mental well-being in our profession.

We also broke new ground with an event on diversity in the construction industry, highlighting the crucial role of inclusivity in all sectors. This event sparked important conversations and reinforced our commitment to fostering diversity across the board.

Our advocacy extended beyond events, as we issued numerous media statements championing the cause of equity. Our voice reached wider audiences, with several publications, including

the AFR, Lawyers Weekly and Women's Agenda picking up our statements, amplifying our message of change and progress.

As we look to the future, our focus remains steadfast. We plan to broaden our advocacy efforts, offer more professional development opportunities, and strengthen our community through collaboration and mutual support. Together, we will continue to champion diversity, paving the way for a more inclusive legal profession.

Thank you to the National Executive Committee, led by Matt Floro, for a fantastic year. I would also like to thank the Secretary of the Advocacy and Policy Subcommittee, Felicia Chan, and the hard-working members of that Subcommittee. Your tireless efforts and passion have helped us reach new heights!

All the best,



Belinda Wong
National Vice-President

National Deputy President's Report

This was my first year serving as AALA's Deputy President and it was an absolute pleasure to work with the National Executive Committee, in particular with my fellow national officebearers Matt Floro, Belinda Wong, Jake Huang and Ivonne Muryadi.

This year we established three primary goals for AALA:

- the Renewal of AALA as the national peak body and leading advocacy organisation;
- the Revitalisation of the AALA Branches; and
- the Reform of AALA as an organisation.

As Director of the Revitalisation Subcommittee, we endeavoured to ensure that each and every AALA Branch received the necessary support to grow and retain members, host impactful events and initiatives, and remained strong local advocates. Our achievements this year under this portfolio included:

- the launch of a centralised document management system within Sharepoint with standardised templates available for all AALA Branches;
- the launch of AALA's National Mentoring Program;
- facilitating virtual training for Branch Committee Members; and
- dedicating budget to allow each AALA Branch to strategise and re-energise over a Branch Strategy Day.

For AALA's National Mentoring Program this year, we made a decision to move to a decentralised model and equipped the AALA Branches with the appropriate resources and support to independently launch and host the Mentoring Program within their respective States and Territories. The successful launch of AALA's National Mentoring Program 2024 saw an increased interest in applications, with a total of 252 mentee applications and 108 mentor applications. Thank you to the Branch Committee Members who assisted with the challenging task

of finding quality pairings for each mentee and mentors.

I would also like to personally thank the Revitalisation Subcommittee, which includes Eveline Kuang (ACT), Dora Cheung (NSW), Adrienne Morton (Tas), and Bao Ngo (Vic), for their assistance in achieving our goals.

Our commitment to support the AALA Branches remain strong. I am proud of the progress we have made this year but it is important to ensure that we continue to foster a stronger sense of community within all States and Territories.

As this year comes to a close, I would like express my heartfelt gratitude to all the individuals and organisations that have supported AALA:

- the National Executive Committee Members and the Branch Committee Members for their time, dedication and hard work;
- our Sponsors for their generous support, and collaborative spirit and commitment in promoting our cause; and
- all the Members of AALA for their enduring support.



Vernon Ting
Deputy National President

National Secretary's Report

Building on the solid foundation of AALA's Strategic Plan that was devised by the previous ExCo, 2024 has seen AALA going from strength to strength in advancing its overall Renew, Revitalise and Reform objectives.

Particularly in the Secretariat and Governance portfolio that I oversee, we have improved corporate governance and record-keeping for AALA in 2024. In addition, the National Office-bearers have routine meetings to proactively discuss and address matters relating to the governance and operation of AALA.

Another exciting ongoing project in 2024, as part of the Reform objective, was the preparation of AALA's application to the Australian Charities and Not-for-profits Commission and become a charity. I am excited to announce that we are at an advanced stage of submitting the application and on track of doing so before the end of term.

We thank our amazing AALA branch committees and National Executive Committee for being so diligent with event organisation and internal coordination and thank all our AALA members for engaging and supporting our Asian Australian legal community through knowledge sharing and network building!

Reflecting my time with AALA since the beginning of 2022 when I started out as a National Operations Officer, then became National Summit Secretary, and subsequently acted as the National Secretary for the past two years, I am proud to witness how the organisation has continued to grow and do good. This year, I have been privileged to serve alongside Matt Floro, Belinda Wong, Vernon Ting, Ivonne Muryadi, our Executive Committee and Branch Committees to chair the Secretariat and Governance portfolio and oversee day-to-day administration of AALA. I have found great value serving AALA and its community.

The National Executive Committee works hard to set goals at the start of the year for the portfolios. Across the year, the National Executive

Committee action key projects that help fulfil those goals as well as other objectives of AALA.

National Portfolios

The National Executive Committee has 8 portfolios:

1. Administration and Reform
2. Advocacy and Policy
3. Branch Revitalisation
4. Finance and Membership
5. Marketing and CPD
6. Partnerships and Sponsorship
7. National Summit
8. William Ah Ket Scholarship

Overall, it has certainly been a busy and fruitful year for AALA both nationally and across branches.



Jake Huang
National Secretary

National Treasurer's Report

2024 is a monumental year for the Association as we embark on a journey to strengthen our network in the community. Together with my fellow national officebearers, we took on brand new challenges and committed to delivering the best for AALA and its members. This year, our focus for AALA was to *Renew, Revitalise* and *Reform*.

In achieving this goal of *Renew, Revitalise* and *Reform*, as National Treasurer, I was supported by our National Officers. I would like to thank our wonderful National Officers for their support:

- Nathan Lu – National Finance Officer (VIC, SA and TAS)
- Jessica Ly – National Finance Officer (WA, QLD and NT)
- Bonnie Chan – National Finance & Membership Officer (NSW and ACT)
- Charm Jayatileka – National Membership Officer

Key achievements in 2024:

- Consolidated Financial Policy (CFP)
Establishing CFP for our Association is an important step in ensuring governance on our Association financial matters as a national organisation that are financially supported by our members.
- New membership structure
Actioning feedback from our members by introducing new membership categories to better reflect our diverse audience of lawyers, law students, non-legal professionals and supporters in every stage of their career. The aim is to provide greater value, flexibility and inclusivity for our members.
- 5-year financial forecast
Financial forecast to provide National Executive Committee with an overview of our Association financial position which is crucial to assist in making proper financial decision and conscious spending.

Together with our National Executive Committees and Branch Committees I am pleased to present 2023/2024 Financial Statements with unqualified audit opinion report.

Our financial position for 2023/2024 financial year remains strong and back in profit position.

Key points of our financial position as follows:

- Profit of \$10,966
- Healthy and solvent balance sheet with liquidity ratio above 1.
- Cash position is in positive which allows our Association to continue operation and be able to pay its debt.

Reflecting on my journey from a Secretary of AALA NSW Foreign Qualified Lawyers subcommittee, National Finance Officer and now in my 3rd and last term as I step down from the role of National Treasurer at this AGM, I have grown so much both personally and professionally whilst serving my role here with AALA.

I would like to thank Matt Floro (National President), Belinda Wong (National Vice-President), Vernon Ting (National Deputy President) and Jake Huang (National Secretary) for their time and grateful for the enduring support. It has been a great pleasure and honour to serve AALA alongside my fellow national officebearers,

Thank you to our members (individual and corporate), sponsors, partners and fellow volunteers. Special thanks to Walker Wayland Advantage who has been supporting our Association with their expertise in audit and financial statements preparation.

With heartfelt gratitude, I conclude my term as National Treasurer. I am confident that the Association will continue to grow, and we can achieve cultural diversity in the law profession in not-too-distant future.



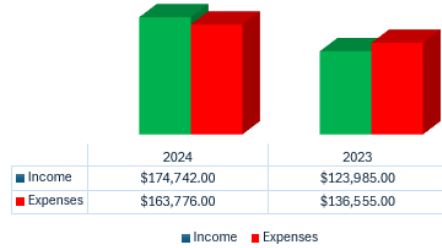
Ivonne Muryadi
National Treasurer

Financial Snapshot Year Ended 30 June 2024

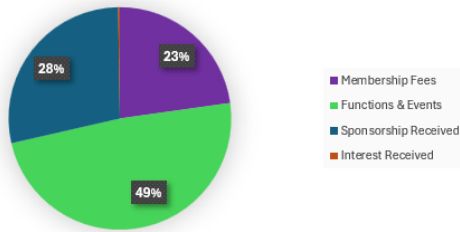
Income Statement 2024



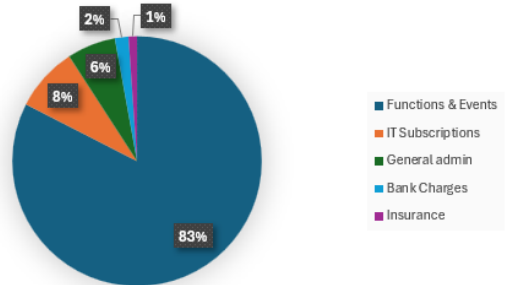
FY 2024 vs FY 2023



Income 2024



Expenses 2024



Objectives of the Association

The objectives of the AALA are as follows:

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

Vision

An Australia where the diversity, strength and ingenuity of our multicultural backgrounds are respected, reflected and celebrated in our legal profession, institutions and national dialogue.

Mission

To be the national peak body representing lawyers with an interest in Asia and Asian Australian lawyers, advancing cultural diversity, equity, inclusion, and access to justice in the law, business, government, civil society and the wider Australian community

Values

- We acknowledge First Nations' peoples' enduring custodianship of our lands and waters and work together to promote recognition of Indigenous rights and care for Country.
- We are inclusive and respectful of the wide diversity of people, backgrounds and experiences and are committed to ending racism and discrimination of any form.
- We are a national, unified organisation led by diverse, accessible and down-to-earth volunteers, committed to a grassroots membership open to persons of all backgrounds.
- We are open to new ideas, innovation and perspectives and provide a non-judgmental space for honest dialogue on diversity, inclusion, equity and access to justice.
- We have a particular focus on the relationships between Australia and the whole of Asia and on building Asian Australian cultural competency in our local, regional and national communities.
- We seek to promote understanding of the intersectionality of culturally diverse experiences in Australia and beyond, acknowledging the dignity and transformative power of group and individual stories.
- We work collaboratively on shared goals and initiatives with our partners, stakeholders and networks in law, business, government, civil society and the wider Australian community.
- We are accountable, welcoming and responsive to our members, volunteers and the Australian community.
- We are a strong, respected and trusted leader in advancing cultural diversity, inclusion, equity and access to justice.

Report by the Executive Committee

Your Executive Committee members submit the financial report of AALA for the 12 months to 30 June 2024.

