



Auckland Women
Lawyers' Association Inc.

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This issue's editors:
*Ruth O'Brien and
Katherine Burson*

NEWSLETTER

MARCH 2008

From the President...

Dear Members,

Welcome to the first newsletter for the Auckland Women Lawyers' Association for 2008. Once again I am pleased to say that we have a dedicated executive, with a combination of new and old faces. We have welcomed five new exec members this year, Kate Lane from Minter Ellison, Sarah Pidgeon from Buddle Findlay, Ruth O'Brien from Davenports Harbour, Rachael Reed from Meredith Connell and Ling Yip from David Rooke Law. You can read a little bit about each of these women and the other exec members in their profiles further on in the newsletter.

Last year we really found that having a theme gave a real focus to our functions. "Career Development" had broad appeal and we heard from so many amazing women who have come so far in their careers – a real inspiration to us all. This year we have chosen the theme of "Aim for the Top". We think that this follows on perfectly from last year and we are excited about the functions and events that we have planned.

Women Lawyers are high achievers by definition and so aiming for the top comes naturally for many of us. I think most of us are not just aiming for the top in our careers but are striving to be the best we can be in all facets of our lives. But, wherever we are on the pathway to aiming for the top, it is always important and inspiring to get insight from other women who are on a similar path, or who may have reached the top already.

This year the AWLA wants more of these inspiring women to tell their tales to us and we were lucky enough to

hear from Anne Hinton QC at our first function – the President's at Home held on February 28 at the ADLS rooms in Chancery Lane. Anne was an incredibly inspiring and honest speaker. She gave good practical advice and I know most of those in the room wished they had been taking notes. Fortunately, Sarah Carstens, Vice president of AWLA was taking notes and you can read more about what Anne had to say below.

We are currently planning the rest of our functions for 2008 and are looking forward to hearing from some female barristers at our next function "Life at the Bar". This will be held in April and more details will be available soon. Of course, the big event of the year will be the Dame Silvia Cartwright lecture being held on 5 June. Our speaker this year is Imrana Jamal – an incredible woman who Dame Silvia has wholeheartedly endorsed as being the second speaker in the lecture series. A bio of Imrana is below.

Once again I thank you for your support of the AWLA. It is a great organisation to be a part of and I ask you to encourage all female lawyers you know in Auckland to become a member. You can get the most from your membership by joining early in the year. And of course, please feel free to contact me or another member of the exec if you have any suggestions for speakers, articles or any other issue that you believe the AWLA should be addressing. I look forward to seeing you at our next function.

Tammy McLeod
President

Review of the Presidents At Home

by Katrina Winsor

“Anne was a wonderful speaker who kept us all enthralled with anecdotes from her career and tips on how to get to ‘the top’.”

The 2008 Presidents At Home function was held in the first week of March, and was a fantastic start to what will undoubtedly be a promising year. A great turnout of successful women ensured that the evening was a lot of fun and it was a great opportunity for all to hear such a wonderful speaker. It was an absolute pleasure to see many of you again after a summery Christmas break, and we look forward to seeing you at many other functions throughout the year.

The guest speaker for the evening was Anne Hinton QC, who gave a delightful speech on her views of “life at the top”. Anne was a wonderful speaker who kept us all enthralled with anecdotes from her career and tips on how to get to “the top”. The ideas that she passed on were interesting and extremely beneficial to many of the younger lawyers who attended

the function. As women in the legal profession, it is often easy to forget the potential that we all hold, and Anne succeeded in motivating everyone present, by showing that success is attainable if one is willing to strive for it.

An interesting point raised by Anne is that everybody has a different idea of what “the top” actually is, and as a result, each individual can reach his/her top even though another person may not recognise it as such. Anne herself has had an amazing career, and it was fascinating to hear about how she got to where she is today.

Aside from the fantastic speech, the evening gave us all a chance to catch up and focus on what our goals are for the year. A great night was had by all, and we look forward to many more throughout the year.

Dame Silvia Cartwright Lecture 2008

AWLA is delighted to confirm that the 2008 Dame Silvia Cartwright lecture will be presented by Imrana Jalal, an outstanding and internationally recognised Human Rights advisor from Fiji. As our members will be aware, the Dame Silvia Cartwright lecture series was established last year to recognise and celebrate the outstanding professional achievements of women. Imrana Jalal is an outstanding woman, and a compelling speaker. She is a barrister and solicitor of the High Court in Fiji and holds undergraduate degrees from both Sydney and Auckland universities, along with a first class honours Master of Laws (International Law) from the University of Auckland. She is a former Human Rights Commissioner of Fiji and she was instrumental in establishing the Pacific Regional Human Rights Education Resource Team. She is currently Human Resources advisor to that Team.

