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Guests enjoy a pre-dinner chat at the AWLA Mid Winter Dinner at the Cornwall Park Restaurant.

From the President...

Step forward and speak, ladies. We have some amazingly talented and successful women lawyers amongst us but still convenors of legal seminars and conferences find it hard to source good women speakers. Kate Davenport was our mid winter dinner guest speaker and a key takeout from her address was for AWLA members to step forward and put your hand up for speaking opportunities. This is a message I'd really like to endorse. Speaking at functions is an excellent way of increasing your profile, increasing client contact, developing your presentation skills and is a useful component of practice development. One of the things that the AWLA Executive will be working on in the coming months is how we can better use our AWLA network to encourage conference hosts to look to our members for speakers.

Another topic of discussion at our mid winter dinner was mentoring. We're getting an increasing number of both mentees and mentors which is really encouraging. To help support our mentoring programme we'll be releasing onto our website in the next few weeks our mentoring guidelines to help structure your mentoring meetings and objectives.

We are very delighted to announce our Dame Silvia Cartwright lecture Series Speaker for 2010 is Hon. Georgina te Huehue QSO. This AWLA flagship event will be sponsored by ADLS and held in early November – watch this space for more details.

Another event to keep an eye out for is our annual charity function. This year we will be hosting a charity auction with Dress for Success in August. Bell Gully have kindly offered to host this year's function.

Finally, we are pleased to announce that AWLA, with sponsorship from Meredith Connell, will be sending Rachael Reed, Vice President of AWLA, to Brisbane to attend the Australian Women Lawyers' Conference. This conference was personally recommended to us by the Chief Justice, and we are looking forward to the opportunity to forge closer ties with our Australian counterparts.

Sarah Carstens
President, AWLA



A ROAD LESS TRAVELLED

Rebecca Elvin – taking opportunities as they come

As an intern at the International Criminal Court in The Hague, Rebecca Elvin is working on some of the most interesting criminal work around. The ICC is the third Court in as many countries that Rebecca has worked in over her relatively short career. Rebecca has achieved this amazing breadth of experience by being flexible enough to change her plan in order to take advantage of opportunities as they arise.

Surprisingly, though, Rebecca did not set out to be a lawyer. She began studying law as a complement to her BA in English and Politics. She says she was compelled, however, by how law could impact people and be used as a powerful tool for equality and justice on both an individual and systemic level. These heady notions might be familiar to many of us if we cast our minds back to why we decided to study law but may have been somewhat lost in the career paths that we have chosen for ourselves since then. Not for Rebecca. Those values appear to continue to guide her career choices and have led her around the world.

Rebecca says that it was the ability of the law to be used as a voice for the oppressed and marginalized that inspired her to complete her law degree and begin working towards doing just that. As part of her degree Rebecca did a year at the University of California, Berkeley. During her time in the United States, she volunteered at the Washington D.C. Headquarters of the International Justice Mission. IJM is a Christian organisation made up of lawyers, investigators and social workers with offices in 14 countries across Asia, Africa and Latin America. They advocate on behalf of victims of slavery, sexual exploitation and violent oppression by prosecuting perpetrators, offering victim support and working with local governments to promote functioning justice systems.

As a legal intern at IJM headquarters, Rebecca was involved in research and case work involving international human rights abuses, including human trafficking, police brutality, the denial of property and inheritance rights and child prostitution. Working on federal grant proposals and liaising with politicians and other NGOs offered her further insight into the overall operation of a human rights agency. Rebecca says that it was a privilege to work with people who were not only

extremely competent, but also passionate about their work and that, despite the difficult subject matter, there was an amazing sense of community in the office.

Rebecca also had the opportunity to intern at the Supreme Court of the United States, where she worked in the Office of the Administrative Assistant to Chief Justice John G Roberts Jr. As a judicial intern, Rebecca was involved in editing speeches, carrying out research, preparing media reports and facilitating briefings for foreign delegates explaining how the US judicial system operates. She also attended oral arguments in Court. Rebecca describes her time at the Supreme Court as an amazing experience and recalls that the mandate of the Court to uphold “equal justice under law” continues to bear a unique and powerful status in the US.

While she had summer clerked at Bell Gully, her first full-time job after completing her studies was as a Judges’ Clerk in the Auckland High Court. It was during her time at the High Court that Rebecca applied for a six month internship in the Investigations Division of the Office of the Prosecutor at the ICC.

