

Asian Australian Lawyers Association Inc.

Reg. No. A0060052T / ARBN 604 922 812

Annual Report

for the year ended 30 June 2025

Tabled at the Annual General Meeting
held at 7.00 pm AEDT on Thursday, 27 November 2025
via Zoom videoconference



ASIAN AUSTRALIAN
LAWYERS ASSOCIATION INC

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Acknowledgments

Editor: Nathan Lu

Commissioning Editors: Matt Floro, Belinda Wong, Vernon Ting, Jake Huang, Nathan Lu

National President's Report

After a pandemic, economic shocks, geopolitical tensions and societal stressors, 2024 and 2025 have been eventful years.

It was in this context that I began two terms as AALA National President.

But during challenging times, AALA strove for success, drawing on our new and ambitious Strategic Plan, forged at the Executive Committee's October 2023 Roundtable, which I had the privilege of chairing.

My fellow national officebearers and I were elected in November 2023 on a platform to *Renew, Revitalise, and Reform* AALA.

We continued to strive towards renewal, revitalisation and reform of AALA after our re-election in November 2024.

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

We have made great strides towards this goal, led by our National Vice-President Belinda Wong and assisted by Portfolio Secretary Felicia Chan, with our successful AALA Main Character Energy Series and high-profile coverage in the *Australian Financial Review*, *Lawyers Weekly*, *Lawyerly*, *The Mandarin*, *Women's Agenda*, and *HR Leader*. Notably, our flagship Festival of Troublesome Truths had our most high-profile speakers yet, with Waleed Aly and Michelle Law headlining a stunning online conference.

The long-awaited AALA Cultural Diversity Snapshot 2025 was finally released, authored by Sharon Deano and Pete Gray. Generously supported by Major Sponsor Victorian Bar and Supporting Sponsor Gilchrist Connell, the Snapshot showed that while there has been some improvement in Asian-Australian representation in the legal profession over the past decade since our 2015 Snapshot, the better representation is from a very low base. There is still a long way to go until the profession is truly representative.

Our AALA Superdiversity Action Plan 2025, building on our 2022 Superdiversity Issues Paper authored by Mai Chen and Prof Andrew Godwin, is to be launched by Justice Jane Paingakulam and AALA NSW Patron Katrina Rathie on 1 December 2025 at our Platinum Sponsor Maddocks' Sydney offices. The Action Plan provides thoroughly-researched and practical recommendations and proposals for how Courts and Tribunals can better treat culturally diverse litigants.

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

Led by Director Dominique Yap, 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.

Revitalising AALA's Branches and membership continued to be another key goal in 2025, led by our National Deputy President Vernon Ting.

Our flagship National Mentoring Program ran seamlessly, we refined our 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 Nathan Lu.

We continued implementing our comprehensive Consolidated Financial Policy – three years in the making – and rolled out significant membership pricing reforms and reinstated pro rata memberships to put AALA on a more sustainable footing – the first major reforms to AALA's pricing structure since we were established.

But after six years serving AALA, beginning in 2019 – a year as National Student Engagement Convenor, two years as National Secretary, a year as National Vice-President, and a brief stint as NSW Secretary before being elected National President – the time has come for me to enjoy a much-needed retirement!

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

I make special mention of Lola Chang, our National Marketing and Technology Director, who is retiring after three years in the role and a couple of years as National Marketing Officer before that. Lola is professional and indefatigable, with an eye for design – all the best qualities for someone heading up an organisation's marketing. A well-deserved congratulations, Lola.

I am proud to support Belinda Wong as our next National President. Bel has served as AALA WA President (and, before that, Secretary) for seven years and has been our National Vice-President for two years. Bel has transformed AALA WA into an events and partnerships powerhouse, while achieving substantial results in the appointment of Asian Australians to partnership, silk and the Bench in that State. She has been a terrific National VP, lifting our profile as the national peak body through her leadership of the Advocacy and Policy Portfolio over the last two years. She will be an outstanding National President.

I thank our previous National Presidents and Vice-Presidents – Reynah Tang AM, William Lye OAM KC, Tuanh Nguyen, Kingsley Liu, Molina Asthana, and Catherine Chiang. You have been – and will always be – an inspiration to me and always a source of wise, frank and fearless advice. Thank you so much for setting up AALA over the past decade – we are all proud of your enduring legacy. I also thank our former National Treasurers Nai Yan Yeap and Ivonne Muryadi for ensuring that our organisation has been financially sustainable. Thank you all for your friendship.

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.

We're 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 [Lawyers Weekly article last year](#).

Rather - our diversity is our individual and collective superpower.

It has been an honour to serve as your National President.

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



Matt Floro
National President

AALA Strategic Plan – October 2023



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.

LEGEND: COMPLETED IN PROGRESS

YEAR	Internal Goal	Advocacy Goal	Professional Development Goal	NETWORKING GOAL
2024	• Restructuring to become a public company limited by guarantee with a new Constitution and receive charity status (10+ ticks) • Refresh web site and upgrade ICT facilities (8 ticks) • Finalise Consolidated Policy (5 ticks) • Stronger South Asian and other Asian representative on committees (5 ticks) • Have budget for paid design software (4 ticks) • Standardised procedures to improve Executive Committee and Branch Committee processes (3 ticks) • Improve handover processes (1 tick)	• Update Cultural Diversity Report (8 ticks) • Partner with peak industry bodies to speak on topical issues relevant to Asia and Australia (4 ticks) • Funding from National Foundation for Chinese Australian relationships to support AALA (4 ticks) • Be a part of community group consulted by government on cultural and inclusion policy (3 ticks) • DIY diversity at your law firm / employer	• Develop national CPD program to generate income (4 ticks) • Being consulting body to provide feedback on Bills to ensure cultural awareness (3 ticks) • Community education on cultural sensitivity (1 tick) • Asian Chambers in the cloud • Career help desk (1 tick)	• Secure at least 2 gold tier sponsors (3 ticks) • Develop relationships with other organisations and sponsors and grant providers (2 ticks) • More social activities in each branch – fun helps build community (2 ticks) • Increase allyship (1 tick)

2025	• Hire full time employee (3 ticks) • Streamline governance to avoid overlapping responsibilities between National and States and Territories	• Partner with other associations to support students from low socio-economic backgrounds (6 ticks) • AALA is asked to propose candidates for judicial appointments like Women Lawyers Association (4 ticks) • At least 5 more Asian Australians appointed to Superior Courts (3 ticks) • Be the peak body with greater influence in lawmaking (3 ticks) • Develop cultural papers as a point of reference for other organisations/bodies (including the Courts) (2 ticks) • Regular appearance on The Drum as go-to spokesperson (2 ticks) • Be known for and asked for advice on diversity across legal sector (1 tick) • Partnership with firms and organisations to create scholarships and clerkship/graduate opportunities (1 tick) • Provide consultation for other organisations and courts	• Host National Roundtable for CALD academics (1 tick) • Diversity cpds that AALA can facilitate in Organisations (9 ticks) • More senior memberships and memberships open to Asian Australian non-lawyers and other professionals (5 ticks) • Extra category of members (10-20 years; Retirees) (1 tick)	• In-person national AALA summit (4 ticks) • Collaborate with other professions and their national organisations (2 ticks) • International outreach (2 ticks) • Broaden relationship with all law firms, not just select firms (1 tick) • Partnership with more bodies to broaden impact
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2026

- Create active and passive income streams (13 ticks)
- Have at least 3000 members (7 ticks)
- Representation and presence in regional/non-metro areas (1 tick)

- Host a regular publication journal (5 ticks)
- Magazine like Lawyers Weekly (2 ticks)
- At least 10 more Asian Australian appointed to superior courts (1 tick)

- A cultural sensitivity course for Executive Committee members (3 ticks)
- Consistent members, support from senior members (2 ticks)
- Create a knowledge base legal / culture-wise with a view to attracting more law students and younger practitioners (1 tick)

- International Asia national roundtable / global conference (5 ticks)
- Create a wider connection with the profession regionally (4 ticks)
- Establish and maintain active partnership with the bar association and law society of each state and territory (2 ticks)
- Have international branches (2 ticks)
- Roundtable with other legal associations (1 tick)
- Reciprocal membership for cross-border members / develop relationships under LAWASIA banner and look at bundling (1 tick)
- International awareness so people know to come to us before they even arrive

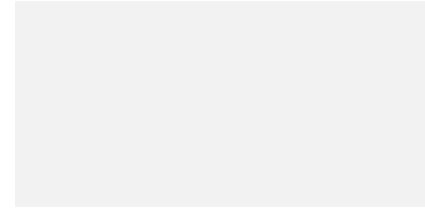
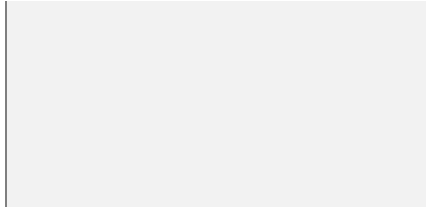
2030

- Have a minimum of 5000 members (2 ticks)

- Aala is the peak national body (9 ticks)
- 40 asian australian judges nationally and 1 high court judge (3 ticks)
- First test case / amicus case (2 ticks)
- A magazine akin to lawyers weekly (2 ticks)

- Asian australian leadership development program across industries (2 ticks)
- Prestigious legal talent clerkship program with prominent firms (2 ticks)

- A more large-scale cultural diversity summit
- AALA Olympics in 2032 / AALA's Got Talent (an event during the Olympics highlighting Asian Australian excellence) (3 ticks)
- In 2028 – 15 year anniversary in larger venue such as crown palladium (2 ticks)



- Partnership for Australian international diplomacy (1 tick)

National Operations Plan 2025

Portfolio/ Subcommittees	Director	Subcommittee Members	Subcommittee Appointed Officers	Key Projects	Timelines	Progress (To Do/Doing/Done)
Administration and Reform	Jake Huang	Belinda Wong	Haoqi Yu (Iris)	ACNC Registration Working Group	2024	Done
		Vernon Ting Nathan Lu Julie Lumasag Jason Liu (QLD) Ivonne Muryadi	Tom Lee Aiden Wang	Federal Incorporation/New Constitution Working Group	2024-2025	Doing
Advocacy and Policy	Belinda Wong	Matt Floro	Tingting Zhang	Main Character Energy and National Digital Events Series	2025	Done
		Vernon Ting	Bingchan Zhou	Monthly Media Releases	2025	Done
		Jake Huang	Jessica Amarella	Superdiversity Action Plan	Dec-25	Done
		Felicia Chan (Secretary)		Cultural Diversity Snapshot	2025	Done
		Eugenie Chung (VIC)		Meetings with Commonwealth and State AGs and Chief Justices	2025	Done