Executive Committee Members

The members of the Executive Committee from 1 July 2023 to 30 June 2024 (for the full period, except where otherwise indicated) were:

| | | | |
|--|---|--|--|
| Matt Floro (National President) | Belinda Wong (National Vice President) | Vernon Ting (National Deputy President) | Jake Huang (National Secretary) |
| Ivonne Muryadi (National Treasurer) | Molina Asthana | Kelvin Ng | Felicia Chan |
| Lily Sarkar | Mostafa Mozafari | | |
| Eveline Kuang | Audrey Lian | Lyma Nguyen | Adrienne Morton |
| Dominique Yap | Celena Le | Khami Aughterson | Alvin Tan |
| Julie Moore | Dora Cheung | Reimen Hii | Bao Ngo |
| Mintie Tantiprasut | Michael Tangonan | Jason Liu | Amber Meyer |

Australian Capital Territory Branch Committee Members

The members of the ACT Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|---|---|--------------------|-------------------|
| Eveline Kuang (Branch President) | Dominique Yap (Branch Secretary) | David Seong | Epi Terbio |
| Madhuli Kango | Siang Jin Law | Yunjin Lee | |

New South Wales Branch Committee Members

The members of the New South Wales Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|---------------------------------------|---|--|-------------------------|
| Dora Cheung (Branch President) | Yvonne Lam (Branch Vice President) | Michael Tangonan (Branch Secretary) | Sam Haln |
| Lola Chang | Kingsley Liu | Ko Ko Aung | Charm Jayatileka |
| Kimberly La | Phillip Roberts | William Zhou | Tingting Zhang |
| William Tai | Piyush Bohara | Ronny Chen | Alex Feng |

Northern Territory Branch Committee Members

The members of the Northern Territory Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--|---|--|-------------------------|
| Lyma Nguyen (Branch President) | Khami Aughterson (Branch Secretary) | Nadia Lim (Branch Marketing and Social Media Officer) | Kajaliny Ranjith |
| Mark Thomas | Emmanuel Masimo | | |

Queensland Branch Committee Members

The members of the Queensland Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--|--------------------------------------|--|--|
| Reimen Hii (Branch President) | Linda Cho (Vice President) | Jane Kam (Deputy Vice President) | Jason Liu (Branch Secretary) |
| Dominic Nguyen (Immediate Past President and Committee Member) | Billy Duan | Jordon He | Jason Wang |
| Roman Micaïran | Peter King | Mitree Vongphakdi | Violet Li |
| Sarah De Wit | Michael Thomson | Stephen Kwok | Queenie Mei |

South Australia Branch Committee Members

The members of the South Australia Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--|--|-------------------|---------------------|
| Audrey Lian (Branch President) | Celena Le (Branch Secretary) | Vanessa Ho | Annie Zhang |
| Edwin Fah | Fiona Luu | Jessica Le | Jessica Teoh |
| Julie Kay Lumasag | Kristen Mai | | |

Tasmania Branch Committee Members

The members of the Tasmania Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--|--|--------------------|---------------------------------------|
| Adrienne Morton (Branch President) | Alvin Tan (Branch Secretary) | Sheryl Chng | Poomintr Sooksripaisarnkit |
| Mohamed Ijaz Abdul Careem | | | |

Victoria Branch Committee Members

The members of the Victoria Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--------------------------------------|---|--|-----------------------|
| Bao Ngo (Branch President) | Eugenie Chung (Branch Vice President) | Amber Meyer (Branch Secretary) | Alan Akyayli |
| Jay Chandramohan | Jayr Teng | Jenny Au | Jessica Nguyen |
| Jason Kwan | Ka Wing (Kelvin) Ng | Lily Sarkar | Lizia Lim |
| Mostafa Mozafari | Quynhi Nikki (Nikki) Doan | Shatqat Ali Bhatti | Vee Tang |
| Yi Chen | Zoe Zhou | | |

Western Australia Branch Committee Members

The members of the Western Australia Branch Committee from 1 July 2023 to 30 June 2024 were:

| | | | |
|--|---|---|--|
| Julie Moore (Branch President) | Mintie Tantiprasut (Branch Secretary) | Nancy Zhao (Chair of the Students Subcommittee) | Steven Wong (Chair of the Sponsorship and Membership Subcommittee) |
| Victoria Shaw (Chair of the Professional Development Subcommittee) | Alex Jiabao Zhang | Amy Pham | Anfernee Lai |
| Audrey Ooi | Carmen Su | Edward Chan | Gabriel Wong |
| Hilda Chang | Hung Huynh | Jen Nguyen | Jessica Tran |
| Kitty Chen | Leo Ren | Michaela Tam | Rachel Harkness |
| Raymond Deng | Rebecca Lu | Ruby Wang | Sakshi Gandhi |
| Sherlene Heng | Vania Fung | | |

Principal Activities

AALA was established with the key objective of promoting cultural diversity in legal practice, particularly among legal professionals of an Asian cultural background. AALA's objectives are set out on page 8.

Significant Changes

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

Retained Surplus

The income statement position for the financial year ended 30 June 2024 was \$10,966.

The retained surplus at the end of the financial year ended 30 June 2024 was \$95,679.

To be signed in accordance with a resolution of the Executive Committee on 19 November 2024.



Matthew Floro
National President



Ivonne Muryadi
National Treasurer

2023/24 Executive Committee members

Executive Committee members as at 30 June 2024:

| Name | Position |
|---------------------------|-------------------------------------|
| Matthew Floro | National President |
| Belinda Wong | National Vice President |
| Vernon Ting | National Deputy President |
| Jake Huang | National Secretary |
| Ivonne Muryadi | National Treasurer |
| Molina Asthana | Executive Committee Member |
| Kelvin Ng | Executive Committee Member |
| Felicia Chan | Executive Committee Member |
| Lily Sarkar | Executive Committee Member |
| Mostafa Mozafari | Executive Committee Member |
| Eveline Kuang | ACT Branch President |
| Dominique Yap | ACT Branch Secretary |
| Dora Cheung | NSW Branch President |
| Michael Tangonan | NSW Branch Secretary |
| Lyma Nguyen | Northern Territory Branch President |
| Khami Aughterson | Northern Territory Branch Secretary |
| Reimen Hii | QLD Branch President |
| Jason Liu | QLD Branch Secretary |
| Audrey Lian | SA Branch President |
| Celena Le | SA Branch Secretary |
| Adrienne Morton | TAS Branch President |
| Alvin Tan | TAS Branch Secretary |
| Bao Ngo | VIC Branch President |
| Amber Meyer | VIC Branch Secretary |
| Julie Moore | WA Branch President |
| Mintie Tantiprasut | WA Branch Secretary |

2023/24 Australian Capital Territory Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|----------------------|-------------------------|
| Eveline Kuang | Branch President |
| Dominique Yap | Branch Secretary |
| David Seong | Branch Committee Member |
| Epi Terbio | Branch Committee Member |
| Madhuli Kango | Branch Committee Member |
| Siang Jin Law | Branch Committee Member |
| Yunjin Lee | Branch Committee Member |

2023/24 New South Wales Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|-------------------------|------------------|
| Dora Cheung | President |
| Michael Tangonan | Secretary |
| Yvonne Lam | Vice-President |
| Sam Haln | Committee Member |
| Lola Chang | Committee Member |
| Kingsley Liu | Committee Member |

| | |
|-------------------------|------------------|
| Ko Ko Aung | Committee Member |
| Charm Jayatileka | Committee Member |
| Kimberly La | Committee Member |
| Phillip Roberts | Committee Member |
| William Zhou | Committee Member |
| Tingting Zhang | Committee Member |
| William Tai | Committee Member |
| Piyush Bohara | Committee Member |
| Ronny Chen | Committee Member |
| Alex Feng | Committee Member |

2023/24 Northern Territory Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|-------------------------|---|
| Lyma Nguyen | Branch President |
| Khami Aughterson | Branch Secretary |
| Nadia Lim | Branch Marketing and Social Media Officer |
| Kajaliny Ranjith | Branch Committee Member |
| Emmanuel Masimo | Branch Committee Member |
| Mark Thomas | Branch Committee Member |

2023/24 Queensland Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|--------------------------|---|
| Reimen Hii | Branch President |
| Linda Cho | Branch Vice President |
| Jane Kam | Branch Deputy Vice President |
| Jason Liu | Branch Secretary |
| Billy Duan | Branch Committee Member |
| Jordon He | Branch Committee Member |
| Peter King | Branch Committee Member |
| Stephen Kwok | Branch Committee Member |
| Violet Li | Branch Committee Member |
| Roman Micairan | Branch Committee Member |
| Queenie Mei | Branch Committee Member |
| Dominic Nguyen | Branch Committee Member and Branch Immediate Past President |
| Michael Thomson | Branch Committee Member |
| Mitree Vongphakdi | Branch Committee Member |
| Jason Wang | Branch Committee Member |
| Sarah de Wit | Branch Committee Member |

2023/24 South Australia Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|--------------------------|-------------------------|
| Audrey Lian | Branch President |
| Celena Le | Branch Secretary |
| Vanessa Ho | Branch Committee Member |
| Annie Zhang | Branch Committee Member |
| Edwin Fah | Branch Committee Member |
| Jessica Teoh | Branch Committee Member |
| Fiona Luu | Branch Committee Member |
| Julie Kay Lumasag | Branch Committee Member |
| Kristen Mai | Branch Committee Member |
| Jessica Le | Branch Committee Member |

2023/24 Tasmania Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|----------------------------------|-------------------------|
| Adrienne Morton | Branch President |
| Alvin Tan | Branch Secretary |
| Sheryl Chng | Branch Committee Member |
| Poominr Sooksripaisarnkit | Branch Committee Member |
| Mohamed Ijaz Abdul Careem | Branch Committee Member |

2023/24 Victoria Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|----------------------------------|-------------------------|
| Bao Ngo | Branch President |
| Eugenie Chung | Branch Vice-President |
| Amber Meyer | Branch Secretary |
| Ka Wing (Kelvin) Ng | Branch Committee Member |
| Jay Chandramohan | Branch Committee Member |
| Jayr Teng | Branch Committee Member |
| Alan Akyayli | Branch Committee Member |
| Jessica Nguyen | Branch Committee Member |
| Jason Kwan | Branch Committee Member |
| Jenny Au | Branch Committee Member |
| Lily Sakar | Branch Committee Member |
| Lizia Lim | Branch Committee Member |
| Quynhi Nikki (Nikki) Doan | Branch Committee Member |
| Mostafa Mozafar | Branch Committee Member |
| Shatqat Ali Bhatti | Branch Committee Member |
| Vee Tang | Branch Committee Member |
| Yi Chen | Branch Committee Member |
| Zoe Zhou | Branch Committee Member |

