



**ASIAN AUSTRALIAN**  
**LAWYERS ASSOCIATION INC**

*PROMOTING CULTURAL DIVERSITY IN THE LAW*

# Asian Australian Lawyers Association Inc.

Reg. No. A0060052T / ARBN 604 922 812

## Annual Report

for the year ended 30 June 2023

### **Tabled at the Annual General Meeting**

held at 7.30 pm AEDST on Monday, 27 November 2023

via Zoom videoconference



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## **Acknowledgments**

Editor: Ivonne Muryadi

Commissioning Editors: Molina Asthana, Catherine Chiang, Jake Huang, Ivonne Muryadi

## National President's Report

This has been a big year for us as we celebrated our 10 year anniversary. From humble beginnings with 50 members in Victoria to around 1300 Nationally and with branches across each State and Territory, we have come a long way.

Not only have we grown in size, but our advocacy has seen an impact in creating more diversity in the legal profession as well as greater access to justice.

Nationally for us, the biggest project was organising and hosting our 10 year anniversary gala in Melbourne. With over 250 attendees from across the country, including many distinguished guests comprising Judges, MPs (both State and Federal), Commissioners, media, law firms, Bars associations, Law Councils, and our members, it was a night of celebration and taking stock of what we have achieved in the last 10 years. Our Keynote Speaker was MasterChef Kishwar Chowdhary who shared her journey as a person of diverse background in an Anglo male industry.

We also had a panel comprising past and current Presidents who shared why they started/joined AALA, as well as what they achieved in their tenures.

We have been active in our advocacy both at the National and State Level. I was interviewed/quoted in a number of media articles and have spoken at various forums.

- [How can we diversify Australia's legal profession? - Lawyers Weekly](#)
- [Indian Australian legal eagle who is a champion of women's sport - Times of India \(indiatimes.com\)](#)
- [How India opening up to foreign firms can help Australia - Lawyers Weekly](#)
- [Racial literacy helps workplaces improve more than token anti-racist gestures - ABC News](#)

Our scholarship program, sponsored by Maddocks and in partnership with Melbourne Law School and the Victorian Bar, went into its 6<sup>th</sup> year, again attracting a number of high-quality papers. The launch event was held at the Owen Dixon Chambers with keynote speaker Liz Bennett SC and the award ceremony was held at ACT Supreme Court with Hon Justice Chrissa Loukas-Karlsson of the Supreme Court of ACT as the keynote speaker. The joint winners of this year's essay were Amber Meyer and Arden Yeh for their paper, *The Law, Equality and Anti-Discrimination*. We will continue to support our

younger members in their endeavours to create greater cultural diversity in the legal profession.

Our mentoring program which we ran again this year, paired mentees with senior members of our profession, including from the judiciary. Though a National initiative, each Branch coordinates the launch events, pairing and managing the program in their State/Territory. Our mentoring program benefits both mentors and mentees.

Our Branches have been very active and have held numerous events and initiatives that have been enjoyed/benefitted our membership. I attended and spoke at some of the events and really enjoyed interacting with our members. I would like to thank all the Branch Office Bearers and Committees for keeping the Branches active and engaging in meaningful initiatives.

I would also like to thank the National Executive office bearers, particularly the Vice President Catherine Chang, Secretary Jake Huang and Treasurer, Ivonne Muryadi. Their dedication towards AALA is commendable and their efforts have enabled us to undertake many of our initiatives and provide support to our Branches.

I also want to thank you all for allowing me to serve you as the President. I conclude my second term as National President and complete 10 years in the Executive, serving earlier as Treasurer and Vice President. As I hang my boots in this role, I am confident that the leadership remains in capable hands and will see us grow from strength to strength.



**Molina Asthana**  
National President

## National Secretary's Report

2023 marks the 10<sup>th</sup> anniversary of AALA. It has certainly been a busy and fruitful year for AALA both nationally and across branches.

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

Reflecting my time with AALA since the beginning of 2022 when I started out as a National Operations Officer, then became National Summit Secretary, and subsequently took on the role as National Secretary by the end of 2022, I am proud to witness how the organisation has continued to grow and do good. This year, I have been privileged to serve alongside Molina Asthana, Catherine Chiang, Ivonne Muryadi, our Executive Committee and Branch Committees to chair the Secretariat and Governance (ASG) portfolio and oversee day-to-day administration of AALA. I have found great value serving AALA and its community.

### National Portfolios

The National Executive Committee has 10 portfolios:

1. Steering, Policy, Advocacy and News Media
2. Marketing and Social Media
3. Membership (Recruitment and Retention)
4. Mentoring Program
5. Secretariat and Governance
6. Partnerships and Sponsorship
7. National Digital Events Series
8. AALA 10-year Anniversary Planning Committee
9. Student Engagement
10. William Ah Ket Scholarship

The National Executive Committee works hard to set goals at the start of the year for the portfolios. Across the year, the National Executive Committee action key projects that help fulfil those goals as well as other objectives of AALA. At the important milestone of AALA's 10-year anniversary, the National Executive Committee not only put in a collective effort to successfully host an anniversary gala in Melbourne last September, but also get together for a National Roundtable to discuss the roadmap for AALA's long-term growth.



**Jake Huang**  
National Secretary

## National Treasurer's Report

This is my second term as National Treasurer and I am truly honoured to work alongside Molina Asthana, Catherine Chiang, Jake Huang and all of our Executive Committees. Together, we have worked on various objectives and will continue with many more initiatives for our future generations.