				Consider shortlist of candidates for judicial appointment	2025	Done
				Hold Festival of Troublesome Truths	Oct-25	Done
				Yvonne Lam (NSW)		
				Michael Tangonan (NSW)		
				Gavin Choong (VIC)		
				Maiko Sentina		
				Julie Lumasag		
				Ivonne Muryadi		
Branch Revitalisation	Vernon Ting	Matt Floro	N/A	Website Refresh	2025	Doing
		Belinda Wong		Complete National Mentoring Program	2025	Done
		Jake Huang		Sharepoint Improvements	2025	Done
		Nathan Lu		Branch Training	2025	Done
		Eveline Kuang (ACT)				
		Dora Cheung (NSW)				
Finance and Membership	Nathan Lu	Matt Floro	Jessica Ly	2025-2026 National Budget	March-May 2025	Done
		Belinda Wong	Jeanette Lui	Implement and streamline ExCo Travel process	Oct - Dec 2025	Done

				Improve subcommittee sharepoint and communication channels	Ongoing	Done
				Reassess Team Day Out budget for Branches - and encourage its use	Apr-25	Done
				Provide more consistent reporting - creating and adopting financial reporting template	April - December 2025	Done
				Review membership numbers and current members list; review mailing list for accuracy and currency	April - December 2025	To Do
				Appointment of Branch Treasurers	March - August 2025	Done
				Strengthening relationships with Sponsors	2025	Done
Marketing and CPD	Lola Chang	Belinda Wong	Tiffany Pai	Send O'Week flyers to law school campuses	February 2025	Done
				Update AALA web site		
				- ExCo Members	February 2025	Done
		Felicia Chan		- Branch Co Members		

Vernon Ting	Update social media policy	February 2025	Done
	Improve subcommittee sharepoint and create templates	March 2025	Done
	Create standardised templates on WildApricot	June 2025	Done
	Create Sponsorship Marketing guidelines to provide to sponsors	March 2025	Done
	Create and implement social media marketing for Recognition Dates	January - December 2025	Done
	Consider budget bid for AALA merchandise	May/June 2024	To do
	Refresh AALA web site		
	- presidents page - NCDS highlights - sponsorship page	June 2025	Doing
	Have EOFY Announcements launched	June- July 2025	Done

Create and
implement social
media and content
plan for sponsor
marketing assets

January -
December
2025

Doing

Create and
implement social
media and content
plan for NDES

March-
October
2025

Done

Create and
implement social
media and content
plan for National
Mentoring Program
with relevant
portfolio

April -
November
2025

Done

				Create and implement social media and content plan for William Ah Ket Scholarship Program with relevant portfolio	July - September 2025	To Do
				Monthly National Newsletters	January - December 2025	Done
				More blog posts that relate to upcoming or previous events	January - December 2025	Done
				Analytics of LinkedIn	January - December 2025	Done
				Analytics of Facebook	January - December 2025	Done
Partnerships and Sponsorship	Dominique Yap	Matt Floro	Geoffrey Zhen	Maintain existing sponsors for FY25/26	July 2025	Done
		Belinda Wong Nathan Lu		Obtain 1-2 new sponsors for FY25/26	November 2025	Done

Vernon Ting
Felicia Chan

William Ah Ket
Scholarship

William Lye
OAM KC

Jenny Au

N/A

Consider
publication
containing previous
winners' essays
Review format of
Essay competition
for 2026 and
whether it should
be improved

January -
December
2025

Done

Done

Matt Floro

National Vice-President's Report

It has been a privilege to serve as National Vice-President this year, and I'm proud to share what we have achieved together in 2025.

This year, the Vice-President role focused on strengthening AALA's national voice, deepening our advocacy and building meaningful engagement across the country. We delivered our National Digital Event Series, including the flagship session Defending DEI, which positioned AALA as a clear and principled voice in the national conversation on equity, representation and belonging.

I also had the honour of conceiving and leading the Festival of Troublesome Truths at our National Summit - a bold, multidisciplinary program that confronted issues often left unspoken: the impact of globalisation on Asia, accent bias in the law, why anti-Asian hate is frequently unseen, and the lived experiences of our multiracial members. It was one of the most challenging initiatives we've ever run, and it reflected our willingness to lead difficult but necessary conversations.

Through the Advocacy & Policy Subcommittee, which I led with the wonderful Felicia Chan, we amplified AALA's presence in national media, ensuring Asian-Australian perspectives were heard on issues affecting our profession and communities. Across our CPD and partnership work, we prioritised mental health, intersectionality and collaboration with other under-represented groups - reinforcing that our strength lies in unity.

2025 has been a year of renewal, revitalisation and reform. I'm incredibly proud of what we've built together, and even more excited for what we can achieve next in 2026.

Thank you.



Belinda Wong
National Vice-President

National Deputy President's Report

It has been an absolute pleasure to work with the National Executive Committee, in particular with my fellow national officebearers Matt Floro, Belinda Wong, Jake Huang and Nathan Lu.

Last 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.

These three pillars have served as our strategic foundation, guiding our decision-making and shaping our priorities throughout the year. Renewal speaks to our external positioning and influence. Revitalisation addresses our internal community strength and engagement. Reform focuses on our operational effectiveness and sustainability. This year, we continued to build upon and expand on these pillars, deepening our commitment to the Branches, our members and the community.

As Director of the *Revitalisation* Subcommittee, I endeavoured to ensure that every AALA Branch received the necessary support to grow and retain members, host impactful events and initiatives, and remained strong local advocates. Last year we launched a centralised document management system within Sharepoint, complete with standardised templates for all AALA Branches. This year, we have undertaken a comprehensive review of available website and membership platform solutions in the market, evaluating how we can enhance user experience and accessibility for our members. This research phase has involved examining various platforms and technologies to identify the best fit for AALA's needs and future growth. We are excited about the possibilities this exploration has revealed and look forward to implementing these improvements in the coming year.

AALA's National Mentoring Program continues to flourish as one of our flagship initiatives. Following our transition to a decentralised model last year, each Branch successfully connected like-minded mentors and mentees, fostering meaningful professional relationships within their local community. Several Branches also hosted their first group mentoring sessions to overwhelmingly positive feedback, demonstrating the value of peer learning and collective growth. The 2025 program attracted a total of 202 mentee applications and 106 mentor applications. I extend my sincere thanks to the Branch Committee Members who undertook the challenging and time-intensive task of creating meaningful pairings between mentees and mentors, ensuring compatibility and mutual benefit in each relationship.

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

As this year draws 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 voluntarily dedicating their time, and tireless efforts to advancing our shared goals, balancing their commitment to AALA alongside their professional and personal responsibilities;
- our Sponsors for their generous support, collaborative spirit and unwavering commitment to promoting our cause and amplifying our impact; and
- all the Members of AALA for their enduring support and active engagement.



Vernon Ting
National Deputy President

National Secretary's Report

2025 marks my third term as AALA's National Secretary. In this position, I have proudly witnessed how AALA, through the collective efforts of the Executive Committee (**ExCo**) and all our volunteers, continues to go from strength to strength.

Building on the solid foundation of AALA's Strategic Plan, this year we have furthered the objectives to "Renew, Revitalise and Reform" the AALA, which we set out to achieve when we were elected into office in 2024.

In the Renew and Reform portfolio that I jointly oversee with National President Matt Floro, we have improved corporate governance and record-keeping for AALA in 2025. For example, the National Officebearers have routine meetings to proactively discuss and address matters relating to better governance and operation of AALA. I have also overseen day-to-day administration of AALA, and chaired 5 successful meetings for the ExCo to discuss and decide on all management-level issues of the AALA.

In 2025, we have continued our effort to restructure the AALA and are currently working on registering it as a charity. With significant contribution from my amazing officers, Iris Yao, Aiden Wang and Tom Lee, we have developed an advanced draft constitution for the upcoming ExCo to consider and adopt for this purpose.

I thank all our amazing ExCo and branch committees for being diligent with event organisation and internal coordination. In particular, I would like to extend my deepest gratitude to following National portfolios and all the volunteers who have contributed:

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

I also thank all our AALA members for engaging and supporting our Asian Australian legal community through active participation in our events and forming such an amazing network.

Reflecting on my time at the AALA since the beginning of 2022, and as the National Secretary for the past three years, I am proud to say that the organisation has been growing strong and has remained resilient. I am privileged to have been part of the National office bearer team, which consists of Matt Floro, Belinda Wong, Vernon Ting and Nathan Lu to contribute to the Asian Australian legal community.



Jake Huang
National Secretary

National Treasurer's Report

AALA entered FY2024–25 continuing the **Renew, Revitalise and Reform** agenda. It was a privilege to join the President and national team in supporting that vision and translating it into disciplined financial operations that enable our programs, partnerships and branch activity.

Year in review

This year we strengthened our finance and membership function while making life easier for branches. We appointed and onboarded Branch Treasurers in NSW, WA and VIC, delivered training, and set a pathway to appoint treasurers in remaining branches next term. We launched a SharePoint Finance Hub with how-to guides for payments and reimbursements, templates and FAQs, and introduced an Event Calculator so branches can test pricing and margins before committing spend. Core processes—payments, reimbursements, event settlements and sponsorship invoicing—were streamlined, and we provided consistent quarterly reporting so ExCo and branches share one view of cash, variances and event unit economics. The Team Day Out budget continued to support branch cohesion, within policy and transparently reported. These improvements to approvals, reconciliations and branch reporting are the practical backbone of our **Renew, Revitalise and Reform** agenda, and they directly supported the clean audit outcome.

Financial snapshot (to 30 June 2025)

- Operating result: income surplus of \$39,566.
- Liquidity: balance sheet is healthy and solvent; liquidity ratio above 1.
- Cash: strong position of \$135,245, supporting operations and timely payment of debts
- Cash optimisation: \$25,000 term deposit established to put surplus funds to work while preserving liquidity
- Unqualified audit opinion: the auditor concluded our 2024–25 financial report presents fairly, in all material respects, under AALA's policies and the Associations Incorporation Reform Act 2012.

Audit & Assurance.

The Independent Auditor's Report for the year ended 30 June 2025 provides an unqualified opinion that AALA's financial report presents fairly, in all material respects, in line with Note 1 accounting policies and the Associations Incorporation Reform Act 2012. This clean opinion reflects the strength of our finance function—two-signatory approvals, on-time bank reconciliations, consistent quarterly reporting, branch training, and better tools (SharePoint Finance Hub, Event Calculator, and a \$25,000 term deposit). The full signed report accompanies the financial statements at the end of this report.