2023/24 Western Australia Branch Committee members

Branch Committee members as at 30 June 2024:

| Name | Position |
|---------------------------|--|
| Julie Moore | Branch President |
| Mintie Tantiprasut | Branch Secretary |
| Nancy Zhao | Chair of the Student Subcommittee |
| Steven Wong | Chair of the Sponsorship and Membership Subcommittee |
| Victoria Shaw | Chair of the Professional Development Subcommittee |
| Alex Zhang | Branch Committee Member |
| Amy Pham | Branch Committee Member |
| Anfernee Lai | Branch Committee Member |
| Audrey Ooi | Branch Committee Member |
| Carmen Su | Branch Committee Member |
| Edward Chan | Branch Committee Member |
| Gabriel Wong | Branch Committee Member |
| Hilda Chang | Branch Committee Member |
| Hung Huynh | Branch Committee Member |
| Jen Nguyen | Branch Committee Member |
| Jessica Tran | Branch Committee Member |
| Kitty Chen | Branch Committee Member |
| Leo Ren | Branch Committee Member |
| Michaela Tam | Branch Committee Member |
| Rachel Harkness | Branch Committee Member |
| Raymond Deng | Branch Committee Member |
| Rebecca Lu | Branch Committee Member |
| Ruby Wang | Branch Committee Member |
| Sakshi Gandhi | Branch Committee Member |
| Sherlene Heng | Branch Committee Member |
| Vania Fung | Branch Committee Member |

2023/24 AALA Appointed Officers

Appointed Officers as at 30 June 2024:

| Name | Position |
|------------------------------|--|
| Lola Chang | National Marketing Director |
| Tiffany Pai | National Marketing & CPD Officer |
| Nathan Lu | National Finance Officer |
| Jessica Ly | National Finance Officer |
| Bonnie Chan | National Finance & Membership Officer |
| Charm Jayatileka | National Membership Officer |
| Angus Yeung | National Advocacy & Policy Officer |
| Jessica Amarella | National Advocacy & Policy Officer |
| Tingting Zhang | National Advocacy & Policy Officer |
| Bingchan Zhou | National Advocacy & Policy Member |
| Yifan (Billy) Duan | National Partnership & Sponsorship Officer |
| Jo Wang | National Partnership & Sponsorship Secretary |
| Wenjing (Ariana) Liao | National Summit Officer |
| Zen (Chenyu) Wang | National Summit Officer |
| Iris Yu | National Operations Officer |
| Jisoo Park | National Operations Officer |



Our Members

Since 2013, AALA has pursued promoting cultural diversity within the Australian legal profession. Since 2021, our membership base had surpassed 1,000 individual members and more than 20 law firms joined as corporate members all around Australia.

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

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

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

Corporate Members

AALA would like to recognise the following firms and organisations who signed on, or continued, as corporate members in 2023/24:

- Aitken Partners
- Allen & Overy
- BMS Law
- Clayton Utz
- Cornwalls
- Corrs Chambers Westgarth
- Finlaysons Lawyers
- Fragomen (Australia) Pty Ltd
- H&H Lawyers
- Herbert Smith Freehills
- Holding Redlich
- Johnson Winter Slattery
- K&L Gates
- Kaluss Kenny Intalex
- King & Wood Mallesons
- Lander & Rogers
- Maddocks
- MST Lawyers
- Norton Rose Fulbright
- Patti Chong Lawyer
- Solomons Legal
- Turks Legal
- Ward Keller

The following firms and organisation signed on as members from 1 July 2024:

- Allens
- Duxton Hill
- JT Lawyers
- Gilchrist Connell
- Hall & Wilcox
- Hunt & Hunt Lawyers

Membership fees for 2024/25

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

New Membership Pricing

For the next membership term:
1 July 2024 to 30 June 2025

| | |
|--|-------|
| LAW/PLT STUDENT | \$20 |
| COMMUNITY/NFP LAWYERS [NEW] | \$50 |
| LAWYER/BARRISTER ADMITTED < 3 YEARS | \$50 |
| LAWYER/BARRISTER 3-7 YEARS POST ADMISSION [NEW] | \$80 |
| LAWYER/BARRISTER ADMITTED > 7 YEARS | \$120 |
| RETIREE [NEW] | \$20 |
| JUDICIAL [NEW] | \$120 |
| NON-LAWYER (NON-VOTING) | \$50 |
| LAW FIRM (UP TO 8 MEMBERS) [NEW] | \$450 |
| LAW FIRM (UP TO 5 MEMBERS) | \$300 |
| NON-LAW FIRM (UP TO 5 MEMBERS) (NON-VOTING) | \$225 |

GOT QUESTIONS?
EMAIL MEMBERSHIP@AALA.ORG.AU



Which Category Am I?

For the next membership term:
1 July 2024 to 30 June 2025

LAW/PLT STUDENT

Current law students in Bachelor of Laws or Juris Doctor programs, including those in Practical Legal Training or with a legal admissions body.

COMMUNITY/NFP LAWYERS [NEW]

Lawyers who are working in community legal centres or not for profit organisations that provide pro-bono/low-cost legal services to the community

LAWYER/BARRISTER ADMITTED LESS THAN 3 YEARS

Lawyers or Barristers who have been admitted as lawyer by the relevant legal profession admission authority board in Australia and able to practise as lawyer or barrister of the Supreme Court of Australian state or territory under a corresponding law with post admission less than 3 years from the initial admission date as legal professional.

LAWYER/BARRISTER 3-7 YEARS POST ADMISSION [NEW]

Lawyers or Barristers who have been admitted as lawyer by the relevant legal profession admission authority board in Australia and able to practise as lawyer or barrister of the Supreme Court of Australian state or territory under a corresponding law with post admission between 3 - 7 years from the initial admission date as legal professional.

LAWYER/BARRISTER ADMITTED MORE THAN 7 YEARS

Lawyers or Barristers who have been admitted as lawyer by the relevant legal profession admission authority board in Australia and able to practise as lawyer or barrister of the Supreme Court of Australian state or territory under a corresponding law with post admission more than 7 years from the initial admission date as legal professional.

RETIREE [NEW]

Legal professionals who are retired from work

JUDICIAL [NEW]

Judges or judicial officers in Australia or International

NON-LAWYER (NON-VOTING)

Non-lawyers professionals who are interested and supportive of AALA's purpose and objective and would like to engage with legal professionals in advancing diversity & inclusion in legal profession.

GOT QUESTIONS?
EMAIL MEMBERSHIP@AALA.ORG.AU

Australian Capital Territory Branch Report

2024 was an exciting year for the ACT branch, with several new members joining our committee and embracing a year of experimentation and fresh ideas. The ACT Branch Committee comprised: Eveline Kuang (President), Dominique Yap (Secretary), Madhuli Kango, Siang Jin Law, Yunjin Lee, David Seong and Epi Terbio.

We are proud to announce that the Honourable Justice Chrissa Loukas-Karlsson, resident judge of the ACT Supreme Court, is our ACT Branch Patron. We are so grateful for her Honour's support for our work throughout the years and, together with her Honour, we look forward to bringing new dimensions to the growth of our community.

In the spirit of trying new things, the ACT Branch mentoring program was conducted through a group mentoring model. This format allowed all of our enthusiastic mentees to meet each of the mentors who kindly volunteered their time and expertise to be a mentor in our ACT Mentoring Program.

Traditionally a program with a one-to-one mentoring format, the group mentoring sessions were very well received by both mentors and mentees alike, who found the new format to be conducive to a vibrant discussion and exchange of ideas. With mentors acting as guides for the conversations, early career mentees were able to share their own experiences with student/graduate mentees and ask more deliberate questions, thereby enriching the discussion around the tables. We hope that these sessions continue to foster a culture of mutual learning and strengthen the relationships in our network.

Our annual AALA National Cultural Diversity Summit was also held in a hybrid format this year – with an in-person hub here in the ACT – it was great to meet in-person and to hear from the incredible speakers on such important topics.

We thoroughly enjoyed the thought-provoking panel discussions and the opportunity to reflect with our community about the challenges and steps forward to advance a more holistic and inclusive vision of cultural diversity in the law.

These fantastic events below would not have been possible without the hard work and dedication of the ACT Branch Committee members and the support from our ACT members. As always, the ACT Branch is grateful for the support from the ACT Law Society, Territory and Federal bodies, Local, State and Federal MPs as well as a number of notable firms.

We are excited to see what 2025 brings and to continue working with the committee, community and other organisations, to build a diverse, respectful and kind profession.



Eveline Kuang
Australian Capital Territory Branch President

13 February 2024:

February Coffee Catchup – It was lovely to catch up with familiar faces, share our stories from the break and gear up for the new year ahead.



17 April 2024:

Branch Dinner – Switching things up a little but still connecting over a shared love of food, we discovered a new player in Canberra’s growing food scene, Senn Noods in Braddon. It is getting a little chilly by this point, but things aren’t so bad with a warm bowl of noodles and good company!



20 February 2024:

Welcome to Canberra Yum Cha – we hosted an event to welcome both the year ahead and those new to Canberra. It was a joy to start the year with a yum cha gathering, a tradition that pays homage to the origins of the AALA.



21 May 2024:

ACT Mentoring Program 2024 Launch – In the spirit of learning from each other’s shared experiences, we had award-winning speaker, CEO and entrepreneur, Jahin Tanvir, share his inspiring story about finding his purpose and his voice. He was generous with his advice, including dealing with self-doubt and the challenges of stepping out of one’s comfort zone. With the support of KWM Canberra, we connected and reflected over a delicious cheeseboard spread and geared up for the mentoring program for the year.



27 March 2024:

Meet the Profession: Networking breakfast (in collaboration with Leo Cussen) – A wonderful opportunity for early career and soon-to-be lawyers to connect with experienced members of our network, including Fonda Gazis, Head of International Students Support and Tiffany Long, Head of Education Delivery (ACT) at Leo Cussen.



11 July 2024:

July Coffee Catchup – What could be better to beat the winter chill than to connect with friendly faces before braving the day?



26 September 2024:

Mentoring Program Session 2 – On this cold and rainy evening, we went back online to meet in breakout rooms on Zoom. Again, we had a great mix of mentors (Fabian Hoffman, Principal at Boettcher Law; Haikun Huang, Analyst at the Department of Treasury; Kevin Marco Tanaya and Dominique Yap, Associates at the ACT Supreme Court)



1 October 2024:

Branch Committee Meeting with ACT Patron – Amidst the Court’s busy timetable, Loukas-Karlsson J met with us to talk about the direction that our Branch was going and how her Honour could support our work. We are so excited that her Honour is enthusiastic about working with us and sharing her network with our members, and we look forward to bringing our members some new events in the year ahead.



29 July 2024

Mentoring Program Session 1 – Round table discussions with mentors across various sectors (Haikun Huang, Analyst at the Department of Treasury; Ritchie Tong, Solicitor at Elringtons Lawyers; James Kwan, In-house Counsel at VentureCrowd). These discussions were extremely enriching and were a great way to get to know the stories of some of the amazing lawyers in our network.