Rebecca is now a few months into her internship. During this time, she has been working mainly in financial investigations, looking in particular at how certain rebel movements Africa have been funded. Her work has involved profiling suspects, general research, compiling material eventually to be used as part of the prosecution case, along with other general tasks such as speech writing. The Office of the Prosecutor has recently opened an investigation into the post-electoral violence that took place in Kenya in 2007 and Rebecca hopes to have the opportunity to work on this matter over the next couple of months.

After her six months with the ICC is completed, Rebecca plans to do further study, which she hopes will allow her to explore broad concepts of justice, in the intersection between the law, democratic structures and both national and international institutions. She will be undertaking an MA in Conflict Resolution in Divided Societies in September and she aims to focus on the role of the judicial branch in transitional societies.

Rebecca is certainly someone who can be said to have achieved some of her own

“Rebecca was compelled by how law could impact people and be used as a powerful tool for equality and justice...”

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AWLA Careers Evening 2010

The annual AWLA Careers Evening was held on 31 May 2010 at the University of Auckland Law School. Sarah Carstens, AWLA's president, welcomed and introduced this year's speakers: Jenny Cooper, Nina Khouri, Adrienne Wing and Deborah Manning. These four women were invited to speak about the different experiences and careers they have had since obtaining their law degrees.

The first speaker was Jenny Cooper, a partner in Bell Gully's litigation team, who was more than happy to speak when requested that morning! Jenny is a Rhodes Scholar and has previously worked as a diplomat in the UK Foreign & Commonwealth Office. After discussing her career, Jenny spoke about the summer clerk recruitment procedure and gave the gathered students some insight into what law firms look for when recruiting students or graduates.

Nina Khouri then spoke about her career and her experiences as a student at New York University. Nina also gave practical advice and suggestions on how to approach applying for scholarships to study overseas, and offered tips on how to write academic essays. Nina currently works as an associate at Gilbert Walker and a part-time lecturer at the University of Auckland's Law School. Her busy career, however, has included studying as a Fulbright Scholar for a LLM and working in London for the Centre for Effective Dispute

Resolution, Europe's largest commercial mediation provider.

Deborah Manning spoke next about her background and the kinds of work she has been involved in. Deborah stressed that there were alternatives available to students other than working at the big law firms and that there were definite advantages in doing so. Deborah is a prominent human rights lawyer, specialising in immigration and refugee law. She is probably most well known for representing Ahmed Zaoui on his security certificate and status as a refugee.

Adrienne Wing concluded the evening by talking about her experiences as an in-house lawyer. Adrienne urged students not to limit their choices when beginning their careers, but to continue to explore other areas of the law. Adrienne also talked about how she developed an interest in competition law. Before embarking on her current practice as a barrister, Adrienne worked as in-house counsel for TelstraClear and as Senior Legal Counsel at the Commerce Commission.

AWLA would like to thank Jenny, Nina, Deborah and Adrienne for agreeing to speak at this year's Careers Evening and for providing students with helpful tips on how to approach their legal careers.

AWLA would also like to thank Bell Gully for generously agreeing to sponsor this year's event.

Farzana Nizam

"...sometimes you learn more from the diversion than the destination..."

A Road Less Travelled

goals, even at this early stage in her career. She has not followed the usual law clerk/big-firm career path. Her long term goal is to continue to develop skills that can be used in New Zealand and internationally to promote justice and the rule of law. Rebecca provided some advice for young lawyers: "sometimes you learn more from the diversion than the destination and being entirely goal-focused can cause you to miss unexpected opportunities along the way. It is important to have goals, but it is equally important to be able to step outside of them. Don't be put off by disappointment – keep going. Develop resilience. Factor in time for reflection. And don't allow yourself to be so consumed by goals that you forget about

people. Looking after each other makes a difference."

Rebecca says that she has not stuck to any rigid plan so far in her career, but has tried to move in a broad direction, keeping in mind the area that she is interested in and the qualities that she values while still trying to be adaptable. She says that young practitioners ought to look out for opportunities and develop an awareness of what they enjoy and then pursue it. For those who would like to be more involved in humanitarian projects, Rebecca recommends talking to those who have been involved and to keep an eye on websites such as UN Galaxy, the Hague Justice Portal and those of specific NGOs.