In 2003, Imrana was a key architect of the new Fiji family law act. She is a strong

advocate of a democratic constitution for Fiji.

Imrana is internationally recognised as a Human Rights expert. In May 2006 she was elected to the 60 member Gevena-based International Commission Jurist becoming only the second Commissioner from the Pacific Island countries, and the first female from those countries, to be elected. She is also a member of the International Council of Human Rights policies.

We believe that Imrana will have many interesting and useful insights for us into the constitutional and legal issues facing Fiji. Her expertise and experience in Human Rights issues is extensive and we are sure she will have many fascinating stories to tell.

The Dame Silvia Cartwright Lecture is scheduled for 5 June 2008. Watch out for further updates, so that you don't miss out on what promises to be a fantastic event.

“Imrana is internationally recognised as a Human Rights expert.”

An update on studying in Copenhagen

by Katrina Winsor

“I found out that the Danish people are very much focused on the idea of ‘hygge’, which indirectly translates to ‘cozy/warm/comfortable’.”

The semester I spent studying at the University of Copenhagen in Denmark went by at an amazing pace. The city of Copenhagen is the largest in Scandinavia, and has a population of around 1.8 million people. Living in such a vibrant place meant that every minute was filled with something new and exciting to increase my awareness of the European culture around me. I managed to truly immerse myself in the Danish culture, and even survived the cold November days when it would get dark before 3:30pm. In winter I found out that the Danish people are very much focused on the idea of “hygge”, which indirectly translates to “cozy/warm/comfortable”. When the cold weather starts to hit they tend to give a lot of dinner parties at home, complete with candles, scents and music to create a warm hygge atmosphere. Normally the best way to make it through the winter is to make sure every meal is accompanied by “gammle dansk”, a traditional, yet horrible tasting, schnapps that one shots throughout a lengthy meal.

The city itself has an amazing flavour and character, and is one of the most beautiful European cities that I visited. I was lucky to be on the border of the central city municipality and the district of Frederiksberg, which meant that every morning I could cycle to university. The short bike trip involved crossing over Søerne, a row of four charming lakes that were breathtaking at any time of day. Copenhagen is one of the world’s most bicycle friendly cities, with cycle paths that are separated from the main traffic and over 40% of people commuting to work by bike. I never stopped being amused by people in business suits or eveningwear sedately cycling by!

I feel incredibly lucky to have had the chance to study at such a high standing university as the University of Copenhagen. My exams went well, although I was a little intimidated at the thought of an oral assessment with my lecturers and a High

Court Judge. In the end, however, it was much easier to sit and talk over a subject for fifteen minutes than to write for three hours as we do here! I was able to take Masters level courses in both European and International Commercial Law and European Community Competition Law, and also a Danish Law paper that provided a general overview of the system in Denmark. I found Danish law to be very different in some respects from our law here in New Zealand, and similar in other regards. The legal system is governed by the Danish Constitution, which abolished absolute monarchy in 1849 and separated the judiciary, government and executive. The Constitution limits the Danish Government and does not allow them to enter into any binding international obligations that require domestic implementation or are of major importance unless prior approval has been granted by the Danish Parliament. This has meant that any international obligations do not automatically create individual and enforceable rights for citizens, and was an interesting consideration that arose concerning Denmark’s position in the EU. This Danish Law paper corresponded well with the European Community Competition Law paper I was also taking, which addressed competition law and compliance under the EC Treaty.

I was also lucky enough to travel a lot during the University breaks and occasionally on the weekends and covered a lot of Scandinavia, Eastern Europe, Central Europe and the UK. It was such an amazing opportunity to be able to see and experience everything via a short flight or train trip. I made the most of any opportunity that came my way, saw many beautiful sights and experienced countless different atmospheres. But still, every time I came back to Copenhagen from somewhere new it felt like I was coming home. It is always the little things that make a place – and I will never forget what an amazing experience I had in such a short time.

BOOK REVIEW

INFIDEL by Ayaan Hirsi Ali*Reviewed by Deborah Hollings QC*

“Her experience of being a refugee will be fascinating for immigration lawyers.”

This autobiography is extraordinary. Ayaan, born in Somalia to a devout Muslim family, tells her life story. She tracks her childhood during a relatively liberal period of Islam in East Africa. Despite the relative liberalism, at age five she is held down on the floor of her family home by her grandmother and a man cuts off her, and her four year old sister's, inner labia and clitoris – justified in the name of Islam despite it being a pre-Islam practice. Ayaan points out that this butchering has happened to 140 million women around the world and continues now in the name of Islam.