25 October 2024:

October Coffee Catchup – A quick morning meetup to cheer our students on before the craziness of the end-of-year exam period!

8 November 2024:

National Cultural Diversity Summit – Our Branch is proud to have hosted one of the four in-person hubs for AALA’s annual National Cultural Diversity Summit, hosted at the Canberra office of our National Platinum Sponsor, Ashurst.



16 November 2024:

Come to the Bar Workshop – Together with the ACT Bar Association and the ACT Women Lawyers Association, we hosted a workshop where experienced barristers and readers spoke about the practical insights and challenges in taking the leap to join the bar. Our Branch Secretary, Dominique Yap, shared her experience as one of the few persons of colour as an Associate at the ACT Supreme Court, and the importance of promoting cultural diversity at the bar and the judiciary.



New South Wales Branch Report

The 2024 NSW Annual Branch Meeting was hosted by Gilchrist Connell at their Sydney office on Wednesday 20 November 2024. The AALA NSW Branch acknowledges the Gadigal people of the Eora nation as the traditional owners of Warrane, the location eventually known as Sydney, and pay respects to their elders, past, present and emerging, as well as elders of recent arrivals. We also acknowledge the elders and peoples of the lands in NSW which our Branch operates.

In preparing for this Annual Report, I reflected on our previous submissions and committees of the past. In the last Report, I recall my hope and goal that 2024 will be a year of renewed strength for the NSW Branch where we are looking at furthering research and policy advances and advocacy work. I am incredibly proud that our team has been able to achieve this in the myriads of successes we've seen this year. Following on from the strengths of last year, we have continued our work with key diversity stakeholder groups including Diversity and Inclusion Committee of the Law Society of New South Wales, the NSW Bar Association, Pacific Legal Association NSW, Women Lawyers Association NSW, Pride in Law, Diverse Women in Law NSW, Ngalaya Indigenous Cooperation, various law firms and legal associations.

We have had the pleasure of engaging with the leading law institutions of NSW from collaborative meetings with the Deans of University of NSW Law School and The University of Sydney in advocating for the importance of diversity and inclusion in the university experience, to guiding and supporting the University of Technology in their inaugural cultural diversity report regarding the Australian student experience led by Associate Professor Maxine Evers – a project inspired by the NSW Branch's impactful 2022 Cultural Diversity Pilot Project report, which you can take a read of on our AALA website. A further highlight of our work with institutions is AALA NSW members and Macquarie University students Camille Chin and Jordan Lau winning Silver, at the inaugural Inter-Diversity Moot held at the Supreme Court of NSW and presided over by Justices Yehia, Dhanji and Faulkner.

There are many more instances of 2024 that were fantastic moments for the NSW Branch which I will go into further detail below.

I would like to share the news that 2024 is my last term as NSW Branch President and I heartily congratulate my successor and colleague Yvonne Lam who will be leading the NSW Branch in the new term, alongside Alex Feng as the new NSW Secretary. I will remain on the NSW committee in the new term to support and guide the team alongside my long-time ExCo colleague Michael Tangonan, who will be joining me as Co-Vice Presidents.

It has been an incredible journey in the last two terms as president, where I had started seemingly not so long ago as a bright-eyed young lawyer who happened upon an AALA AGM and when asked to join, I thought "why not? If not now, then when?". Several years later and thankfully with much more experience and skills under my belt, I am deeply grateful for everyone I have met on this journey, be it members new and old, committee colleagues, esteemed guests and speakers at our events, and the wider community engaging with AALA – because of them, I have been able to hold onto this belief still, that what it takes to speak out, to show up and reach out, is the spark of your will to do so. I have found that once ignited, the will to advocate and uplift your community will reach roaring heights as you attract and form great connections and friendships even, with those who share your cause and values.

I would like to thank the National Executive in particular National President Matt Floro and his ExCo team for their innovative, considerate and inclusive leadership of AALA that has seen some progressive and positive changes, that no doubt will ensure that we continue to achieve our renewed mission objectives nationwide. In recognising that AALA is a national organisation, fully run by dedicated and passionate volunteers, I extend my thanks to each and every active member, particularly my 2024 ExCo team being Secretary Michael Tangonan and Vice-President Yvonne Lam, and my colleagues on the NSW Committee. In addition to our full-time jobs, and our various roles as parents, spouses, carers, mentors, students and so on, we have continued providing and growing this active platform to nurture, strengthen and advocate for our representation - whether in the media, submissions or in the general community as valued voices and leaders. Diversity of culture is central to AALA, but equally important is diversity of thought and elevating Asian leadership, which our Branch will proudly continue in the next year.

Highlights for the NSW year include:

- March CPD Events: during the annual NSW March Madness events, 3 co-branded CPD events with Frederick Jordan Chambers were held:

- Family provision for de facto relationships: indicia and lack of cohabitation on 12 March 2024 presented by Sam Reuben, barrister of Frederick Jordan Chambers,

- Introduction to international commercial arbitration on 19 March 2024 presented by Piyush Bohara, senior associate at Piper Alderman and NSW Committee member, and

- Consumer protections for non-associated third party payers of legal costs on 26 March 2024 presented by Toni Di Francesco, barrister of Frederick Jordan Chambers.

- International Women's Day: on 08 March 2024, Branch President Dora Cheung spoke at Macquarie University Law School's panel for their on-campus celebrations, joining Dr Madeline Taylor, Dr Holly Doel-Mackaway and Legal Aid NSW Criminal Division lawyer and alumni Jaimee Simonsen.

- Harmony Day: on 12 March 2024, the NSW Branch hosted Emeritus Professor Rosalind Croucher, the then-President of the Australian Human Rights Commission at Clayton Utz Sydney for Harmony Day. Professor Croucher spoke on the topic of Harmony and Diverse Communities in 2024 and challenged that more needed to be done in Australia. She also spoke on the need to specifically acknowledge Harmony Day as the International Day for the Elimination of Racial Discrimination and the risk of muting relevant and meaningful conversation under the guise of harmony.

- Launch of the National Mentoring Program for NSW on 20 May 2024, the NSW Branch launched the National Mentoring Program at the Sydney office of King & Wood Mallesons. Professor Mimi Zou of NSW provided the well-received keynote speech and attendees also enjoyed a fireside chat between Yvonne Lam (NSW Vice-President and principal at Gilchrist Connell) and Jerome Tse (partner at KWM). The Launch saw a turnout of over 100 attendees and wonderful feedback from attendees.

- Policy and advocacy achievements: the NSW Branch continues to engage with opportunities to advocate, engage, and consult with relevant consultations as they arise. During the calendar year for 2024, the NSW Branch:

- David Saliba MP's Community Recognition Statement of the AALA NSW delivered in the NSW Parliament on 19 March 2024;

- Acknowledgement in the Law Society of NSW's inaugural Introductory Guidance on the Elimination of All Forms of Racial Discrimination – for our peer-review and feedback in the creation of the Guidance;

- acknowledgement in the Towards Fairness – a multicultural Australia for all report from the Multiculturalism Framework Review of the Department of Home Affairs,

- made submissions to the ASX Corporate Governance Council consultation on the 5th edition of the ASX Corporate Governance Council's Principles of Corporate Governance, many thanks to Michael Tangonan, Yvonne Lam for this success under the support and guidance of our NSW Patron Katrina Rathie who was featured in the Australian Financial Review on this matter published 10 June 2024; and

- Branch President Dora Cheung's feature in the Law Society Journal article "Speaking the Right Language" by Angela Tufvesson published on 11 March 2024

- Branch President Dora Cheung attended and spoke at Legal Aid NSW diversity events including as keynote at their inaugural Lunar New Year Celebrations through a collaboration with the Legal Aid NSW CALD Staff Network.

- Inter-Diversity Moot: alongside other diversity organisations in NSW (Ngalaya, Pacific Legal Association NSW, Pride in Law, Women Lawyers Association of NSW, Diverse Women in Law), the NSW Branch participated in the inaugural NSW Inter-Diversity Associations Moot held at the Supreme Court of NSW. AALA were represented by Macquarie University students Camille Chin and Jordan Lau with their mentor Ivy Tran, advocate at Legal Aid NSW. Our team achieved runner-up at the grand final which was judged by Justices Danji, Faulkner, and Yehia debating on both sides of the topic of Diversity adds value to the practice of the law.

- National Cultural Diversity Summit 2024: the NSW Branch hosted an in-person hub for the annual AALA Cultural Diversity Summit at Ashurst's Sydney offices which was held in a hybrid format. The Summit was attended by 350 registrants across Australia (with 60 plus in person in Sydney and 160 virtual attendees), including AALA NSW Branch Patron Katrina Rathie at the Sydney hub.

The theme of the Summit for 2024 was 'Multifaceted multiculturalism - We are one, but we are many' and the Summit brought together legal professionals from across Australia to discuss key issues across cultural diversity and the law in four engaging panel discussions, including a thought provoking panel on 'An intersectional approach to anti-racism' moderated from the Sydney hub by AALA NSW Branch Vice-President, Yvonne Lam in conversation with four esteemed panellists:

1. Nu Nu Win (Assistant Secretary at the Australian Department of Treasury and a Sir Roland Wilson PhD Scholar at the ANU)
2. Premala Thiagarajan SC (Senior Counsel, Victorian Bar)
3. Rachel Law (Project Officer, Race Discrimination Team, Australian Human Rights Commission)
4. Sarah Ibrahim (Founder and Executive Director, Racial Justice Centre first community legal centre and Principal Director of Central Lawyers)

- Executive engagements: your executive team in NSW (Dora Cheung – President, Michael Tangonan – Secretary, and Yvonne Lam – Vice President) were also engaged in the following external engagements:

- ExCo attendance as guests to the Vice-Chancellor of University of NSW's 75th Year Partnership Celebrations;

- Secretary Michael Tangonan spoke at the Ashurst Wear it Purple Day collaboration with Pride in Law in September and at the College of Law Careers Academy in October.

- Vice-President Yvonne Lam has become a founding Director and Secretary of a newly

established not-for-profit organisation called the Asian Australian Professionals Collective (AAPC) which is a cross-industry group aimed at lifting representation of Asian Australian professionals in leadership across industries and sectors in Australia. AAPC intends to collaborate with AALA in 2025 on cross-industry initiatives. We wish her all the best and AALA NSW are keen to be active partners with AAPC in NSW and beyond.

Finally, I extend my thanks to our Members; thank you, for your vote, your faith and your support of my leadership team and the NSW Branch. We hope to have your continued support in the years to come.