Felicity Monteiro

— *Continued from page 2*

“Get out of your comfort zone and put yourself forward!”

Be a heater – put out!

At our mid winter dinner function at Cornwall Park Restaurant, Kate Davenport, guest speaker, told members about her work with the Bar Association, and the challenges the Association faced in finding good women speakers for legal conferences and seminars. For a recent function in the Waikato, the Bar Association was unable to source any women speakers, and not for want of trying! “Be open to opportunity” Kate told our members. “Get out of your comfort zone and put yourself forward!” Kate really encouraged us all to put our hands up to speak, and to use the opportunity for profile arising and practice development: “Be a heater – put out!”.

Almost 100 of you joined us for dinner at Cornwall park Restaurant – more than we expected but the very obliging staff at Cornwall Park Restaurant managed to fit us all in. So thank you to those of you who came along to support this event on a particularly frosty Auckland night. And a plea to everyone to get RSVPs in early – we were lucky to be able to accommodate late RSVPs but this won’t always be the case.

Kate was a delightful and thoughtful speaker. We had asked Kate to reflect on the tools and skills that she had used to build her practice and develop her career. We also asked Kate to speak to us about the Bar Association’s work with its proposed equitable briefing policy. Kate spoke honestly and openly about her own experiences and challenges in her career.



Rachael Reed, Vice President, AWLA



Kate Davenport, Guest Speaker

Kate asked how many of us had our CV’s with the Ministry of Women’s Affairs database and nominations service (<http://www.mwa.govt.nz/links.html#women-on-boards-nominations>) and with the Crown Ownership Monitoring Unit, COMU – COMU oversees some 220 directorship appointments and is committed to diversity across its boards (<http://www.comu.govt.nz/boards-and-appointments.html>). Not many of us it seems. Following our Women on Boards panel discussion last year – we would really encourage our AWLA members to put your CV’s forward to these databases. This is an excellent and free way to put yourself forward for directorship and governance roles. Kate believe that at least one of her governance roles was as a direct result of having her up to date CV with these organisations. Kate holds a number of key governance roles including Deputy Chair of the Registered Architects Board, Chair of the National Ethics Committee Assisted Reproductive Technology and Deputy Chair of the Health Practitioners Disciplinary Tribunal.

Kate also spoke about her work with the bar Association work in putting forward a proposal for an equitable briefing policy. This is something that AWLA is keen to support and we await with interest developments in this area.

Kate finished her speech on a very personal note explaining the challenges she faced in dealing with a significant health issue – her message to us all – never be too busy to look after yourself and your own health.

**Sarah Carstens
President, AWLA**



DRESS FOR SUCCESS[®]
AUCKLAND

Suits to Self-Sufficiency



AUCKLAND WOMEN
LAWYERS' ASSOCIATION

Dress for Success Charity Auction

Wednesday 25 August 2010 at Bell Gully

Join us to support Dress for Success Auckland.

Enjoy wine & nibbles, participate in a live auction and take the opportunity to meet other women practitioners – all in support of a worthy cause.

Drinks will begin at 5.00 pm, with events to start at 5.30 pm.

Tickets - \$10

Kindly sponsored by

BELL GULLY

All proceeds from ticket sales will go to Dress for Success Auckland, a charity which helps women in need enter or re-enter the workforce by providing free interview-appropriate clothing and advice.

International Bar Association's 4th World Women Lawyers Conference

In April this year, I was fortunate enough to be awarded a scholarship to attend the IBA's 4th World Women Lawyers Conference in London. The conference had attendees from some of the largest law firms around the world, but I was the sole representative from New Zealand. The conference offered the opportunity to meet and network with other women lawyers and to discuss issues relating to women in the legal profession.

The two-day conference had a wide range of sessions and focus groups on offer. On the first day, there was a session on rainmaking for women lawyers and focus groups on trafficking of women and children and bankruptcy and finance. The second day's programme was just as diverse as the first – with a session on legal management, followed by a focus group on corporate social responsibility best practices and a mergers and acquisition workshop. The sessions allowed the attendees to debate the issues raised and to discuss how best to address the problems outlined. The focus group on human trafficking was particularly interesting, and it was great to hear about what attendees were doing in their respective jurisdictions in an attempt to alleviate the problem.