What changed year-on-year (context for the numbers)

FY2024–25 saw lower income and expenses overall, driven by fewer paid events and delivering a digital National Summit rather than an in-person program. That mix shift reduced both top line and event costs, while sponsorship and membership held the core together. Looking across multiple years, sponsorship (including both our National sponsor and branch event-level sponsors) has been our most reliable growth driver, while events are intentionally variable. As we return to a fuller in-person calendar in FY2025–26, we are budgeting for higher event income and spend, and improving event pricing and sponsorship underwriting to improve margins without compromising accessibility.

On the cost side, we are professionalising the platform: rising subscriptions and the introduction of accounting software/services reflect the move to Xero and better reporting; insurance and bank charges track activity and inflation; printing reduces as we digitise. The new term deposit introduces a modest, low-risk return on idle cash.

Looking ahead (FY2025–26)

Our primary systems focus in FY2025–26 is the adoption of Xero as the Association’s bookkeeping platform. This change will lift consistency and speed of reporting across National and branches. In parallel, we will continue branch treasurer training and appointments, further streamline approvals and reporting, update corporate membership structures, and align membership cycles with the financial year to improve budgeting and income recognition.

As previously signalled, FY2025–26 is a planned growth year, and we are forecasting a deliberate deficit to fund priority initiatives that strengthen AALA’s impact. These include continuing branch development programs, launching committee operational funds at the national level, delivering the Superdiversity Action Plan and the Festival of Troublesome Truths, engaging third-party experts for the Cultural Diversity Report—10-year refresh, and other targeted improvements. We will manage this program within prudent cash settings and established controls, with progress reported quarterly to ExCo and branches.

Acknowledgements

My thanks to Jessica Ly (National Membership Officer) for her excellent and ongoing support throughout my term, and to Jeanette Lui (National Finance Officer) who joined this year, settled in quickly, and is always willing to help. Thank you to our Branch Treasurers in NSW, WA and VIC—I look forward to working with you again next term (if you choose to stay on), and to welcoming new treasurers in other branches. Finally, thank you to our members, sponsors, partners and fellow volunteers—your support makes AALA’s work possible.



Nathan Lu
National Treasurer

Financial Snapshot Year Ended 30 June 2025



Figure 1: Income Statement 2025-2025

AALA generated total revenue of \$109,626.00 for the Financial Year, while incurring total expenses of \$70,060.00. This resulted in a net surplus of \$39,566.00.

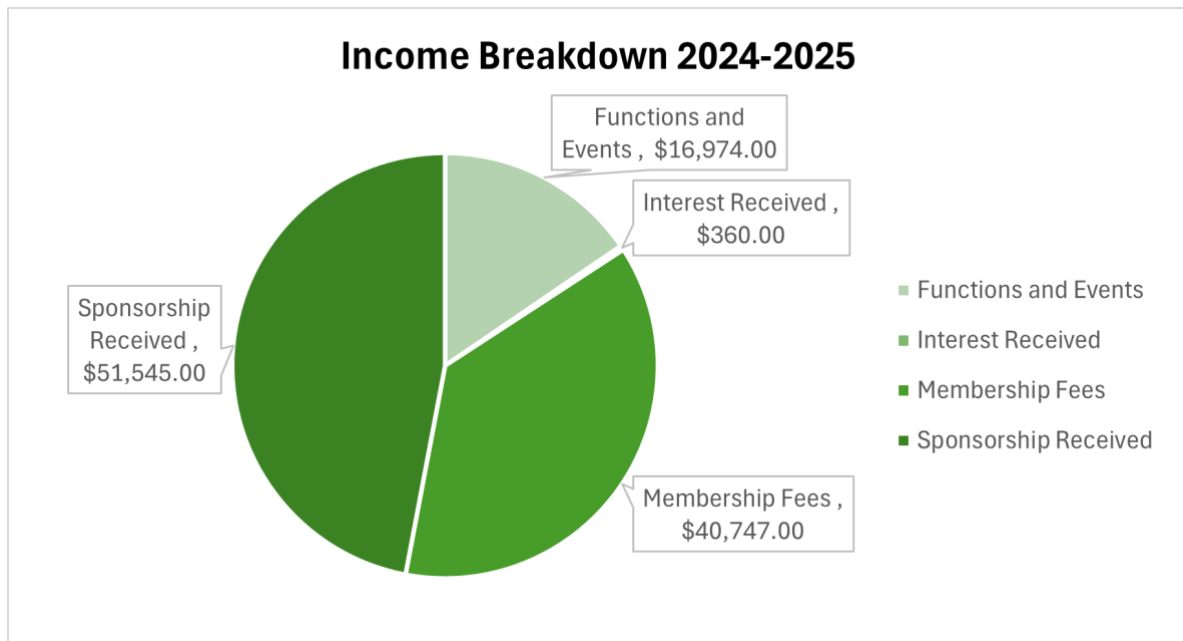


Figure 2: Income Breakdown Pie Chart for FY 2024-2025

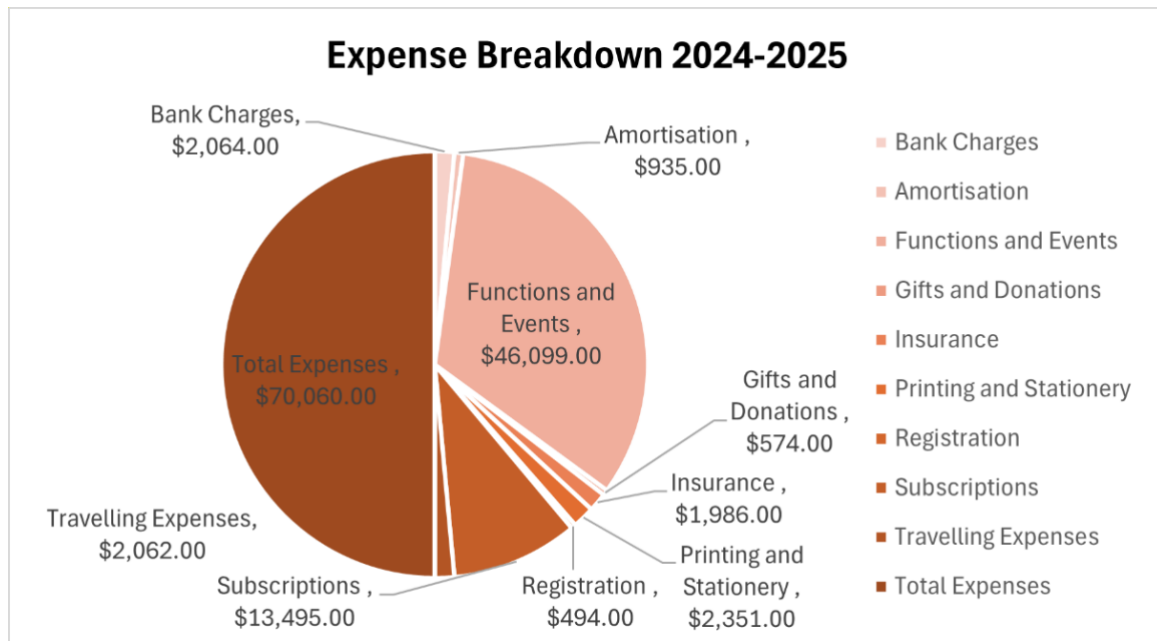


Figure 3: Expense Breakdown Pie Chart for FY 2024-2025

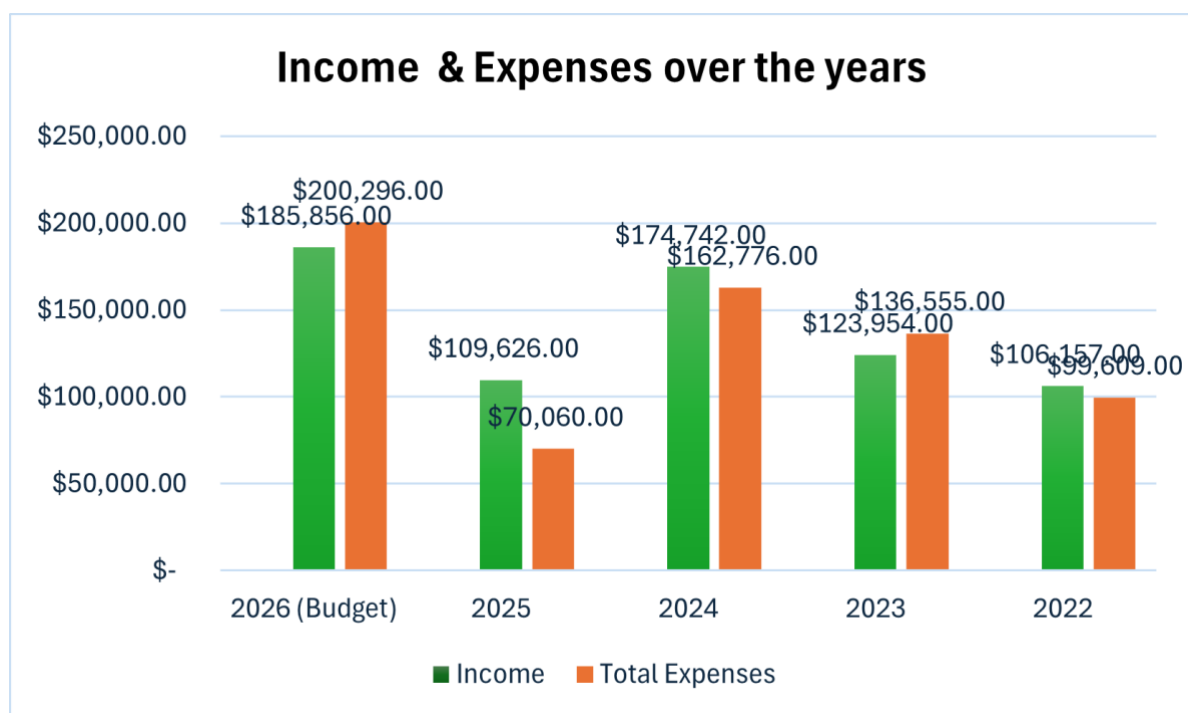


Figure 4: Income & Expenses over the years

This chart shows the income and expenses over the financial years 2022 – 2025. As noted, FY2024-2025 was a year where both income and expenses reduced, of which was a result of the digital summit held in the financial year, as opposed to an in-person event. Despite that, AALA was still able to retain a surplus of \$39,566 for the financial year.