Dora Cheung
New South Wales Branch President

National Summit 2024



AALA NSW Lunar New Year 2024 Celebrations



Inter-Diversity Moot 2024



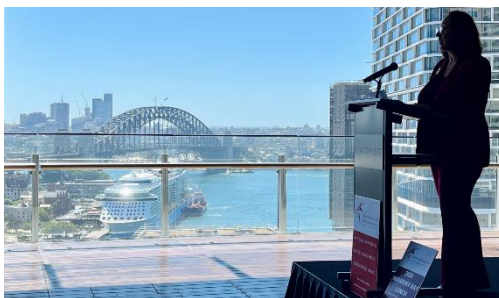
Macquarie University Law School – International Women’s Day Panel



National Mentoring Program 2024



Harmony Day Lunch and Talk by Professor Rosalind Croucher



UNSW 75 Years Partnerships Celebration Event



Legal Aid NSW Lunar New Year Celebrations



Northern Territory Branch Report

I recall the beginnings of the NT Branch, starting with my meeting our National President, Matt Floro (then, National Secretary), in Sydney in 2020 where the idea of starting an NT branch was planted. That seed grew and flourished with the NT Branch being established in October 2021, and a successful branch launch in May 2022, making AALA a truly national organisation.

Since the establishment of the NT Branch, we have been able to see National AALA grow from strength to strength. In particular, at every level it has championed diversity in the legal profession. Diversity can be defined in many ways and mean different things to different people. In the context of the NT AALA Branch, diversity is like a crystal ball with many mirrored facets. The diversity of the NT AALA Branch Committee and Membership of 2023-24 is just that - it provides contrasting lenses through which to view the legal profession and promote the purposes of AALA.

I am honoured to have led the NT Branch as President to date, with the support of our national Executive, in particular, past National President Molina Asthana and current National President, Matt Floro. This would not have been possible though, without the dedicated efforts of local Committee Members throughout the past years, working to build up our membership base, collaborating with partner organisations, bringing together members of the legal profession of Asian heritage and/ or cultural interest and connections with Asia – and of course, promoting diversity in leadership, particularly in the legal profession.

I am grateful for the guidance and support of our Branch Patron, the Honourable Justice Jenny Blokland AO, who was, this year, appointed an Order of Australia, in recognition of Her Honour's distinguished service to the judiciary, to the law, to professional associations, to the community and to women. Her Honour remains an inspiration to us all.

The NT being a smaller jurisdiction has come with its own challenges. However, the continuation and success of the branch can be attributed to the services of dedicated individuals within our local Committee. I am very grateful to Kajaliny Ranjith for stepping up as Acting President for the NT Branch earlier this year, during times where I encountered intensive personal and professional

commitments, including work overseas in The Hague and in Copenhagen. The support we lend to each other during times of need is what enables us to keep going.

I am grateful to the leadership and management of Ward Keller ("The Territory Law Firm"), which has been a critical support in holding corporate membership, sponsoring this year's Annual Sunset Cruise, and offering in-kind contributions (such as the venue and food for many of AALA's CPD presentations). It must also be said that a number of our Committee Members throughout the past three years have originated from the firm! This year, Nadia Lim continued to work her magic in the background in media and marketing and, together with Emanuel Masimo, enlisted the generous sponsorship of Ward Keller for NT AALA's second Sunset Cruise event.

Branch Secretary, Khami Aughterson held the fort for the NT Branch during a very busy year. Khami's energy and leadership was so instrumental to the success of the branch that I saw it fit to nominate Khami for the NT "Fitzgeralds" Human Rights Awards in the individual award categories of (1) Justice; (2) Social Change and (3) Diversity. This nomination acknowledges not only 25 years of professional work dedicated to social change and justice, but more so, Khami's invaluable contributions as Committee Member to AALA NT (2022) and as Secretary as well as a National Director (2023), including her contributions to the work of ExCo and national sub-committees. Khami has imparted her voluntary time tirelessly toward the growth, governance and continuation of the AALA NT Branch, including increasing local membership, her behind-the-scenes contributions to the governance of the organisation, her forging important links with the legal, academic and community sector, and bringing into her role a plethora of relevant experience in the not-for-profit, multicultural, and social justice sectors. The award winners will be announced on Human Rights Day, 10 December 2024.

Some highlights during my term this year include:

- On 17 June 2024 I had the pleasure of hosting President of the United Nations Association Australia (UNAA), Donnell Davis and Secretary, Susan McHattie together with Kate Heelan, President of the UNAA NT Branch, welcoming

the opportunity for further collaboration with the UNAA, and our coming together again later in the year for the annual joint Christmas event.

- On 31 July 2024, AALA NT Secretary Khami Aughterson hosted one of AALA's founding members, William Lye OAM KC, during his visit to Darwin, together with Professor June Kane AM, expert in modern slavery. They shared stories of successful litigation for clients who required nuanced cultural representation. This was a real reminder why diversity in the legal profession and amongst the Judiciary is instrumental to fairness and justice.

- On 11 August 2024, AALA NT members and friends set sail for a relaxed Sunset Cruise aboard the old fishing vessel, Cape A'Dieu. Sponsored by Ward Kellar, the event offered all an opportunity to take a mental health break, whilst catching up with AALA members and supporters over wine, local fresh seafood and a steak dinner, with live music against the backdrop of the beautiful Darwin Harbour and spectacular dry season sunset.

- On 31 October 2024, Her Honour Justice Jenny Blokland AO hosted Committee Member Mark Thomas and I at the Northern Territory Supreme Court, in support of AALA's endeavours in the NT.

- On 3 November 2024, on behalf of AALA NT, I attended a gathering organised by Dean of Charles Darwin University (CDU) Law School, Alan Berman, to support the University's bid, in conjunction with the Northern Territory Government and the Darwin Convention Centre, to host the 25th Commonwealth Law Conference in May 2027.

The themes raised at AALA's national Cultural Diversity Summit on 8 November 2024 highlight that there is still work to be done in the space of diversity, superdiversity, and inclusion across

all facets of the legal profession, be it with structural discrimination in society, unconscious bias in recruitment or litigation involving culturally and linguistically diverse clients.

I am honoured to have been able to contribute to the mission, vision and purpose of AALA during my term as President over 2021 to 2024. As I hand over the baton for fresh leaders to step up and take the branch forward, I thank our leaders from National ExCo, our Patron, our past Committee Members, AALA members and supporters, and all those who continue the efforts to ensure we carry on AALA's core message of inclusivity, diversity, and social justice. These concepts are the very cornerstone of peace and human rights in a modern world – and it should never be forgotten that efforts toward these endeavours always start at home – by each and every one of us embracing diversity and living and breathing the notion of inclusivity in everything that we do.



Lyma Nguyen
Northern Territory Branch President

NT Branch Events

16 December 2023

Joint Christmas Party for AALA NT, United Nations Association Australia NT Division, Australian Institution of International Affairs (AAIA-NT), and Nusantara Foundation at Darwin Memorial Uniting Church, with AALA NT President Lyma Nguyen providing some Christmas music.



(From left to right) Lyma Nguyen (President), Kajaliny Ranjit (Committee Member) with NT Anti-Discrimination Commissioner, Jeswynn Yogaratanam

17 June 2024 – Lyma's Chambers



(From left to right) Susan McHattie (UNAA National Secretary), Lyma Nguyen (AALA NT Branch President), Donnell Davis (UNAA National President) and Kate Heelan (UNAA NT Division President)

31 July 2024



(From left to right) AALA NT Secretary Khami Aughterson with AALA founding member William Lye OAM KC and Professor June Kane AM

11 August 2024
Annual Sunset Dinner and Cruise aboard the
Cape A'Dieu



31 October 2024



(From left to right) AALA NT Patron, Justice Jenny Blokland AO with President, Lyma Nguyen and Committee Member, Mark Thomas, Northern Territory Supreme Court.

Queensland Branch Report

When Dominic Nguyen stepped down as Queensland Branch President in 2023, I knew I had very big shoes to fill. Dominic's leadership and vision over the last 2 years has meant that the branch has continued to enjoy an excellent reputation amongst Queensland's legal professionals, educators, professional associations and judiciary.

I'm pleased to report that, so far, the hard work put in by Dominic and previous branch committees in establishing AALA QLD as a leading voice in cultural diversity in the law, has not been squandered.

Acknowledgments

I would like to begin by thanking the Queensland Branch Secretary, Jason Liu, for the energy and not insignificant that he dedicates to AALA. Without his tireless efforts, none of what we do would be possible.

Thank you to my **Vice-President Linda Cho** and **Deputy Vice President Jane Kam** for their active engagement with branch members and for their leadership. I am grateful to Queensland Branch Patron **Deputy Chief Magistrate Anthony Gett of the Magistrates Court of Queensland** for his ongoing guidance and support of our organisation. I also wish to make special mention of committee members **Roman Micairan, Sarah de Wit, Jordon He, Mitree Vongphakdi** and **Queenie Mei** for taking the lead on organising some of our events this year.

I also wish to acknowledge and thank the following law firms, barristers' chambers, and organisations for their support during the year:

- Corrs Chambers Westgarth for hosting the AALA mentoring program launch and general meeting.
- Hemmant's List for hosting our social and continuing professional development (CPD) events.
- King & Wood Mallesons for hosting our Yoga for Lawyers event.
- Queensland Young Lawyers for collaborating with us on social events for our members.
- the Queensland Law Society (QLS), the Pasifika Lawyers Association of Queensland (PLAQ), and the Queensland African Lawyers Network (QALN) for collaborating with AALA on organising and supporting the inaugural Culture & Law Moot at the Supreme Court of Queensland's Banco Court in March 2024.

This year the QLD committee consisted of: Linda Cho; Jane Kam; Jason Liu; Dominic Nguyen; Mitree Vongphakdi; Jason Wang; Queenie Mei; Violet Li; Billy Duan; Peter King; Stephen Kwok; Roman Micairan; Jordon He; Sarah de Wit (Toowoomba) and Michael Thomson.

Events

After consulting with branch membership in late 2023 and 2024, a key goal of mine has been to reconnect with our members through an increased number of social and professional development events, particularly given the reduction of events in the immediate post-pandemic years. We met our modest goal of holding at least two events every quarter when (among other things):

- we held a **Yum Cha gathering** on January 2024 in Sunnybank to usher the new year with members.
- on 22 February 2024, we joined members of the Asian community, Civil Society members, representatives from government and the QLD Diplomatic Corps at the **Queensland Government's Lunar New Year Celebrations** at the Brisbane Convention & Exhibition Centre. It was a delight to hear from the then Premier the Hon. Steven Miles, and the Hon Charis Mullen MP, the then Minister for Child Safety, Minister for Seniors and Disability Services and Minister for Multicultural Affairs as they recognised the importance of Cultural Diversity, and celebrate the achievements and contributions of Asian Australians to Queensland.
- on 29 February 2024, we hosted a **Yoga for Lawyers** social event at King & Wood Mallesons Brisbane offices. The Vinyasa style yoga and stretch session was generously led by Eveline (Evie) Kuang, AALA ACT Branch President and qualified yoga instructor, which was followed by networking and social drinks.
- on 15 March 2024, we held in collaboration with PLAQ, Pride in Law, and QALN the inaugural **Culture & Law Moot** at the Banco Court of the Supreme Court of Queensland. The event saw four teams (consisting of

students at law, and practitioners from each of PLAQ, QALN, AALA, and the QLS) argue the topic ***Does Culture have a Role to Play in Advocacy***, before a panel consisting of the Hon. Justice Helen Bowskill the Chief Justice of Queensland, Justice Deborah Mullins AO, President of the Court of Appeal of Queensland, and Justice Berna Collier of the Federal Court of Australia. The motivation behind the moot was “*to create a space for space for positive discourse around diversity, culture and inclusion; and an opportunity for networking amongst law students, the profession and the judiciary*”. The moot was won by AALA team consisting of Jason Wang and member Priya Virdee-Hero. The event was so successful, it has been replicated in New South Wales and we look forward to hosting another moot in the future!