Ayaan Hirsi Ali grows up to become not just a “good Muslim” but a dedicated radical Muslim. Influenced by living in Saudi Arabia under Islamic rule, and the influence in the mid 1980s of a stricter, more radical creed of Islam, originating she says from Saudi Arabia and spread with Saudi money. She even attends book burnings of Salman Rushdie's books, wore a protective veil and prayed five times a day. She explains clearly why and how she came to be a devout Muslim and in the course explains the attraction of this religion.

At the same time, she receives an education in Kenya after the family is forced to flee Ethiopia. She learns through reading Western books of a totally different

world, particularly one where men and women are equal. In 1992 her father demands that she marries a Somali man based in Canada, despite her pleas and the fact that her father was a graduate of New York's Columbia University. On the flight to Canada she flees to the Netherlands and claims refugee status. Her experience of being a refugee will be fascinating for immigration lawyers.

Initially she seeks refugee status on the basis that she is being forced into marriage with a stranger. The Dutch officials kindly advise her that the ground is unavailable because millions of women could claim refugee status on the same basis. So she does what we all would do to avoid the alternative – she lies.

Her story of living in Holland, learning Dutch (her sixth language), graduating with an MA in politics and becoming a Dutch MP, is fascinating. But so too is the story of her gradually unchaining her mind, fighting for the rights of women and children against Islam and becoming an atheist. After years of thought she concludes that Islam itself is anti-women and inherently anti-human liberty.

A fascinating life, which gave me real insight into the Muslim world from a very courageous woman.

1943 Guide to Hiring Women

The following is an excerpt from the July 1943 issue of Transportation Magazine.

This was written for male supervisors of women in the work force during World War II.

Eleven Tips on Getting More Efficiency Out of Women Employees: There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point. The important things now are to select the most efficient women available and how to use them to the best advantage.

Here are eleven helpful tips on the subject from Western Properties:

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and to deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at some time in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy.
3. General experience indicates that "husky" girls - those who are just a little on the heavy side - are more even tempered and efficient than their underweight sisters.
4. Retain a physician to give each woman you hire a special physical examination - one covering female conditions. This step not only protects the property against the possibilities of lawsuit, but reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.
5. Stress at the outset the importance of time the fact that a minute or two lost here and there makes serious inroads on schedules. Until this point is gotten across, service is likely to be slowed up.



6. Give the female employee a definite day-long schedule of duties so that they'll keep busy without bothering the management for instructions every few minutes. Numerous properties say that women make excellent workers when they have their jobs cut out for them, but that they lack initiative in finding work themselves.
7. Whenever possible, let the inside employee change from one job to another at some time during the day. Women are inclined to be less nervous and happier with change.
8. Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day.
9. Be tactful when issuing instructions or in making criticisms. Women are often sensitive; they can't shrug off harsh words the way men do. Never ridicule a woman - it breaks her spirit and cuts off her efficiency.
10. Be reasonably considerate about using strong language around women. Even though a girl's husband or father may swear vociferously, she'll grow to dislike a place of business where she hears too much of this.
11. Get enough size variety in operator's uniforms so that each girl can have a proper fit. This point can't be stressed too much in keeping women happy.

Executive Profiles

Tammy McLeod



The president of the AWLA this year is Tammy McLeod.

Tammy has been an executive member for the past four years and was also last years President. She is a partner at Davenports Harbour with eleven years legal experience specialising in the areas of personal asset planning, trust law and Property (Relationships) Act. Tammy strives to lead a balanced lifestyle and is an enthusiastic cook. She also enjoys running, going to the gym and competing in multi-sport events with her husband.

Sarah Carstens

Sarah Carstens was again elected Vice President of the AWLA Executive for 2008.

She is a Corporate Counsel at the ANZ National Bank and prior to that she worked in banking teams at Minter Ellison in Auckland and at Linklaters in London. In her spare time Sarah enjoys all sorts of outdoor activities including skiing, hiking, swimming and cycling.

Sharyn Larkin

Sharyn joined the AWLA Executive in 2007 and has taken over the Treasurer's role from Larainne Vickars. She works for Presland & Co. in West Auckland working primarily in family law, criminal, trusts and estates and residential conveyancing. Sharyn was previously the Administration Assistant from mid 2004 to 2005. She enjoys travelling, reading, golf and theatre.

Catherine Green

Catherine is a solicitor in Russell McVeagh's litigation team having started as a graduate in 2006. She has been a member of the AWLA executive for two terms and is currently responsible for the mentoring portfolio.

Sarah Keene



This is Sarah Keene's second year on the Exec. She has been a partner at Russell McVeagh since 2006, the firm in which she kicked off her legal career after graduating LLB(Hons)/BA at Auckland University. She has also spent time in London in the European Competition and Regulatory Team at Clifford Chance. Sarah advises on competition, consumer, and regulatory law, specialising in assisting investigations and prosecutions by the Commerce Commission, including cartel prosecutions, providing competition law advice on behavioural arrangements and conduct, and advising on clearances and authorisations of mergers and acquisitions and appeals.