Ashurst

Outpacing change





Maddocks.

The modern Australian law firm.

Proud to be the National Platinum Sponsor of
AALA for FY25/26.



Maddocks

maddocks.com.au

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

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- 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.

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.

Report by the Executive Committee

Your Executive Committee members submit the financial report of AALA for the 12 months to 30 June 2025.

Executive Committee Members

The members of the Executive Committee from 1 July 2024 to 30 June 2025 (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)
Nathan Lu (National Treasurer)	Ivonne Muryadi (Ordinary Committee)	Mostafa Mozafari (Ordinary Committee)	Felicia Chan (Ordinary Committee)
Julie Kay Lumasag (Ordinary Committee)	Jenny Au (Ordinary Committee)		
Eveline Kuang	Audrey Lian	Stella Noor	Adrienne Morton
Dominique Yap	Celena Le	Sharon Noor (Partial period)	Ijaz Careem
Julie Moore	Yvonne Lam	Reimen Hii	Bao Ngo
Mintie Tantiprasut	Tingting Zhang	Jason Liu	Amber Meyer

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 26.

Significant Changes

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

Retained Surplus

The income statement position for the financial year ending 30 June 2025 was a surplus of \$39,566. This is compared to the retained surplus of \$10,966 for the year ending 30 June 2024, signifying a 360% increase over the previous financial year.

The balance sheet of AALA at the end of the financial year ending 30 June 2025 was a surplus of \$135,245. This is compared to the surplus of \$95,679 for the year ending 30 June 2024, signifying a 40% increase over the previous financial year.

To be signed in accordance with a resolution of the Executive Committee on 27 November 2025.

	<i>Nathan Lu</i>
Matthew Floro National President	Nathan Lu National Treasurer

2024/25 Executive Committee members

Executive Committee members as at 30 June 2025:

Name	Position
Matthew Floro	National President
Belinda Wong	National Vice President
Vernon Ting	National Deputy President
Jake Huang	National Secretary
Nathan Lu	National Treasurer
Jenny AU	Executive Committee Member
Ivonne Muryadi	Executive Committee Member
Felicia Chan	Executive Committee Member
Julie Kay Lumasag	Executive Committee Member
Felicia Chan	Executive Committee Member
Eveline Kuang	ACT Branch President
Dominique Yap	ACT Branch Secretary
Yvonne Lam	NSW Branch President
Tingting Zhang	NSW Branch Secretary
Stella Noor	Northern Territory Branch President
Sharon Noor (Partial)	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
Ijaz Careem	TAS Branch Secretary
Bao Ngo	VIC Branch President
Amber Meyer	VIC Branch Secretary
Julie Moore	WA Branch President
Mintie Tantiprasut	WA Branch Secretary

2024/25 Australian Capital Territory Branch Committee members

Branch Committee members as at 30 June 2025:

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

2024/25 New South Wales Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Yvonne Lam	Branch President
Michael Tangonan	Branch Co Vice-President
Dora Cheung	Branch Co Vice-President (until August 2025)
Alex Feng	Branch Secretary (until July 2025)
Tingting Zhang	Branch Committee Member and Branch Secretary (from July 2025)
Sam Hain	Branch Committee Member
Robert Chen	Branch Committee Member and Mentoring Subcommittee Lead
Dr Catharine Li	Branch Committee Member
Eamonn Carpenter	Branch Committee Member
Jordan Lau	Branch Committee Member and Student Subcommittee Lead

Kieran Wan	Branch Committee Member
Geoffrey Zhen	Branch Committee Member
Kingsley Liu	Branch Committee Member
Kimberly La	Branch Committee Member
Matt Floro	Branch Committee Member and National President
Philip Roberts	Branch Committee Member
Ronny Chen	Branch Committee Member
KoKo Aung	Branch Committee Member
Kurt Cheng	Branch Committee Member and Branch Treasurer (from July 2025)
Tanushka Kulkarni	Branch Committee Member (from September 2025)
Jay Iyer	Branch Committee Member (from September 2025)

2024/25 Northern Territory Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Stella Noor	Branch President
Krshna Capaque	Branch Committee Member
Emanuel Masimo	Branch Committee Member
James Bowyer	Branch Committee Member

2024/25 Queensland Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Reimen Hii	Branch President
Sarah de Wit	Branch Vice President
Jane Kam	Branch Deputy Vice President
Jason Liu	Branch Secretary
Karen Zhu	Branch Committee Member
Dora Ko	Branch Committee Member
Michael Thomson	Branch Committee Member
Jennifer Lay	Branch Committee Member
Richard Niu	Branch Committee Member
Amanda King	Branch Committee Member
Mitree Vongphakdi	Branch Committee Member
Roman Micairan	Branch Committee Member
Billy Duan	Branch Committee Member
Jason Wang	Branch Committee Member

2024/25 South Australia Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Audrey Lian	Branch President
Celena Le	Branch Secretary
Jessica Teoh	Branch Committee Member
Marcus Liew	Branch Committee Member
Edwin Fah	Branch Committee Member
Fiona Luu	Branch Committee Member
Vanessa Ho	Branch Committee Member
Julie Kay Lumasag	Branch Committee Member
Bryan Lau	Branch Committee Member
Aiden Zang	Branch Committee Member

2024/25 Tasmania Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Adrienne Morton	Branch President
Mohamed Ijaz Abdul Careem	Branch Secretary
Sheryl Chng	Branch Committee Member
Poomintr Sooksripaisarnkit	Branch Committee Member

2024/25 Victoria Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Bao Ngo	Branch President
Eugenie Chung	Branch Vice-President
Amber Meyer	Branch Secretary
Jenny Au	Branch Committee Member
Jay Chandramohan	Branch Committee Member
Jessica Nguyen	Branch Committee Member
Yi (Cass) Chen	Branch Committee Member
Jason Kwan	Branch Committee Member
Winnie Lam	Branch Committee Member
Lizia Lim	Branch Committee Member
Devesh Chauhan	Branch Committee Member
Madhusudhan Kumar	Branch Committee Member
Shafqat Bhatti	Branch Committee Member
Natalie Zhong	Branch Committee Member

2024/25 Western Australia Branch Committee members

Branch Committee members as at 30 June 2025:

Name	Position
Julie Moore	Branch President
Mintie Tantiprasut	Branch Secretary
Raymond Deng	Treasurer
Kitty Chen	Chair of the Events Subcommittee
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
Anfernee Lai	Branch Committee Member
Audrey Ooi	Branch Committee Member
Elaine Ye	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
Leo Ren	Branch Committee Member
Rachel Harkness	Branch Committee Member
Reza Sadeghi	Branch Committee Member
Ruby Wang	Branch Committee Member
Sakshi Gandhi	Branch Committee Member
Sherlene Heng	Branch Committee Member
Vania Fung	Branch Committee Member

2024/25 AALA Appointed Officers

Appointed Officers as at 30 June 2025:

Name	Position
Tiffany Pai	National Marketing & CPD Officer
Yifan (Billy) Duan	National Partnerships and Sponsorship Officer
Jo Wang	National Partnerships and Sponsorship Officer
Jessica Ly	National Membership Officer
Jeannete Lui	National Finance Officer
Wenjing (Ariana) Liao	National Summit Officer
Zen (Chenyu) Wang	National Summit Officer
Tingting Zhang	National Advocacy & Policy Officer
Jessica Amarella	National Advocacy & Policy General Member
Bingchan Zhou	National Advocacy & Policy General Member
Gavin Choong	National Advocacy & Policy General Member
Maiko Sentina	National Advocacy & Policy General Member
Iris Yu	National Operations Officer
Aiden Wang	Reform and Administration Committee 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 2024/25:

- Aitken Partners
- A&O Shearman
- Allens
- Clayton Utz
- Corrs Chambers Westgarth
- Duxton Hill
- Gilchrist Connell
- H & H Lawyers
- Hall & Wilcox
- Holding Redlich
- Hunt & Hunt Lawyers
- Johnson Winter Slattery
- K&L Gates
- King & Wood Mallesons
- Lander & Rogers
- Maddocks
- MST Lawyers
- Norton Rose Fulbright
- The Victorian Bar Inc.
- Ward Keller

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Australian Capital Territory Branch Report

The ACT Branch of the AALA continued to strengthen community and connection throughout 2024/25. This year provided an opportunity for the committee to focus on steady engagement and meaningful relationship-building within the ACT legal community.

The ACT Branch Committee comprised: Eveline Kuang (President), Dominique Yap (Secretary), Madhuli Kango, Yunjin Lee, Siang Jin Law, Epi Terbio and David Seong.

Throughout the year, the committee met regularly and remained committed to the AALA's core objective of bringing together members of the legal profession of Asian heritage and cultural background, and those with an interest in Asia. Our regular coffee catch ups continued to be a valued space for members to connect, share experiences and support one another in an informal setting. We are pleased to see many new faces at our dinner gatherings to explore the local Asian food scene, giving members a new and enjoyable way to come together.

A key highlight of the year was our group mentoring sessions. These sessions brought together practitioners from across the profession — including those working as in government, in-house, the judiciary and private practice — to share their experiences and insights. Junior lawyers and students had the opportunity to ask candid questions about career development, navigating the profession, and building a sense of identity and purpose in legal practice. The open conversations we had truly reflected our goal to build a supportive AALA community where members feel comfortable sharing their challenges, celebrating their successes, and learning from one another.

2024/25 also allowed the committee to reflect on priorities and plan for future programming, ensuring our activities remain responsive and sustainable as our community grows. Looking ahead, we are excited to build on this momentum, explore new opportunities for collaboration, and continue fostering a diverse, supportive and engaged legal community in the ACT.