- on 26 March 2024, Linda Cho, Dominic Nguyen, Roman Micairan and Jason Wang and I held a **workshop on “Crisis Management: What to Do When Things Go Wrong”**, just in time for the end of the Queensland CPD calendar year to allow participants to gain that elusive ethics and substantive law and professional skills point.
- on 23 May 2024, the Queensland branch launched the **annual mentoring program** at Corrs Chambers Westgarth where his Honour Judge Ian Dearden of the District Court of Queensland gave a keynote address.
- on 16 August 2024, when Roman Micairan and I presented at the Downs and South West Queensland Law Association’s (DSWQLA) regional CPD roadshow in Stanthorpe on ***Dealing with Culturally and Linguistically Diverse Self-Represented Parties***. Thank you to branch committee member Sarah de Wit whom in her capacity as secretary of DSWQLA for inviting AALA to collaborate and engage with culturally and linguistically diverse lawyers in regional Queensland. I am excited about continuing to build on AALA’s outreach with fellow practitioners in regional and remote Australia, who represent an important (yet at times underserved) part of our legal and social community.
- on 20 August 2024, we secured a limited number of discounted tickets to the third talk in the ***Changing the Conversation*** series at the Queensland Performing Arts Centre in partnership with Multicultural Australia. The event focussed on the question “***Who Are We? - Identity in a Multicultural Australia***” and featured a diverse panel of Dr Dinesh Palipana, Ms Courtney Stewart, Dr Indigo Willing, Mr Murray Benton and Logan City Council Mayor Jon Raven facilitated by award-winning broadcaster and author Yumi Stynes. Prior to the event, a great many of our branch committee members and general members gathered at the Charming Squire in Southbank for pre-show refreshments and dinner.
- on 31 August 2024, I presented with Joshua Creamer at the Bar Association of Queensland’s annual **Alternative Dispute Resolution Conference on Culturally Sensitive Approaches to Mediation**.
- attending the swearing ceremony of **Her Honour Judge Dzenita Balic** of the **District Court of Queensland** on 4 September 2024. Judge Balich AALA member and long-time supporter of diversity in the law, working closely with AALA and other Queensland based diversity groups.
- on 12 September 2024, we hosted career coach Benjamin MacNevin, CPA as he presented his talk ***Beyond Billables: Challenging Traditional Career Assumptions*** giving attendees career advice and coaching tailored to a career in the law (or law-adjacent)!
- on 15 September 2024, when we collaborated with our friends at the Queensland Young Lawyers to hold a social **Yoga by the River** event at Orleigh Park, West End for members and guests. The event was led by Sonia Song (CPA), a certified yoga instructor and dedicated Ashtanga practitioner and was a perfect way to end the weekend, relaxed and ready for a busy week ahead.

- on 19 November 2024, several of our committee and branch members attended the fourth and final talk in the 2024 **Changing the Conversation** series on **Words That Bind: Creating Unity Through Our Many Languages**. This and the last event were especially relevant and We were also excited to serendipitously meet renowned facilitator and superstar Benjamin Law while having a post-event dinner at Ramen Danbo.

During the year members of the committee also participated as panellists at events promoting diversity which were held by the University of Queensland Law Society, Queensland University of Technology Law Society and Bond University's Asian Law Students' Society.

On 5 December 2024, we will be holding the **2024 End of Year and Christmas Social** at Little Red Dumpling in Brisbane City where we will celebrate the upcoming holiday season, and close out a busy year and successful mentoring program with delicious food, great conversation, and festive cheer. Please join us!

Engagement with stakeholders

Building on the relationships and advocacy in previous years, Queensland continues to meet with key stakeholders in the legal profession to promote and foster diversity and inclusion including attending quarterly meetings with the Legal Services Commission's Reference Group, participating in the QLS' LGBTIQ+ criminal justice working group, and meeting with heads of jurisdiction in the Queensland judiciary. I'm also pleased that committee member Roman Micairan was recently featured on the acclaimed legal podcast **'Tile and Ollie Meets'** as he speaks about his journey to the Bar.

Future plans

In closing, I'd like to thank again each and everyone of my committee members for their ongoing commitment to promoting diversity in the law and the aims of AALA. The strength of AALA's reputation is due to the endless hard

work of each State and Territory branch committee members in tireless organising, and promoting an extraordinary number of events, connecting with others in the law all while juggling their professional and personal commitments.

This year we were delighted to welcome Jordan He to the legal profession upon his admission as to the Supreme Court of Queensland, as well as celebrating the growth of the families of our committee members as they welcomed their first children.

The Queensland branch of AALA has now been in existence for over nine years (six since we officially launched).

Next year, I look forward to re-launching our flagship "Judicial Diversity" panel event with Corrs Chambers Westgarth, collaborating with other diversity groups, as well as continuing to encourage greater visibility and participation of culturally and linguistically diverse Queensland lawyers at all levels.

With more active members than ever before, I look forward to our association continuing to grow and serve our members in promoting cultural diversity in the wider legal profession.



Reimen Hii
Queensland Branch President

QLD Branch Events



Yoga by the River collaboration with Queensland Young Lawyers



Changing the Conversation with Benjamin Law



Attending Judge Balic's swearing in as a District Court Judge



Yum Cha Gathering

South Australia Branch Report

During 2024, the SA Branch of AALA strengthened its presence in and engagement with the legal profession.

The SA Branch is pleased to have been able to host the following events / initiatives which enabled attendees to connect with others from different cultural backgrounds, practice areas and experience levels:

- 8 February 2024 – Lunar New Year Banquet Dinner at Empress Restaurant. This 100-guest event included a lion dance, a lucky red packet game, and of course – good food which the SA Branch is known for. This was a fabulous event to kick start the year and guests stayed well into the evening to mingle and network. This event was kindly sponsored by DuncanPowell and Digital Trace.
- 11 April 2024 – KPMG x AALA Paired Wine Tasting with Asian Desserts. KPMG presented their insights on Global and Australian wine industry trends, while leading attendees through a selection of local SA wines and Asian sweets.
- 15 May 2024 – Drafting and Dumplings Workshop. Edwin Fah (SA Committee Member) presented a workshop on commercial drafting to law students. This was jointly hosted with the Adelaide University Law Students' Society.
- 22 May 2024 – Mentoring Launch. This event was an opportunity for mentors and mentees to meet each other in person and network with others in the program. This event was kindly hosted by MinterEllison.
- 23 May 2024 – Unity in Law: Networking to Combat Discrimination. Jodeen Carney, the Equal Opportunity Commissioner for SA, presented on discrimination in SA, the role of the Equal Opportunity Commission and their complaint resolution processes. This event was jointly hosted with the Law Society of SA and the Hellenic Australian Lawyers Association.

- 14 September 2024 – Quiz Night. This was the third annual quiz night hosted by Brian Vuong. This sold-out event was highly entertaining and welcomed a wide range of attendees who were new to AALA. This event was kindly sponsored by Precision Legal.
- 27 September 2024 – Drinks at the Bar hosted by Anthony Mason Chambers. This professional networking event allowed members to connect with barristers over drinks and nibbles.
- 26 November 2024 – An Evening at Parliament hosted by the Hon Kyam Maher MLC, Attorney-General, and the Hon Zoe Bettison, Minister for Multicultural Affairs. This cocktail function event will celebrate mentoring and cultural diversity in the profession.

I am so pleased that the SA Branch has been able to collaborate with several firms, organisations and government in hosting the above events. It is wonderful to have event partners who are committed to promoting cultural diversity in the law.

Thank you to the SA Branch Committee for their efforts in 2024.



Audrey Lian
South Australia Branch President

**Lunar New Year Celebrations
8 February 2024**



Mentoring Launch Event – 22 May 2024



Quiz Night – 27 September 2024



KPMG Paired Wine Tasting – 11 April 2024



**Unity in Law: Networking to Combat
Discrimination - 23 May 2024**



Tasmania Branch Report

With any organisation there are ebbs and flows – this year there has been more ebbing than flowing as we have struggled to make headway with a small committee and busy, busy lives.

The main achievement for the Tasmanian Branch in the 2023-2024 financial year has been not giving up on our dream of a thriving AALA outpost to support and celebrate Asian Australian lawyers in their endeavours.

We maintained representation on the Law Society of Tasmania's Employment, Diversity and Inclusion Committee and have continued building our relationship with other local organisations like Tasmanian Women Lawyers.

Watch this space. We've got plans for 2025.



Adrienne Morton
Tasmania Branch President

Victoria Branch Report

The Victorian Branch of the AALA (**AALA VIC**) successfully ran and participated in a large number of events and initiatives, ranging from cultural celebrations and networking to professional development and advocacy, in collaboration with a broad array of partners and sponsors, targeted towards members at different levels of experience, from law students to seasoned practitioners, standing in solidarity with other facets of diversity and inclusion in seeking to adopt an intersectional approach.

Below, AALA VIC summarises the aforementioned events and initiatives.

Events and initiatives

Lunar New Year Dinner 2024

On 29 February 2024, AALA VIC held its Lunar New Year Dinner at Shark Fin Inn, featuring a keynote speech from Former Race Discrimination Commissioner Chin Tan. The event was proudly sponsored by Greens List Barristers. Attendees socialised over a sumptuous banquet dinner and drinks and enjoyed a traditional lion dance performance the Hung Hing Lion Dance Association. The event was well attended and was one of the biggest attended events for AALA Vic in many years.

Victorian Women Lawyers Dame Roma Mitchell Memorial Lunch 2024

On 7 March 2023, Branch President, Bao Ngo and other committee members, attended the Dame Roma Mitchell Memorial Lunch held by the Victorian Women Lawyers Association. Dr Daye Gang, who represented AALA, was one of the speakers to discuss the importance of the UN International Women's Day Theme "Count Her In".