As a junior lawyer, I found the session on successful rainmaking extremely relevant. As lawyers, we sometimes don't realise how important marketing and networking are. Each of the speakers, however, stressed the importance of marketing yourself, and beginning this practice at an early stage of your career and continuing the practice throughout your career.

Some of the useful tips the speakers offered included:

- **Take risks:** Networking and marketing requires you to take yourself out of your comfort zone;
- **Raise your profile:** This includes both externally and internally within your firm. At an external level, raising your profile can be done by writing academic articles, speaking at seminars and offering training sessions to your clients. Internally, you can raise your profile by taking an interest in your colleagues and going to firm events;
- **Make contacts:** Contacts can be made wherever you go. One of the speakers mentioned as an example, a lawyer meeting and making an impression on a person on a flight and then being instructed by that person years later when he needed legal advice;
- **Follow up:** Follow up with your existing and new contacts consistently. Try and personalise every follow-up you make by referring to your last meeting; and
- **Make business development a part of your day:** Even taking a few minutes each day to market yourself and further develop a relationship may increase your chances of being hired or re-hired.

Attending the conference (and my holiday afterwards!) was an amazing experience.

I'd like to thank the IBA for giving me the opportunity to attend and I hope to be able to attend other IBA conferences in the future.

Farzana Nizam
Bell Gully

***"As lawyers,
we sometimes
don't realise
how important
marketing and
networking are."***

CROWN PROSECUTOR APPOINTED TO WAR CRIMES TRIBUNAL FOR RWANDA

Kirsten Gray, Crown prosecutor and partner at Meredith Connell, has been appointed to the International Criminal Tribunal for Rwanda (ICTR) based in Arusha, Tanzania. The ICTR is a United Nations tribunal that was established for the prosecution of persons responsible for genocide and other serious violations of international humanitarian law committed in Rwanda in 1994.

Kirsten has been appointed as Appeals Counsel and will also be prosecuting Idelphonse Nizeyimana, a former captain in the Rwandan Armed Forces, who faces four counts of genocide and other crimes against humanity. He is said to have been

a key player in the genocide that occurred in Butare, in the south of Rwanda. Amongst the allegations it is said that he sent a section of soldiers to the home of the former Queen of Rwanda, Rosalie Gicanda, a symbolic figure for Tutsis, and ordered her execution, which was subsequently carried out. Nizeyimana was arrested in Uganda in October last year and is currently awaiting trial.

Kirsten, who is a member of AWLA, has been in Tanzania for two months and has recently completed a mission to Rwanda. Congratulations to Kirsten on her appointment.

Stephanie Earl

Executive Profiles



Hayley Miller

Hayley is a corporate and commercial lawyer specialising in technology, intellectual property, outsourcing and commercial procurement. Hayley is a senior associate at Bell Gully. Having worked at Bell Gully from 1999 to 2005, she returned in 2009 from UK law firm Ashurst LLP. She has a three year old daughter Charlotte and another on the way. This is Hayley's first year on the AWLA executive.



Angela Stafford

Angela works at Maria Clarke Lawyers – New Zealand's only dedicated sports law practice. This role involves advising sports organisations, professional athletes, and others working in sport and recreation. Angela recently completed a Masters in Commercial Law with a focus on sports law issues. Angela is enjoying working with the rest of the Executive to deliver functions and other benefits to AWLA members and supporters.



Marie Kissick

Marie is a senior solicitor in the banking and financial services team at Minter Ellison and is in her second year on the executive. When not at work, Marie enjoys good wine and food and spending time with friends.



Stephanie Earl

Stephanie Earl joined Meredith Connell as a prosecutor in 2008 and is based at the firm's Manukau office. Prior to joining Meredith Connell, Stephanie was a Judges' Clerk for two years at the Auckland High Court. This is her second year on the executive of AWLA. Her interests outside of the law include music, reading, travel and netball.

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2010 PORTFOLIOS

Membership & Promotion subcommittee:

Mentoring:

Dame Silvia Cartwright Lecture subcommittee:

Legislative Watch:

Scholarship & Writing Prize:

Marie Kissick, Maria Taylor, Angela Stafford & Hyo-Jung Kim

Felicity Monteiro

Rachael Reed, Kate Lane, Katherine Burson & Hayley Miller

Angela Hansen & Stephanie Earl

Farzana Nizam