We are excited to see what 2026 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

Dates	Events
11 July 2024	July Coffee Catchup A cozy winter coffee catch up to mark the start of the financial year—an energising morning of conversation, networking and community spirit despite the cold Canberra weather. 
29 July 2024	ACT Mentoring Program Session 1 Hosted at King & Wood Mallesons' Canberra office, our very first group mentoring session brought together practitioners from government, the judiciary, in house counsel and private practice to share insights and answer questions in an open, supportive setting. Our thanks goes to the following mentors: • Haikun Huang (Analyst, Department of Treasury) • Ritchie Tong (Solicitor, Elringtons Lawyers) • Kevin Marco Tanaya (Associate to Justice Loukas-Karlsson, ACT Supreme Court) • James Kwan (In-house Counsel, VentureCrowd) 

Dates	Events
26 September 2024	Mentoring Program Session 2 The second group mentoring session, hosted online, brought together more legal professionals from diverse practice areas to provide students and junior lawyers with insights, advice, and perspectives on navigating their careers. Our thanks goes to the following mentors: • Fabian Hoffmann (Principal, Boettcher Law) • Haikun Huang (Analyst, Department of Treasury) • Kevin Marco Tanaya (Associate to Justice Loukas-Karlsson, ACT Supreme Court) • Dominique Yap (Associate to Justice McWilliam, ACT Supreme Court) 
1 October 2024	ACT Branch Committee meeting with ACT Branch Patron The ACT Branch Committee had the pleasure of meeting our new branch patron, Her Honour Justice Chrissa Loukas-Karlsson, for an engaging discussion about the branch's goals, initiatives, and future plans, strengthening our connection with the judiciary and fostering ongoing support for our community. We are incredibly grateful for Her Honour's longstanding support for AALA and the ACT Branch. Her Honour's commitment to advocacy, mentorship and building community continues to inspire our work and strengthen our efforts towards fostering diversity and inclusion within the legal profession. 

Dates	Events
25 October 2024	October Coffee Catchup Our October coffee catch-up brought members together for conversation and community, providing an early morning pause to celebrate connections, support one another, and reflect on the year so far.
8 November 2024	AALA National Cultural Diversity Summit 2024 – ACT In-person Hub Hosted by Ashurst's Canberra office, the ACT branch enjoyed meeting in person to engage in thought-provoking panel discussions held during AALA's National Cultural Diversity Summit. This was a unique opportunity to connect and share perspectives on difficult issues faced by practitioners in the ACT and across Australia.

Dates	Events
	 
19 Jan 2025	Welcome to Canberra & Lunar New Year Yumcha Our yearly Lunar New Year gathering brought members together to celebrate the season, connect with one another, and continue the ACT Branch's long-standing tradition of marking the Lunar New Year with community and delicious yum cha. 

Dates	Events
16 May 2025	Autumn Coffee Catchup Our May coffee catch-up was buzzing with energy as new faces joined familiar ones. The morning offered a relaxed setting to connect and recharge with good conversations and great company. 
30 May 2025	Dine & Delight Held at Clover Dining, the ACT Branch had a delightful evening at a new Italian-Japanese fine dining restaurant run by talented Asian chefs. We welcomed our National President Matt Floro, connecting over exquisite food and conversation, celebrating both community and cultural heritage. 

New South Wales Branch Report

Acknowledgement of Country

I would like to begin by acknowledging the Gadigal of the Eora Nation, the traditional custodians of the land and waters on which we live and work, and pay my respects to their Elders past, present and emerging.

Overview

AALA NSW Branch had an exciting year in 2025 with new committee members joining to lead our flagship annual events and to introduce some new initiatives that provided us with collaboration opportunities with key partners and organisations in the industry.

The NSW Branch Executive Committee in 2025 comprised of Yvonne Lam (Branch President), Dora Cheung and Michael Tangonan (Co-Vice Presidents), Alex Feng (Branch Secretary until July 2025), Tingting Zhang (Branch Secretary from July 2025) and Kurt Cheng (Branch Treasurer from July 2025). We also welcomed new Subcommittee Leads in 2025, Rob Chen (Mentoring Subcommittee) and Jordan Lau (Student Subcommittee) who have delivered some brilliant new events for AALA NSW members this year.

We were honoured that our NSW Branch Patron Katrina Rathie continued to support our work throughout the year, generously providing her guidance, time and insights to our NSW Branch Committee and NSW Branch members at our events.

Branch Highlights and Key Events

Calligraphy Mixer with The Legal Mixer
5 February 2025 | The College of Law, Sydney

We started off 2025 with a Calligraphy Mixer which was our first event run in collaboration with **The Legal Mixer**, led by **Jennie Siow**. The event featured a Chinese calligraphy workshop with expert **Ms. Xueyi Bai** followed by post-workshop networking and was sponsored by **The College of Law**, for our Lunar New Year celebration to kick off the Year of the Snake.



March Madness CPD Series with Frederick Jordan Chambers
6 – 27 March 2025 | Frederick Jordan Chambers, Sydney

AALA NSW Branch was delighted to partner again with **Frederick Jordan Chambers** to run our annual March Madness CPD Series, featuring sessions on a wide range of interesting topics with a number of speakers from the AALA NSW Branch Committee (**Ronny Chen**, who presented an International Arbitration Review), AALA NSW Members (**Linda Zeng**, Senior Associate at Gilchrist Connell presented on Privacy/Cyber Cases – see photo below) and barristers at Frederick Jordan Chambers, including **Hamilton Zhao** who presented on Time Bars in Civil Actions.



AALA x UNSW Faculty of Law & Justice Pathways to Leadership Panel: Reflections of Women in Law
13 March 2025 | Ashurst, Sydney

In celebration of International Women's Day and the International Day for the Elimination of Racial Discrimination, AALA NSW partnered with the **UNSW Faculty of Law & Justice** to present a Pathways to Leadership Panel showcasing Asian-Australian female legal leaders including **Professor Mimi Zou** (Head of School for Private & Commercial Law at UNSW), **Jo En Low** (Partner at Ashurst) and **Katrina Rathie** (AALA NSW Branch Patron and Non-Executive Director/Chair).

AALA NSW Branch President **Yvonne Lam** was the moderator for this inspirational panel discussion where the panellists shared insights about their journeys as trailblazers in their respective areas of the law and reflected on their career pathways as working mothers in the legal profession, through an intersectional diversity lens. The event was kindly hosted and sponsored by **Ashurst**.



2025 Racial Justice Awards
22 June 2025 | Squire's Landing, Sydney

The inaugural Racial Justice Awards were held this year by the Racial Justice Centre led by **Sarah Ibrahim** (Executive Director), marking 50 years of the *Racial Discrimination Act 1975* (Cth) and recognising leaders in the Australian community advancing racial justice. The Awards Gala Dinner brought together legal and community leaders across multicultural Australia and featured a keynote address from Human Rights Social Justice Commissioner **Katie Kiss**.

AALA NSW Branch President **Yvonne Lam** was invited to serve as a panel judge for the Legal Action of the Year category, alongside **Emeritus Professor Andrea Durbach** (UNSW), **Brenda Milo** (Pacific Legal Association NSW), **Gail Brennan** (Treaty Authority) and **Sharfah Mohamed** (Racial Justice Centre).

The judging panel was thrilled that this year's Legal Action of the Year Award honouring a legal intervention that created systemic change or sparked a national conversation on racial justice went to **Antoinette Lattouf** for her unlawful termination proceedings against ABC for reasons including that she held a political opinion opposing the Israeli campaign in Gaza.



Next 100 Years of Women Lawyers in NSW Event
2 July 2025 | NSW Parliament House – Jubilee Room, Sydney

The **NSW Minister for Finance Courtney Houssos** hosted the "Next 100 Years of Women Lawyers in NSW" which was a collaboration between a number of leading law schools (UNSW – led by **Professor Mimi Zou**, Macquarie University, Western Sydney University, UTS and University of Sydney) in the Jubilee Room of NSW Parliament House to commemorate a century since the first female solicitor (Marie Byles) and the first female barrister (Sybil Morrison), who were both admitted in New South Wales in 1924.

Governor Margaret Beazley delivered an inspiring keynote address to an audience of leaders from the judiciary, government, academia and the legal profession, sharing her reflections on the challenges faced by female legal pioneers in New South Wales and her own personal experience following her entry into the industry in 1975.

Legal luminaries in attendance including **Chief Justice Andrew Bell**, **Justice Julie Ward**, **NSW and Attorney General Michael Daley** reflected on the progress made by women in the law since those times and the opportunities to continue building on this for the future of our profession. AALA NSW Branch President **Yvonne Lam** and AALA NSW Branch Patron **Katrina Rathie** were proud to represent AALA at the event.



Student Roundtable

22 July 2025 | The College of Law, Sydney

We were pleased to hold our inaugural Student Roundtable hosted at **The College of Law** and led by **Jordan Lau** (AALA NSW Student Subcommittee Lead) with representatives from the law student societies at leading universities such as University of Sydney, UNSW, Western Sydney University, UTS and Macquarie University to share their insights on cultural diversity activities in their campuses and discuss collaboration opportunities across universities and with AALA, which has a substantial student member cohort and runs a number of events and initiatives designed to assist students with entering the legal profession.



NSW Mentoring Program Launch

7 August 2025 | Hall & Wilcox, Sydney

We launched the flagship National Mentoring Program for the NSW Branch at **Hall & Wilcox's** Sydney offices, with an inspiring fireside chat with **Alison Choy Flannigan** (Partner and Co-Lead for Healthcare at Hall & Wilcox), **Christina Li** (Director & Secretary for the Asian Australian Professionals Collective and Inclusion Council Member for NSW Public Service Commission) and **Jonathan Mo** (Lawyer at Gilbert & Tobin) on their mentoring experiences with a cultural diversity lens, moderated by **Dora Cheung** (AALA NSW Vice-President) and emceed by **Robert Chen** (AALA NSW Mentoring Subcommittee Lead).



The Launch event was an opportunity for mentors and mentees for the 2025 Program to meet and connect after being paired by our Mentoring Subcommittee (coordinated by **Dora Cheung** and **Alex Feng**) for the 6 month program, with a mindfulness session led by **Benjamin Wong** from Kaizben to set the tone for networking with intention on the night.



UTS Faculty of Law Cultural Diversity Survey and Report – Collaboration Meeting

29 October 2025 | Sydney

AALA NSW Branch has had the pleasure of collaborating with the UTS Faculty of Law to provide input on their survey regarding Cultural Diversity of UTS Law Students, with the Faculty's Report issued on 18 May 2025 on the findings of their survey.

The project aimed to better understand the experiences and perceptions of culturally and linguistically diverse (CALD) law students at UTS, and built upon prior work by AALA NSW in our 2022 Report "Cultural Diversity Focus Groups Project: Pilot Outcomes Report" which was led by **Michael Tangonan** (AALA NSW Co-Vice President) and **Lee May Saw** (Barrister and former AALA NSW Committee Member) together with the Women Lawyers Association to better understand the barriers to career progression faced by culturally diverse solicitors in NSW. Following on from the publication of the Report, **Associate Professor Maxine Evers** from the UTS Law Faculty was invited to present on the key findings and recommendations from the Report and to discuss further collaboration opportunities and initiatives with AALA NSW (particularly with **Kurt Cheng**, UTS Alumnus and Global Ambassador joining AALA NSW as Branch Treasurer in 2025) and the UTS Law Students' Society to support career progression and networking opportunities for UTS CALD law students in the future.