United Nation International Day for Elimination of Racial Discrimination Panel Discussion

On 21 March 2024, AALA VIC and the Filipino Australian Lawyers Association hosted a panellist discussion event for the UN International Day for Elimination of Racial Discrimination. As our choice to observe IDERD instead of 'Harmony Day' reflects racism persists throughout our institutions and we must remain steadfast in our efforts to combat racial discrimination. Our panellists which included Melba Marginson, Blossom Ah Key and Noosheen Mogadum shared enlightening and thought-provoking stories about their experiences within the justice system. AALA Vic member and Vice President of FALAW and Barrister Jayr Teng moderated the event. The

event was held at the Law Campus of Victoria University who also provided an in-kind sponsorship.

Defamation CPD Event with Greens List Barristers

In March 2024, AALA VIC held a CPD event with Greens List Barristers. The session 'Defamation Act 3: Beyond Thunderdome' was moderated by Vic committee member Jenny Au and presented by barristers Toby Mullen and Sanjay Schrapel. The event offered key insights into the judicial developments that occurred since Stage 1 reforms were made to the Defamation Acts.

Mentoring Program Launch 2024

On 14 May 2023, as part of the national launch of the AALA Mentoring Program, AALA VIC held its Mentoring Program Launch hosted by Maurice Blackburn at its offices, with a keynote address from Judge Karl Blake of the Federal Circuit and Family Court of Australia. Mentors and mentees met and mingled with one another, as well as other participants in the program, over canapés and drinks. This year's cohort of mentees was the largest since the inception of the program.

EOFY Celebration 2024

On August 2024, AALA VIC held its EOFY Celebration. The event was at the private mezzanine of Longsong Bar where attendees socialised over a variety of canapes and drinks. The event was proudly sponsored by Svenson Barristers.

Melbourne China Law Society Collaboration

AALA Vic coordinated with the Melbourne China Law Society for the Asian Women in Law panel. The panellists consisted of Barrister Daphne Foong and solicitor Cecilia Wei. Several of our members attended the event and the feedback from the participants were overwhelmingly positive. MCLS has expressed excitement to collaborating again with AALA for Asian Women in Law in 2025.

Banking Bonanza Networking event

In October 2024, AALA Vic in collaboration with sponsor the Commonwealth Bank of Australia held a networking event at Seamstress. National President Matt Floro was the guest speaker and spoke about AALA's role as the national peak body for lawyers with an interest in Asia and Asian Australian Lawyers.

National Cultural Diversity Summit

On 8 November 2024, AALA held its fourth National Cultural Diversity Summit. The Summit was held in hybrid format with attendees based in Melbourne able to attend online and at Ashurst.

As Branch President, I am immensely grateful to Victorian Committee Members, Branch Secretary, Amber Myer and Branch Vice President Eugenie Chung, for all their hard work behind the scenes in planning, organising and executing the above events and initiatives, which have only been possible due to the enormous amount of time and effort invested by everyone involved. I also want to thank former Branch President Kelvin Ng for showing me the ropes in my first year as Branch President and always being available to provide me with guidance when required.

It has been an absolute privilege to lead the Victorian Branch Committee for the past year. I am incredibly proud of what we as a team have achieved and am confident that AALA VIC will continue to build on those successes going forward.



Bao Ngo
Victoria Branch President

Lunar New Year Dinner 2024



End of Financial Year Celebration 2024



**United Nation International Day for
Elimination of Racial Discrimination Panel
Discussion**



Banking Bonanza Networking event



Mentoring Program Launch 2024



Western Australia Branch Report

2024 has been a remarkable year for the Western Australian Branch of the Asian Australian Lawyers Association. With a dedicated focus on strengthening our connections with community organisations and empowering our members to expand their networks, we are proud to celebrate the progress we have achieved together.

This year, we cultivated deeper relationships with key organisations, including Women Lawyers of Western Australia, the Society of African Australian Lawyers Inc, Hellenic Australian Lawyers, and the WA Society of Jewish Jurists and Lawyers Inc. Through collaborative efforts, we hosted joint networking sessions, thought-provoking panel discussions, and engaging social gatherings. These initiatives not only broadened professional opportunities for our members but also underscored the intersectionality of challenges faced by Asian Australians in the legal profession and beyond.

Our branch was also very proud to participate in the annual Law Access Walk for Justice, raising vital funds to support pro bono legal services for vulnerable and disadvantaged individuals. This event reflected our members' unwavering commitment to the community and the legal profession. It also provided a meaningful opportunity to connect with like-

minded professionals and reaffirm our collective dedication to advancing access to justice.



The success of this year's initiatives would not have been possible without the tireless efforts and generosity of our committee, volunteers, members, and sponsors. We extend our heartfelt gratitude to everyone who contributed to our shared mission of promoting diversity, inclusion, and excellence in the law. Together, we continue to strengthen our community and pave the way for a more inclusive future in the legal profession.







Julie Moore
Western Australia Branch President

Western Australian Branch 2024 Events:

| Dates | Events |
|---------------------------------|---|
| <p>24 February 2023</p> | <p>Lunar New Year Celebration</p> <p>Speakers: Julie Moore (WA President), Cassandra Andrews (Events Subcommittee Chair)</p> <p>Keynote speaker: The Honourable Judge Terrance Palmer (District Court of Western Australia)</p> <p>Sponsored by: The College of law, TIMG, Blumers Personal Injury Lawyers, Cullen Macleod, Tang Law, Squire Paton Boggs, Francis Burt Chambers and Art of Seafood</p>   |

| Dates | Events |
|------------------------|---|
| <p>8 May 2024</p> | <p>WA Branch Mentoring Program Launch and Launch of the 2023 Junior's Guide by the Student Affairs Subcommittee</p> <p>Keynote speaker: Master Sarah Russell of the Supreme Court of Western Australia</p> <p>Sponsored by: Minter Ellison</p>  |
| <p>15 May 2024</p> | <p>WA Branch AALA Espresso Exchange</p>  |

| Dates | Events |
|----------------------------------|---|
| <p>21 May 2024</p> | <p>Law Access Walk for Justice</p>  |
| <p>10 September 2024</p> | <p>Ethics Under Pressure</p> <p>Speakers: Joshua Thomson SC (Francis Burt Chambers), Jason MacLaurin SC (Francis Burt Chambers), Rachael Young SC (Fourth Floor Chambers), Joy Horwood (Francis Burt Chambers)</p> <p>Sponsored by: Francis Burt Chambers</p>  |

| Dates | Events |
|----------------------------------|---|
| <p>24 September 2024</p> | <p>Mid Autum Festival Coffee Connect</p> <p>Sponsored by: Minter Ellison</p>  |
| <p>17 October 2024</p> | <p>Cancelled Questions You Can't Ask That</p> <p>Speakers: Kaday Conteh (Society of African Australian Lawyers), Julie Moore (Asian Australian Lawyers), Claire Bass (Pride in Law), Rita Kleinfeld-Fowell (Sussex Street Community Law Service)</p> <p>Sponsored by: Jackson McDonald</p> |
| <p>15 November 2024</p> | <p>2024 Diwali End of Year Drinks</p> <p>Sponsored by: TIMG</p>  |

| Dates | Events |
|-----------------|---|
| Upcoming | Robert French AC Oration Speaker: The Honourable Anthe Philippides, former Justice of the Court of Appeal of the Supreme Court of Queensland |
| Upcoming | Espresso Exchange Sponsored by: O'Sullivan Davies Family Lawyers |

2023 – 2024 Event Sponsors and Partners

- Aitken Partners
- Ashurst
- Australian Institute of Administrative Law
- Australian National University
- Australian School of Entrepreneurship
- BlueScope
- Blumers Personal Injury Lawyers
- Clayton Utz
- Cornwalls
- Corrs Chambers Westgarth
- Digital Trace Αυστραλία
- Duncan Powell
- Filipino Australian Lawyers Association
- Fortescue
- Francis Burt Chambers
- Frederick Jordan Chambers
- Gilchrist Connell
- Greens List Barristers
- Hemmant's List Centre
- Heritage Bank
- Indigo Lawyers
- Johannessen Legal
- JT Lawyers
- King & Wood Mallesons
- Laity Morrow
- Lavan
- Law Link Group
- Leo Cussen Centre for Law
- Maddocks
- Masdar (Abu Dhabi, UAE)
- Maurice Blackburn Lawyers
- MinterEllison
- Norton Rose Fulbright
- Piper Alderman
- South32
- Squire Patton Boggs
- Svenson Barristers
- Tang Law
- The ACT Law Society
- The College of Law
- The University of Melbourne
- TIMG
- Tom & Co Legal
- University of New South Wales
- Victoria University
- Victorian Bar
- Your Millennial Therapist

We thank our sponsors and partners for their generosity and ongoing support for our association throughout the years.

Thank you to our speakers, panellists and distinguished guests including Members of Parliament and Judicial Officers for supporting and attending our events.

We look forward to future collaboration in our upcoming events and activities in 2025.

AALA is an organisational member of LAWASIA since 2021



2024 – 2025 National Sponsors Announcement

We are proud to announce that the Association has secured 9 national sponsors so far for the financial year commencing 1 July 2024 and concluding 30 June 2025, comprising:

- Platinum sponsors: Ashurst and Maddocks;
- Gold sponsors: Clayton Utz, Corrs Chambers Westgarth, Digital Trace Australia, Hall & Wilcox, Monash University and the Victorian Bar; and
- Corporate sponsor: Gilchrist Connell.

Further, we thank the numerous partners and sponsors for specific events and initiatives at both National and Branch levels.

We are immensely grateful to our sponsors for their generous contributions, without which the work of the Association would not be possible.



Dominique Yap
Co-Director | Partnerships & Sponsorship Subcommittee



Kelvin Ng
Co-Director | Partnerships & Sponsorship Subcommittee

PLATINUM SPONSORS



Ashurst

Maddocks

GOLD SPONSORS

CLAYTON UTZ

**CORRS
CHAMBERS
WESTGARTH**

Hall & Wilcox
smarter law



MONASH
University



VICTORIAN BAR

CORPORATE SPONSOR

Gilchrist Connell



Appendix 1: Audited Financial Statements

Message from our honorary accountants and auditor



Walker Wayland Advantage has a history in Melbourne dating back more than 98 years with service offerings encompassing Business Advisory, Audit and Risk Assessment, Virtual CFO, Taxation Advice and Planning including Foreign Subsidiaries Expatriate Taxation and Relocation Advisory. Our clients are not only Australian based but are connected to the Asia Pacific region and the world beyond.

For the past eleven years we have been proud to support the AALA by assisting in the preparation of the financial reports and the audit of those reports.

We believe in real access to our partners, but not at the exclusion of others in the firm. Many of our clients are small businesses, and the person with whom we work is a shareholder in that business. The key to the strength of the relationships we build is our commitment to delivering high-quality services personally.