Sarah has acted for and advised many major domestic and foreign companies, including Lion Nation, Qantas Airways, Telecom, Vector and EMI to name just a few. In her spare time, Sarah enjoys spending time with her husband, Bruce Curson, who runs a small construction company, in Devonport, and running with their (completely spoilt) border collie, Conrad.

Continued on page 7 ➤

Executive Profiles

— Continued from page 6

Kate Lane

Kate is a banking and finance partner and board member at Minter Ellison Rudd Watts. This is her first year on the AWLA Executive after somewhat sporadic membership. When not lawyering, Kate enjoys cycling, travelling and chardonnay – all which she intends to combine when she follows the Tour de France next year.

Sabrina Muck

Sabrina joined the executive in 2007, having been a member of AWLA for several years. She is a solicitor at Chapman Tripp, practising in tax and charities law. Prior to joining Chapman Tripp, she worked at Burke Melrose, a boutique commercial and securities law firm in central Auckland. Sabrina will be kept busy this year because in addition to everything else she is starting her LLM! Outside work, Sabrina enjoys film festivals, dance classes and poetry events.

Ling Yip

Ling Yip has been a member of the AWLA for the last three years and has recently joined the Executive. She is an Associate at David Rooke Law Office, a suburban firm in Botany and practices in the areas of conveyancing/property law, wills/estates and a wide variety of family law. Ling is also bilingual, being fluent in Cantonese Chinese and English. Outside work, Ling enjoys music in the park events, poetry, film and shopping. She has enjoyed meeting other women at the AWLA events and is excited to now be able to work with other members of the Executive.

Catherine Green

This is Ruth's first year on the executive after moving from Christchurch to Auckland in late 2006. Ruth is a solicitor at Davenport's Harbour and specialises in Franchising, Intellectual Property and Retirement Village Law. Ruth enjoys body-boarding, swimming and spending time with friends and family. She looks forward to meeting you at one of the AWLA functions this year!

Sarah Pidgeon

Sarah Pidgeon is a solicitor at Buddle Findlay practising in the field of general commercial litigation. She has a special interest in the role that the legal system has to play in wider society. She recently attended the 2007 Commonwealth Law Conference in Nairobi, Kenya as the recipient of the Commonwealth Law Association's legal writing competition.

Katrina Winsor

Katrina recently returned from completing the final semester of her BA/LLB(Hons) in Copenhagen, and has received a scholarship to complete her LLM at the University of Auckland. While completing her LLM, Katrina will also be working part time at Russell McVeagh. She is a tutor, mentor and international mentor in the law faculty and is also heavily involved in student co-ordination. Katrina is fluent in German and is a senior editor on the AULR for 2008.



Auckland Women
Lawyers' Association Inc.

APPLICATION FOR MEMBERSHIP

1 January 2008–31 December 2008

PO Box 6568,
Wellesley Street,
Auckland

www.awla.org.nz/

New Application

Renewal of Membership

To assist us in maintaining accurate records please staple your business card (if available) here:

OR Provide the following details:

Name: _____

Email: _____ **Fax:** _____

Telephone (w): _____ **(h):** _____

Contact Address: _____

Work Title: *(please tick)*

Solicitor Associate Partner Consultant Barrister Corporate Counsel
 Government Counsel Student Legal Executive Other: _____

Employer Name: *(if applicable)* _____

Practice Area (eg commercial, family): _____

Signature: _____

We would like to be able to include details of new members in our newsletter and a membership directory.
If you would prefer to have your details unpublished please tick here.

Amount Paid:	Full membership (including donation to the AWLA Margaret Wilson Scholarship)	\$ 65.00 + \$ _____
	Full membership	\$ 65.00
	Student/financial hardship	\$ 20.00
	Associate membership (non-lawyers)	\$ 65.00

Cheque enclosed for \$ _____

Please make cheques payable to Auckland Women Lawyers' Association Inc. and send with this form completed to:

AWLA
P O Box 6568
Wellesley Street
AUCKLAND

A receipt will be sent. No GST is payable.

By signing this application form you consent to the Auckland Women Lawyers' Association using your email address to communicate with you by email, including sending you our newsletters, information about our functions, membership renewal notices, and other matters.

AWLA EXECUTIVE COMMITTEE 2007 – CONTACT DETAILS

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2008 PORTFOLIOS

Membership & Promotion:	Sarah Carstens & Kate Lane
Mentoring:	Catherine Green
Legislative Watch:	Katherine Burson
Scholarship & Writing Prize:	Sabrina Muck
Student Representative:	Katrina Winsor