Group Mentoring Session

30 October 2025 | Ashurst, Sydney

In another example of the AALA NSW Branch's innovation this year, we hosted our inaugural Group Mentoring session at Ashurst's new offices in Martin Place. The Group Mentoring sessions are a new small-group format "speed mentoring" event with two group mentors and up to 20 group mentees who connect for one night, as an alternative to the traditional 6 month one-on-one paired mentoring arrangement through our National Mentoring Program.

The first Group Mentoring session featured **Kitty Vo** (Partner, Ashurst) and **Hamilton Zhao** (Barrister, Frederick Jordan Chamber) and was led by **Robert Chen** (AALA NSW Mentoring Subcommittee Lead), who hosted a fireside chat before the group split into two breakout groups for group mentoring Q&A sessions with each of the two group mentors about their careers in private practice and at the Bar respectively, with the conversations facilitated by **Dr Catharine Li**, **Jordan Lau** and **Tingting Zhang** as representatives from the AALA NSW Branch Committee on the night.

Following on from the success of this first Group Mentoring session, AALA NSW Branch will look to run a second Group Mentoring session in early 2026 as part of the National Mentoring Program to further foster connections and networks within the community.





Closing Words

As AALA NSW Branch President for 2025, I would like to thank our Branch Patron Katrina Rathie, Branch Committee Members, and our Branch Members for another fantastic year of events, achievements and celebrations.

It has been an honour to serve in this leadership role this year and to continue our collaborations with key diversity stakeholder groups including the Diversity and Inclusion Committee and Cultural Diversity Subcommittee of the Law Society of New South Wales, various law firms, universities and legal associations with a shared focus on diversity and inclusion.



Yvonne Lam
New South Wales Branch President

Northern Territory Branch Report

Acknowledgment of Country

I begin by acknowledging the Larrakia people as the Traditional Custodians of the land and waters on which we live and work. I pay my respects to their Elders past and present and extend that respect to all First Nations people here today. As legal professionals, we recognise that First Nations law and custom long predate our own legal systems, and we acknowledge their continued influence on the path to justice.

Committee Composition and Transitions

The NT Branch, established on 19 October 2021, has now entered its third full year of operation. Throughout FY2024–25, we have been fortunate to retain a vibrant and diverse Committee:

- Stella Noor (President)
- Krshna Capaque (Committee Member)
- Emanuel Masimo (Committee Member)
- James Bowyer (Committee Member)

We thank Khami Aughterson for her invaluable contributions as a committee member and former Secretary. Her leadership and energy helped elevate our engagement both locally and nationally.

We also warmly thank Sharon Noor for her time as Secretary during the year, and her support of the NT Branch's work and direction.

Branch Highlights and Key Events

Welcome Drinks & Music Night Fundraiser

7 March 2025 | Six Tanks Brew Co, Darwin

We kicked off the year with a vibrant Welcome Drinks & Music Night, where legal professionals from across the NT gathered to network, relax, and celebrate community. Live music was once again provided by Asus2, and the generosity of our sponsors and local donors made the night a financial and social success. Funds raised will support our professional development and engagement calendar for the year.

CLA 2027 Conference Announcement Celebration

11 June 2025 | Wharf One, Darwin

President Stella Noor represented AALA NT at the official celebration of Darwin's successful bid to host the Commonwealth Lawyers Association (CLA) Conference in 2027. The event featured the Chief Justice, the Dean of Law at CDU, senior counsel and government officials. This marks a major win for the NT legal community and opens avenues for collaboration leading up to the conference.

Attendance at National AALA Executive Meeting

Various | Online

President Stella Noor attended various ExCo meetings and provided updates on NT Branch activities. The meeting passed key motions, including budget approvals, financial policy updates, and governance reforms (such as the new Deputy National President role). Stella advocated for increased support for small branches and shared updates on NT events to much acclaim.

NT Sunset Cruise

27 June 2025 | Darwin Harbour

The AALA NT Sunset Cruise was a sold-out social and professional highlight. Hosted on Cape Adieu, this unique dry-season event brought together members and allies to enjoy a Darwin sunset, good food and drinks, and live entertainment by Asus2. Her Honour Judge Jenny Blockland, our Patron, joined us aboard, reinforcing our mission of building an inclusive legal community in the NT. A clever wristband icebreaker helped guests connect with new faces.

Live Music Night (postponed)

Originally scheduled for 3 October 2025

We had planned to host a Live Music Night on 3 October 2025—coincidentally aligning with the release of Taylor Swift's new album, "The Life of a Showgirl" (a happy accident, or fate?). However, due to timing and logistical

conflicts, the event has been postponed. We intend to bench this idea for our 2026 Welcome Drinks event—so stay tuned for an even bigger, louder comeback. As Taylor once said: “Long story short, it was the wrong time.”

Financial Overview

Following our events in 2025, our financial footing remains stable.

Looking Forward

FY2025–26 will be a year of consolidation and growth. We will focus on:

- Hosting professional development seminars with a diversity and inclusion lens.
- Expanding outreach to students and early-career lawyers.
- Enhancing social events that build connection.
- Strengthening local partnerships with community organisations.

We thank all members of the NT Branch Committee for their dedication, enthusiasm, and creativity. Our strength lies in your contributions.

Onward.
Stella Noor
President
AALA NT

Queensland Branch Report

Acknowledgments

I would like to begin by thanking the **Queensland Branch Secretary, Jason Liu**, for his continued energy and not insignificant efforts and time that he dedicates to AALA. Jason steps down from the committee this year after years of tireless service to promoting diversity and inclusion in the law, leaving very big shoes to fill for his successor. Thank you also to **Vice-President Sarah de Wit** for her active engagement with branch members, her leadership and representation of AALA in regional Queensland, and her advocacy on behalf of our remote and rural members. While Sarah's relocation to Sydney will mean that she will be unable to serve on the Queensland committee next year, I hope she will continue to engage with AALA QLD and in NSW.

I also acknowledge 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 **Karen Zhu, Roman Micairan, Billy Duan, Jordon He, Richard Niu** and **Sarah de Wit** for organising some of our events this year. I also celebrate our committee member **Dora Ko** on her inclusion in the 2026 Doyles Guide alongside Brisbane's leading family law mediators (in record time!), and **Mitree Vongphakdi** on his recent nuptials.

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

- Dentons for generously hosting the annual mentoring program at its Brisbane offices.
- Corrs Chambers Westgarth, King & Wood Mallesons, and Hemmant's List their ongoing support hosting our social and CPD events.
- the Queensland Young Lawyers (**QYL**), the Pasifika Lawyers Association of Queensland (**PLAQ**), and the Queensland African Lawyers Network (**QALN**) for collaborating with AALA on organising and supporting the second Culture & Law Moot at the Supreme Court of Queensland's Banco Court in March 2025.

This year the QLD committee consisted of: Sarah de Wit (Toowoomba); Jason Liu; Karen Zhu; Dora Ko; Jennifer Mercato (nee Lay); Richard Niu; Amanda King; Mitree Vongphakdi; Jason Wang; Billy Duan; Michael Thomson; Jane Kam; Jordon He (until 14 July 2025); and Roman Micairan (until 1 August 2025).

Events

Over the last year we have continued our busy program of events and training including:

- holding our annual **Yum Cha gathering** on 8 February 2025 in Sunnybank to usher the new year with members.
- on 20 March 2025, we held in collaboration with PLAQ, Pride in Law, and QALN the annual **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 QYL) explore the question "***Is the Australian legal system an effective tool to address the intersectionality of discrimination?***", before a panel consisting of the Hon. Justice Helen Bowskill the Chief Justice of Queensland, Judge Nicholas Andreatidis KC of the District Court, and Deputy Chief Magistrate Anthony Gett of the Magistrates Court. This year QALN took home the top prize, after a gallant effort by AALA team members Jade Dickson and Jiabei Qi. The success of the moot has also inspired the African Australian Legal Network to host a similar Mooting Competition over three weeks between 4 September 2025 to 15 October 2025 in Federal Court courthouses throughout the country!
- hosting **AALA ACT branch secretary Dominique Yap** during her stay in Brisbane in April 2025.
- on 24 April 2025 when we invited members to attend the screen of **GIFT, a Live Score and Firm at the Queensland Art Gallery | Gallery of Modern Art (QAGOMA)** as part of its **Asian Pacific Triennial**. The Triennial is QAGOMA's flagship exhibition series, held every three years featuring contemporary art and other programs showcasing and celebrating the most innovative art from across Asia, Australia and the Pacific.
- our **2025 EOFY Social** on 11 July 2025 at Brew Café & Bar, where members and friends came together to network and celebrate a busy 12 months as well as the continuing growth of our vibrant legal community in Queensland.
- on 27 August 2025, the Queensland branch launched the **annual mentoring program** at Dentons where his Honour Judge Nathan Jarro of the District Court of Queensland gave a keynote address. Judge Jarro's appointment in March 2018 made him Queensland's first Indigenous judge.

During the year QLD committee members 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 4 December 2025, we will be holding the **2025 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 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, meeting with university Deans and heads of jurisdiction in the Queensland judiciary.

I was pleased to speak on behalf of AALA at the Judicial Council on Diversity and Inclusion (**JCDI**) in November 2025 about issues relating to access to justice for diverse communities, how the judiciary can be more responsive to the needs of culturally diverse communities and promoting diversity in the legal profession.

The JCDI is a national advisory body established by the Council of Chief Justices, with members drawn primarily from the judiciary across Australia that works to develop frameworks, best practice and resources to assist Australian courts, judiciary officers and administrators to positively respond to diverse needs.

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.

In QLD AALA continues to be regarded as a leading voice promoting cultural diversity, equality and inclusion in the law. The strength of AALA's reputation is due to the endless hard work of the National Executive, as well as each State and Territory branch committee members in organising, and promoting an extraordinary number of events, connecting with others in the law all while juggling their professional and personal commitments.

Next year, I look forward to working with the QLS and Bar Association on professional development seminars to assist lawyers working with interpreters and dealing with culturally & linguistically diverse self-represented litigants, increasing the number of informal get-togethers we hold with members and friends in addition to re-launching our flag ship "Judicial Diversity" panel event with Corrs Chambers Westgarth, and collaborating with other diversity groups.

The Queensland branch of AALA has now been in existence for over ten years (seven since we officially launched) and our number of members continues to steadily grow each year.

With more active members than ever before, I look forward to our association continuing to grow and serve our members in encouraging greater visibility and participation of culturally and linguistically diverse Queensland lawyers at all levels of our profession.