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

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

Martin Phelan

Partner

Walker Wayland Advantage

wwadvantage.com.au

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN 59 417 518 294

Registration No. A006052T

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

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ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Your committee members submit the financial report of Asian Australian Lawyers Association Inc. (the "Association") for the financial year ended 30 June 2024.

Committee Members

The names of the Committee members throughout the year and at the date of this report are:

National Executive Committee Members

- Matthew Floro (President)
- Belinda Wong (Vice-President)
- Vernon Ting (Deputy President)
- Ivonne Muryadi (Treasurer)
- Jake Huang (Secretary)
- Kelvin Ng
- Molina Asthana
- Felicia Chan
- Lily Sarkar
- Mostafa Mozafari

Branch Committee Members

- Bao Ngo (VIC Branch President)
- Amber Meyer (VIC Branch Secretary)
- Dora Cheung (NSW Branch President)
- Michael Tangonan (NSW Branch Secretary)
- Julie Moore (WA Branch President)
- Mintie Tantiprasut (WA Branch Secretary)
- Reimen Hii (QLD Branch President)
- Jason Liu (QLD Branch Secretary)
- Audrey Lian (SA Branch President)
- Celena Le (SA Branch Secretary)
- Eveline Kuang (ACT Branch President)
- Dominique Yap (ACT Branch Secretary)
- Lyma Nguyen (NT Branch President)
- Khami Aughterson (NT Branch Secretary)
- Adrienne Morton (TAS Branch President)
- Alvin Tan (TAS Branch President)

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The profit of the Association for the financial year amounted to \$10,966 (2023: loss of \$12,570)

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2024

Signed in accordance with a resolution of the members of the Committee:



Matthew Floro
President



Ivonne Muryadi
Treasurer

Dated: 19 November 2024

Dated: 19 November 2024

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 | 2023 |
|---------------------------------------|------|----------------|-----------------|
| | | \$ | \$ |
| Income | | | |
| Functions and Events | | 85,013 | 43,490 |
| Interest Received | | 428 | 31 |
| Membership Fees | | 39,801 | 33,036 |
| Sponsorship Received | | 49,500 | 47,428 |
| Total Revenue | | 174,742 | 123,985 |
| Expenses | | | |
| Bank Charges | | 2,877 | 1,927 |
| Amortisation | | 935 | 935 |
| Functions and Events | | 135,144 | 119,977 |
| Gifts and Donations | | 793 | 90 |
| Insurance | | 1,791 | 1,575 |
| Printing and Stationery | | 2,068 | 229 |
| Registration | | 461 | 61 |
| Subscriptions | | 13,657 | 10,363 |
| Travelling Expenses | | 6,050 | 1,398 |
| Total Expenses | | 163,776 | 136,555 |
| Net Profit/(Loss) for the Year | | 10,966 | (12,570) |

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|----------------------------------|------|----------------|---------------|
| Current Assets | | | |
| Cash and Cash Equivalents | 2 | 101,307 | 89,937 |
| Trade and Other Receivables | | 2,100 | 110 |
| Prepayments | 3 | 1,389 | 1,895 |
| Total Current Assets | | 104,796 | 91,942 |
| Non-Current Assets | | | |
| Intangible Assets | 4 | 2,006 | 2,941 |
| Total Non-Current Assets | | 2,006 | 2,941 |
| Total Assets | | 106,802 | 94,883 |
| Current Liabilities | | | |
| Contract Liability | 5 | 11,123 | 10,170 |
| Total Current Liabilities | | 11,123 | 10,170 |
| Total Liabilities | | 11,123 | 10,170 |
| Net Assets | | 95,679 | 84,713 |
| Members' Funds | | | |
| Retained Surplus | 6 | 95,679 | 84,713 |
| Total Members' Funds | | 95,679 | 84,713 |

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2024

| | Note | Retained Surplus \$ |
|---|------|---------------------------|
| Balance as at 1 July 2022 | | 97,283 |
| <i>Comprehensive income</i> | | |
| Loss for the year attributable to members of the Company | | (12,570) |
| Other comprehensive income for the year | | - |
| Total comprehensive income attributable to Association | | (12,570) |
| Balance as at 30 June 2023 | | 84,713 |
| | | |
| Balance as at 1 July 2023 | | 84,713 |
| <i>Comprehensive income</i> | | |
| Profit for the year attributable to members of the Company | | 10,966 |
| Other comprehensive income for the year | | - |
| Total comprehensive income attributable to Association | | 10,966 |
| Balance as at 30 June 2024 | | 95,679 |

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|---|-----------|----------------|----------------|
| Cash flows from operating activities | | | |
| Receipts from customers | | 173,277 | 134,014 |
| Interest received | | 428 | 31 |
| Payments to suppliers | | (162,335) | (135,270) |
| Net cash used in operating activities | 11 | 11,370 | (1,225) |
| Cash flows from investing activities | | | |
| Net cash used in investing activities | | - | - |
| Cash flows from financing activities | | | |
| Net cash generated from / (used in) financing activities | | - | - |
| Net increase /(decrease) in cash and cash equivalents | | 11,370 | (1,225) |
| Cash and cash equivalents at beginning of the financial year | | 89,937 | 91,162 |
| Cash and cash equivalents at end of the financial year | 6 | 101,307 | 89,937 |

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

Financial Reporting Framework

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the *Associations Incorporation Reform Act 2012* ("the Act"). The Committee has determined that the association is not a reporting entity as the users of the financial statements are able to obtain additional information to meet their needs.

Statement of Compliance

The financial statements have been prepared in accordance with the *Associations Incorporation Reform Act 2012* ("the Act") and the basis of accounting specified by accounting policies.

Basis of Preparation

The financial statements have been prepared on an accrual basis and are based on historical costs. They do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

1 Summary of Significant Accounting Policies

Revenue Recognition

The association adopted AASB 15: *Revenue from Contracts with Customers* or *Income* per AASB 1058: *Income of Not-for Profit Entities* during the year.

Membership and Sponsorship Revenue

Revenue from membership fee and sponsorship is accounted for in the period it is received when no significant uncertainty as to its collectability exists. Revenue is measured at fair value of the consideration or contributions received.

Function Revenue

Revenue from functions and events is recognised once they have taken place.

Interest Revenue

Interest revenue is recognised using the effective interest method.

Cash and Cash Equivalents

Cash and cash equivalents comprise of cash on hand, which are subject to an insignificant risk of change in value.

Intangible Assets

Website development costs are capitalised only when the website is able to deliver future economic benefits and these benefits can be measured reliably.

Website development costs are amortised on a systematic basis matched to the future economic benefits over the useful life of the website.

Trade and Other Receivables

Trade and other receivables include amount due from members and sponsors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets.

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

NOTES TO FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

| | 2024 | 2023 |
|---|----------------|----------------|
| | \$ | \$ |
| 2 Cash and Cash Equivalents | | |
| Cash at Bank | 59,918 | 59,217 |
| Paypal | 41,389 | 30,720 |
| Total Cash and Cash Equivalents | 101,307 | 89,937 |
| Cash Tied to Contract Liability (Refer to Note 5) | 11,123 | 10,170 |
| Cash Unrestricted | 90,184 | 79,767 |
| Total Cash and Cash Equivalents | 101,307 | 89,937 |
| No significant interest was earned from placement of funds. | | |
| 3 Prepayments | | |
| Website Subscriptions | 175 | 144 |
| Insurance | 921 | 742 |
| Software Subscriptions | 293 | 1,009 |
| Total Prepayments | 1,389 | 1,895 |
| 4 Intangible Assets | | |
| <i>Website Development</i> | | |
| At Cost | 4,675 | 4,675 |
| Less: Accumulated Amortisation | (2,669) | (1,734) |
| Total Intangible Assets | 2,006 | 2,941 |
| 5 Contract Liability | | |
| Membership | 11,123 | 8,670 |
| Sponsorship | - | 1,500 |
| Total Contract Liability | 11,123 | 10,170 |
| 6 Cash flow information | | |
| Reconciliation of cash flow from operations with profit/(loss) after tax | | |
| Net profit/(loss) | 10,966 | (12,570) |
| Amortisation | 935 | 935 |
| <i>Changes in assets and liabilities:</i> | | |
| Change in trade and other receivables | (1,990) | (110) |
| Change in other current assets | 506 | 350 |
| Change in contract liability | 953 | 10,170 |
| Net cash used in operating activities | 11,370 | (1,225) |

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

6 Commitments

There were no significant commitments at year end date (2023: Nil).

7 Contingent Liabilities

There were no significant contingent liabilities at year end date (2023: Nil).

8 Events Occurring after the Reporting Date

No matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the Association in future financial years.

9 Statutory Information

The registered office and principal place of business of the Association is:

Asian Australian Lawyer Association Inc
C/- 820 Drummond Street
Carlton North VIC 3054

The accompanying notes form part of these financial statements.

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

STATEMENT BY MEMBERS OF COMMITTEE

The statements attached to this certificate give a true and fair view of the financial position and performance of Asian Australian Lawyers Association Inc during and at the end of the financial year of the association ended 30 June 2024.

This statement is signed for and on behalf of the Committee by:



Matthew Floro
President



Ivonne Muryadi
Treasurer

Dated: 19 November 2024

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

CERTIFICATE BY MEMBERS OF COMMITTEE

We, being the members of the Committee of the Asian Australian Lawyers Association Inc., certify that -

- a. The annual general meeting of the association held on 27 November 2024; and
- b. The financial statements for the year ended 30 June 2024 were submitted to the members of the association at the annual general meeting.



Matthew Floro
President



Ivonne Muryadi
Treasurer

Dated: 19 November 2024

Walker Wayland Advantage Audit
Partnership

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

Opinion

We have audited the financial report of Asian Australian Lawyers Association Inc. ("the Association"), which comprises the balance sheet as at 30 June 2024, the income statement for the year then ended, and notes comprising a summary of significant accounting policies and the Committee's Report.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of Asian Australian Lawyers Association Inc. as of 30 June 2024, and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the *Associations Incorporation Reform Act 2012*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for distribution to members for the purpose of fulfilling the Committee's financial reporting obligations under the *Associations Incorporation Reform Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC. (CONTINUED)

Responsibilities of Committee Members and Those Charged with Governance for the Financial Report

Committee members are responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the applicable legislation and for such internal control as Committee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, Committee members are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless Committee members either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Committee members.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC. (CONTINUED)**

Auditor's Responsibilities for the Audit of the Financial Report (Continued)

- Conclude on the appropriateness of Committees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Walker Wayland Advantage

**WALKER WAYLAND ADVANTAGE AUDIT PARTNERSHIP
CHARTERED ACCOUNTANTS**



**AWAIS UR REHMAN
PARTNER**

Dated in Melbourne on this 19th day of November 2024



Asian Australian Lawyers Association Inc.
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