Reimen Hii
Queensland Branch President



Culture & Law Moot



Asia Pacific Triennial Movie Night



Lunar New Year Yum Cha lunch



National Mentoring Program launch at Dentons





Social Dinner



Griffith University Law Society networking event



EOFY Social Event

South Australia Branch Report

During 2025, 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:.

- 13 February 2025 – 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.
- 25 March 2025 – Mascavado Mornings. This was a networking breakfast where attendees shared Asian-inspired pastries before work.
- 21 May 2025 – United in Law: A Diversity & Inclusion Networking Evening. We marked the World Day for Cultural Diversity for Dialogue and Development with a panel discussion in collaboration with the Law Society of SA, Hellenic Australian Lawyers Association (SA) and the SA Bar Association.
- 12 June 2025 – LK x AALA Professional Branding Masterclass. Our presenters Claire Clutterham (Member for Sturt) and Craig Yeung (Director of Motus Legal) shared their insights on professional branding.
- 23 July 2025 – KPMG x AALA Fireside Chat. KPMG presented their insights on how to assist financially stressed companies when it's no longer business as usual.
- 14 August 2025 – Mentoring Launch / Suits & Sips. This event was an opportunity for mentors and mentees to meet each other in person and network with others in the program.
- 25 September 2025 – Culture, Career and the Self: A new lens on mental health for Asian Australians. This CPD was run by Will Vuong, a Mental Health Social Worker who shared about about generational trauma and mental wellbeing. This event was kindly hosted by MinterEllison.
- 10 October 2025 – Drinks at the Bar hosted by Anthony Mason Chambers. This professional networking event allowed members to connect with barristers over drinks and nibbles.
- 25 October 2025 – Quiz Night. This was the fourth annual quiz night hosted by Brian Vuong. This event was highly entertaining and welcomed a wide range of attendees who were new to AALA. This event was kindly sponsored by Legal Byte and Ally Finance.
- 25 November 2025 – An Evening at Parliament hosted by the Hon Kyam Maher MLC, Attorney-General and Deputy Premier, 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 2025.



Audrey Lian
South Australia Branch President

South Australia Branch 2025 Selection of Events:

Dates	Events
13 February 2025	Lunar New Year Dinner 
21 May 2025	United in Law: A Diversity & Inclusion Networking Evening 
12 June 2025	LK x AALA Professional Branding Masterclass 

Dates	Events
23 July 2025	KPMG x AALA Fireside Chat 
25 September 2025	Culture, Career and the Self: A new lens on mental health for Asian Australians. 
10 October 2025	Drinks at the Bar 

Dates	Events
25 October 2025	Quiz Night 

Tasmania Branch Report

The 2024–2025 year has been a rebuilding and transition period for the Tasmanian Branch. With a small committee and a number of vacant leadership roles, our focus has been on maintaining a presence for Asian Australian lawyers in Tasmania while laying the groundwork for renewed activity in 2026.

Planning is underway for an Opening of the Legal New Year event, with accessible pricing for practitioners and law students and free attendance for members, as well as a special post–Lunar New Year branch meeting in early 2026. The branch is also scoping venues, including the Athenaeum Club, for future events that can bring together students, early-career lawyers and more senior practitioners.

Recognising that our biggest challenge is capacity, the Branch Committee will be prioritising a membership and volunteer drive in early 2026 to broaden our active member base and fill key committee roles. With fresh hands and renewed energy, we remain committed to building the thriving AALA community in Tasmania that our members deserve.

Mohamed Ijaz Abdul Careem
Tasmania Branch Secretary

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 2025

On 27 February 2025, AALA VIC held its Lunar New Year Dinner at Shark Fin Inn, featuring a keynote speech from William Lye OAM KC, a founding member and the Immediate Past National Vice President of AALA. The event was proudly sponsored by Greens List Barristers. Attendees socialised over a sumptuous banquet dinner and drinks. The Honourable Associate Justice Mary-Jane Ierodiconou of the Supreme Court of Victoria was invited as a guest. The event was very well attended and was the biggest event for AALA VIC this year.

Victorian Women Lawyers' Lesbia Harford Oration 2025

On 8 May 2025, AALA VIC Branch President, Bao Ngo, attended the Lesbia Harford Oration breakfast which featured a disability advocate held by the Victorian Women Lawyers Association.

GLSA Mock Interviews 2025

During September 2025, AALA VIC was delighted to assist the Global Law Students Association at the University of Melbourne in holding a series of mock interviews, giving international students the opportunity to put their interview skills into practice and receive feedback from professionals in the lead-up to clerkship and graduate interviews.

Speed Networking Event

On 2 April 2025, AALA VIC held Speed Networking Event at King & Wood Mallesons in collaboration with the Filipino Australian Lawyers Association (FALAW). It was a fantastic evening of structured networking in quick rotations of pairs.

Mentoring Program Launch 2025

On 27 August 2025, as part of the national launch of the AALA Mentoring Program, AALA VIC held its Mentoring Program Launch hosted by Maurice Blackburn at its office, with a keynote address from the Honourable Associate Justice Mary-Jane Ierodiconou, the principal associate judge, of the Supreme Court of Victoria. Her Honour's speech titled 'Identity and Belonging in the Workplace' is available on the court's official website.¹ It was an honour to also have Judicial Registrar Burgess from the same court who identified as being of Asian descent attending the event as a guest. Mentors and mentees met and mingled with one another, as well as other participants in the program, over canapés and drinks.

University of Melbourne's MCLS Negotiations Competition Grand Final

On 15 August 2023, AALA VIC Branch Vice President, Eugenie Chung, collaborated with the Melbourne China Law Society by co-judging the grand final of the Negotiations Competition in English and Mandarin at the moot court of University of Melbourne with Professor Andrew Godwin who has been a long-standing supporter of AALA. Students learned strategies of principled negotiations and mediations involving culturally and linguistically diverse clients.

Branch committee dinner

To thank all committee members for their hard work this year, AALA VIC President, Bao Ngo, organised a mid-year dinner over an Asian cuisine.

¹<https://www.supremecourt.vic.gov.au/about-the-court/speeches/identity-and-belonging-in-the-workplace>.

Building a practice panel discussion

VIC Branch held a panel discussion at Lander & Rogers. Attendees got to hear from experienced members of the profession as they provide insight into their career trajectories and how they have built their practice. The esteemed panel consisted of Lily Nguyen (Partner, Lander & Rogers); Vern Phang (Managing Legal Counsel, Vicinity); Olivia Go, (Barrister, Victorian Bar); and Zoe Zhou, (Senior Associate, Aitken Partners); moderated by Jason Kwan, Partner at Sparke Helmore.

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.

It has been an absolute privilege to lead the Victorian Branch Committee for the past three years. 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

Victoria Branch 2024-25 Events:

Dates	Events
Feb 2025	Lunar New Year Dinner 2025 
Mar 2025	Speed Networking Event 
May 2025	Melbourne China Law Society Negotiation Competition – judging the Grand Final 

Dates	Events
Aug 2025	Mentoring Program Launch 2025 
Oct 2025	Building a practice panel discussion  

Western Australia Branch Report

Over the 2024 - 2025 year, the WA Branch of the Asian Australian Lawyers Association has focused on strengthening its role as a professionally supportive community for members. Over the course of the year, the WA Branch held 15 events and partnered with organisations such as the Lighthouse Club, Women Lawyers of WA, WA Society of Jewish Jurists and Lawyers and the Hellenic Australian Lawyers.

One of the key initiatives was the Espresso Exchange: a regular, informal networking series that quickly became a core part of the branch's engagement strategy. Hosted with the support of partner firms, these coffee sessions created valuable opportunities for members to meet practitioners from a range of practice areas and levels of seniority. The format struck a useful balance: structured enough to facilitate introductions, yet relaxed enough to allow genuine, open conversation.

Beyond these regular gatherings, the WA Branch delivered complementary events that expanded engagement into structured professional development. These included career-focused programs, such as mock-interview style sessions and early-career guidance events. The WA Branch also hosted a series of panel discussions on key issues, including diversity, inclusion and ethics, each featuring distinguished speakers from across the profession.

The WA Branch has also placed a strong emphasis on cultural celebrations. Key festivities such as Lunar New Year, Songkran and Diwali offered meaningful opportunities for members to connect through shared cultural traditions, while also encouraging the broader profession to deepen its understanding of the diverse backgrounds represented within the legal community.

2025 also saw a number of judicial appointments of judges of Asian descent in Western Australia, including the Honourable Justice Joshua Thomson as President of the Court of Appeal of Western Australia, the Honourable Justice Terence Palmer to the Supreme Court of Western Australia and Judge Tania Jeyamohan as Judge of the District Court of Western Australia.

The AALA WA Branch extends its sincere appreciation to all sponsors whose support made this year's programs and events possible, including:

Blumers	Corrs Westgarth Chambers	Francis Burt Chambers
Hamilton Locke	HWL Ebsworth Lawyers	Lavan
Lemonis Tantiprasut Lawyers	Minter Ellison	O'Sullivan Davies Family Lawyers
Piper Alderman	Tang Law	The College of Law
TIMG	Robertson Hayles Lawyers	

As we move into the new year, the WA Branch remains committed to advancing diversity within the legal profession and ensuring that emerging practitioners feel supported, represented and empowered. Building on the momentum of this year's initiatives, the Branch will continue to create opportunities for meaningful connection, professional development and cultural understanding..



Julie Moore
Western Australia Branch President

Western Australian Branch 2024-25 Events:

Dates	Events
24 July 2024	DIVERSITY & INCLUSION IN THE CONSTRUCTION & MAJOR PROJECTS INDUSTRY The WA Branch in conjunction with the Lighthouse Club held a seminar on an important topic that has been in the media recently - Diversity & Inclusion in the Construction & Major Projects Industry. Moderator: Irene Kuo - Legal Manager: Artificial Intelligence, Legal Technology & Operations at Fortescue Panel: - Tania Jeyamohan - Deputy State Solicitor - Kylie Pedigo - Legal Counsel at Rio Tinto - Mena Messiha - Principal at TBH - Kai Yuin Yeo - Associate at Corrs Chambers Westgarth Sponsor: Corrs Westgarth Chambers  
10 Sept 2024	ETHICS UNDER PRESSURE The WA Branch hosted an engaging seminar led by an expert panel about managing ethical challenges but also how to foster networking and collegiality among legal professionals. Moderator: Joy Horwood, Francis Burt Chambers Panel: Joshua Thomson SC, Francis Burt Chambers Jason Maclaurin SC, Francis Burt Chambers Rachael Young SC, Fourth Floor Chambers Sponsors: Francis Burt Chambers  

MID AUTUMN FESTIVAL COFFEE CONNECT

Collaboration with Women Lawyers of WA Inc to share moon cakes and a coffee.

Sponsors: Minter Ellison

24 Sept
2024



2024 DIWALI END OF YEAR DRINKS

A special Diwali-themed gathering held on 15 November 2024. It was a wonderful opportunity to connect, unwind, and reflect on the year with colleagues and friends.

Sponsor: TIMG

15 Nov
2024



WA BRANCH EXPRESSO EXCHANGE

Sponsor: O'Sullivan Davies Family Lawyers

17 Dec
2024



2024 ROBERT FRENCH AC ORATION

4 Dec
2024

In collaboration with the WA Society of Jewish Jurists and Lawyers and the Hellenic Australian Lawyers (WA Chapter)

Speaker: The Honourable Anthe Philippedes, former Justice of the Court of Appeal of the Supreme Court of Queensland

WA BRANCH EXPRESSO EXCHANGE

Sponsor: Tang Law

20 Jan
2025



WA Branch 2025 LUNAR NEW YEAR BANQUET

Sponsors: TIMG, The College of Law, Tang Law, Blumers, Lavan and Francis Burt Chambers



7 Feb
2025

WA BRANCH EXPRESSO EXCHANGE – FEBRUARY EDITION

Sponsor: Robertson Hayles Lawyers

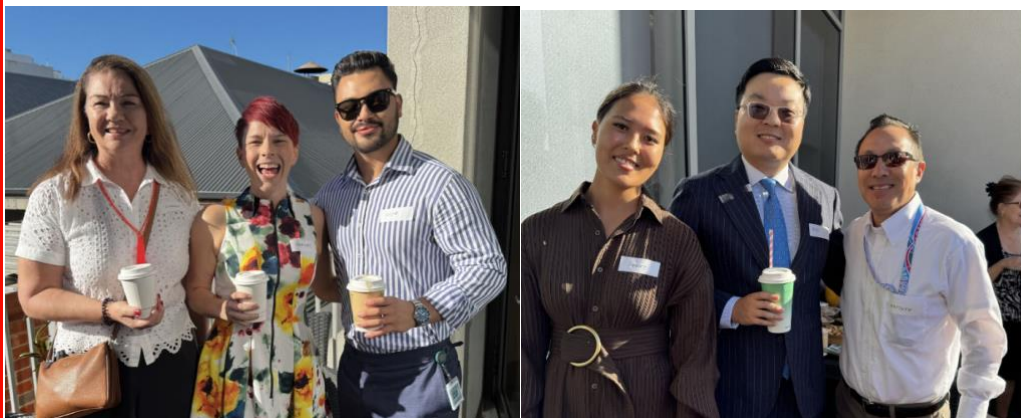
20 Feb
2025



WA BRANCH EXPRESSO EXCHANGE – MARCH EDITION

Sponsor: Lemonis Tantiprasut Lawyers

20 Mar
2025



WA BRANCH SONGKRAN FESTIVAL

Celebrated Thai New Year

Sponsor: TIMG and Lemonis Tantiprasut Lawyers

9 April
2025



WA BRANCH EXPRESSO EXCHANGE – APRIL EDITION

Sponsor: HWL Ebsworth Lawyers

16 April
2025



WA BRANCH EXPRESSO EXCHANGE – MAY EDITION

Sponsor: Piper Alderman

15 May
2025



WA BRANCH – SPEED TO SUCCEED

Students and junior practitioners attended this event to gain valuable insights, home in on your interview skills with industry professionals, and discover the keys to achieving your goals.

Speakers: Nancy Zhao & Framy Anne Brown

Sponsor: Lavan

4 June
2025



WA BRANCH EXPRESSO EXCHANGE – JUNE EDITION

Sponsor: Hamilton Locke

18 June
2025





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2024 – 2025 National Sponsors Announcement

The Association is honoured to partner with organisations which demonstrate genuine commitment and leadership in advancing cultural diversity within the legal profession. In a time of increasing polarisation, the support of our sponsors and partners is vital to carrying on our community-driven work and championing for a more equitable legal profession.

We are proud to have worked with 9 National Sponsors 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, Hall & Wilcox, Monash University Faculty of Law and the Victorian Bar; and
- Corporate Sponsor: Gilchrist Connell.

Our National Sponsors ensured the Association could host impactful events, nurture emerging leaders, and continue creating spaces where culturally diverse voices are heard, valued and empowered. Their support extends well beyond their financial contributions; they have each used their platforms to advocate for the inclusive, forward-looking profession we strive to build.

The Association's work would also not be possible without our numerous partners and sponsors for specific events and initiatives at both National and Branch levels. Their generosity has made it possible for us to deliver a vibrant calendar of activities this year. Their support strengthens our ability to connect, celebrate and empower our community throughout Australia.

We look forward to building on the momentum we have created together.



Dominique Yap

Director | Partnerships & Sponsorship Subcommittee

AALA is an organisational member of LAWASIA since 2021



PLATINUM SPONSORS

Ashurst



Maddocks

GOLD SPONSORS

CLAYTON UTZ



**CORRS
CHAMBERS
WESTGARTH**



CORPORATE SPONSOR



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 twelve 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 long term.

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 2025**

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 2025

Your committee members submit the financial report of Asian Australian Lawyers Association Inc. (the "Association") for the financial year ended 30 June 2025.

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	National President
Belinda Wong	National Vice President
Vernon Ting	National Deputy President
Jake Huang	National Secretary
Nathan Lu	National Treasurer
Jenny Au	Executive Committee Member
Ivonne Muryadi	Executive Committee Member
Felicia Chan	Executive Committee Member
Julie Kay Lumasag	Executive Committee Member
Mostafa Mozafari	Executive Committee Member

Branch Committee Members

Eveline Kuang	ACT Branch President
Dominique Yap	ACT Branch Secretary
Yvonne Lam	NSW Branch President
Tingting Zhang	NSW Branch Secretary
Stella Noor	Northern Territory Branch President
Sharon Noor (Partial)	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
Ijaz Careem	TAS Branch Secretary
Bao Ngo	VIC Branch President
Amber Meyer	VIC Branch Secretary
Julie Moore	WA Branch President
Mintie Tantiprasut	WA Branch Secretary

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 \$39,566 (2024: profit of \$10,966)

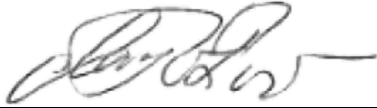
ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

COMMITTEE'S REPORT

FOR THE YEAR ENDED 30 JUNE 2025

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



Matthew Floro
President



Nathan Lu
Treasurer

Dated: 26.11.2025

Dated: 26.11.2025

ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Income			
Functions and Events		16,974	85,013
Interest Received		360	428
Membership Fees		40,747	39,801
Sponsorship Received		51,545	49,500
Total Revenue		109,626	174,742
Expenses			
Bank Charges		2,064	2,877
Amortisation		935	935
Functions and Events		46,099	135,144
Gifts and Donations		574	793
Insurance		1,986	1,791
Printing and Stationery		2,351	2,068
Registration		494	461
Subscriptions		13,495	13,657
Travelling Expenses		2,062	6,050
Total Expenses		70,060	163,776
Net Profit/(Loss) for the Year		39,566	10,966

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 2025

	Note	2025 \$	2024 \$
Current Assets			
Cash and Cash Equivalents	2	147,588	101,307
Trade and Other Receivables		-	2,100
Prepayments	3	1,406	1,389
Total Current Assets		148,994	104,796
Non-Current Assets			
Intangible Assets	4	1,071	2,006
Total Non-Current Assets		1,071	2,006
Total Assets		150,065	106,802
Current Liabilities			
Contract Liability	5	14,820	11,123
Total Current Liabilities		14,820	11,123
Total Liabilities		14,820	11,123
Net Assets		135,245	95,679
Members' Funds			
Retained Surplus		135,245	95,679
Total Members' Funds		135,245	95,679

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 2025

	Note	Retained Surplus \$
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
Balance as at 1 July 2024		95,679
<i>Comprehensive income</i>		
Profit for the year attributable to members of the Company		39,566
Other comprehensive income for the year		-
Total comprehensive income attributable to Association		39,566
Balance as at 30 June 2025		135,245

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 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers		115,063	173,277
Interest received		360	428
Payments to suppliers		(69,142)	(162,335)
Net cash used in operating activities	6	46,281	11,370
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		46,281	11,370
Cash and cash equivalents at beginning of the financial year		101,307	89,937
Cash and cash equivalents at end of the financial year		147,588	101,307

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 2025

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 2025

	2025 \$	2024 \$
2 Cash and Cash Equivalents		
Cash at Bank	84,546	59,918
Paypal	63,042	41,389
Total Cash and Cash Equivalents	147,588	101,307
Cash Tied to Contract Liability (Refer to Note 5)	14,820	11,123
Cash Unrestricted	132,768	90,184
Total Cash and Cash Equivalents	147,588	101,307
No significant interest was earned from placement of funds.		
3 Prepayments		
Website Subscriptions	176	175
Insurance	940	921
Software Subscriptions	290	293
Total Prepayments	1,406	1,389
4 Intangible Assets		
<i>Website Development</i>		
At Cost	4,675	4,675
Less: Accumulated Amortisation	(3,604)	(2,669)
Total Intangible Assets	1,071	2,006
5 Contract Liability		
Membership	14,820	11,123
Sponsorship	-	-
Total Contract Liability	14,820	11,123
6 Cash flow information		
<i>Reconciliation of cash flow from operations with profit/(loss) after tax</i>		
Net profit/(loss)	39,566	10,966
Amortisation	935	935
<i>Changes in assets and liabilities:</i>		
Change in trade and other receivables	2,100	(1,990)
Change in other current assets	(17)	506
Change in contract liability	3,697	953
Net cash used in operating activities	46,281	11,370

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 2025

6 Commitments

There were no significant commitments at year end date (2024: Nil).

7 Contingent Liabilities

There were no significant contingent liabilities at year end date (2024: 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 2025.

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



Matthew Floro
President



Nathan Lu
Treasurer

Dated: 26.11.2025

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 2025; and
- b. The financial statements for the year ended 30 June 2025 were submitted to the members of the association at the annual general meeting.



Matthew Floro
President



Nathan Lu
Treasurer

Dated: 26.11.2025

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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 2025, 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 2025, 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 26th day of November 2025



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