2023 is a very special year as we celebrate our 10 year anniversary together with our members (individual and corporate), sponsors, partners and volunteers who have been supporting and working with us throughout the years. Reflecting on our journey and past achievements, I believe that together we can achieve greater outcome in cultural diversity in the law profession.

Key achievements in 2023:

- Establishment of ICT Subcommittee  
It is important to have ICT team to strengthen our technology infrastructure and security to protect our data and to work efficiently with our stakeholders.
- Completed Performance Report  
The aim of performance report is to provide transparency to the National Executive Committees regarding income and expenditure of all branches which also include number of events held and members. This performance report can also help branches to monitor progress.
- Created a simplified budget report  
This is to assist National Executive Committee to better understand our association source of revenue, operating expenses and events related expenses.

For the financial year 2022/2023, I have worked on a number of initiatives to advance our association financial statements position in compliance with various Accounting Standards by actioning and implementing the recommendations by our auditor, Walker Wayland Advantage. I am pleased to present 2022/2023 Financial Statements with unqualified audit opinion report and Annual Report together with our Executive Committees and Branch Committees. Our financial position for 2022/20223 financial year remains favourable despite the loss position.

Key points of our financial position as follows:

- Financial position remains solvent and healthy with liquidity ratio above 1.
- Cash position is in positive which allows our association to continue its operation and able to pay its debts as and when they become due and payable.
- Total revenue of \$123,985 which is an increase of 16% relative to 2021/2022 financial year. Major movement is in relation to sponsorship and events ticket sales revenue.
- Total expense of \$136,555 which is an increase of 37% relative to 2021/2022 financial year. Major movement is in relation to an increase in function and events costs as we continue to hold more in-person events in 2022/2023 financial year.
- Loss of \$12,570 for this particular financial year which reduced our retained surplus down to \$84,713 from \$97,283 in financial year 2021/2022. Major movement is in relation to a change of methodology in reporting income. In the past financial years, membership fees and sponsorship income were all recorded as income in Income Statement. However, in financial year 2022/2023, we have implemented recommendation from the auditor to separate membership fees and sponsorship income for future financial year and record them as Deferred Income in the Balance Sheet. Total of actual membership fees received in financial year 2022/2023 is \$42,936 and sponsorship income is \$53,928. It is expected that the loss to incur only in the first year of the changed of the methodology.

The above highlights of our financial statements are evidence that our association is a genuine community organisation. Revenue received by our association are used to funds association objectives' activities and events for our members. I thank our National Executive Committees and Branch Committees for their time and effort throughout the year and especially for their assistance to work through the auditor's recommendation and be able to achieve a clean unqualified audit opinion report.

As always, I am looking forward to the promising future of our association and will continue to improve our association financial position. I am grateful for the enduring support and would like to thank our members (individual and corporate), sponsors, partners, volunteers and also Walker Wayland Advantage. Walker Wayland Advantage has been supporting our association with their expertise in audit and financial statements preparation.



**Ivonne Muryadi**  
National Treasurer

## **Statistic Year Ended 30 June 2023**

### Total Members

1308

### Total Events Held

67

### Total Events Attendees

3038

## **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 2023.

### Executive Committee Members

The members of the Executive Committee from 1 July 2022 to 30 June 2023 (for the full period, except where otherwise indicated) were:

<b>Molina Asthana</b> (National President)	<b>Catherine Chiang</b> (National Vice President)	<b>Jake Huang</b> (National Secretary)	<b>Ivonne Muryadi</b> (National Treasurer)
<b>Ka Wing (Kelvin) Ng</b>	<b>Dora Cheung</b>	<b>Dominic Nguyen</b>	<b>Belinda Wong</b>
<b>Jenny Au</b>	<b>Duc-Huy (Johnny) Nguyen</b> (until April 2023)	<b>Vernon Ting</b>	<b>Julie Moore</b>
<b>Eveline Kuang</b>	<b>Vanessa Ho</b>	<b>Lyma Nguyen</b>	<b>Justin Heng</b>
<b>Dominique Yap</b>	<b>Celena Le</b>	<b>Khami Aughterson</b>	<b>Alvin Tan</b>
<b>Lola Chang</b>	<b>Julie Kay Lumasag</b>	<b>Mary Liu</b>	<b>Jo Wang</b>
<b>Emma Wei</b>			

### Australian Capital Territory Branch Committee Members

The members of the ACT Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Eveline Kuang</b> (Branch President)	<b>Dominique Yap</b> (Branch Secretary)	<b>Veena Bedekar</b>	<b>Rohan Reddy</b>
<b>Madhuli Kango</b>	<b>Siang Jin Law</b>	<b>Yunjin Lee</b>	

### New South Wales Branch Committee Members

The members of the New South Wales Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Dora Cheung</b> (Branch President)	<b>Michael Tangonan</b> (Branch Vice President)	<b>Duc-Huy (Johnny) Nguyen</b> (Branch Secretary) (until 15 April 2023)	<b>Matthew Floro</b>
<b>Chelsea Wu</b>	<b>Marija Yelavich</b>	<b>James Wan</b>	<b>Jung Lee (Sam) Hain</b>
<b>Kripi Bhatt</b>	<b>Philip Roberts</b>	<b>Ronny Chen</b>	<b>Stefanie Cheong</b>
<b>Vijhai Utheyan</b>	<b>Wai Kaey Soon</b>	<b>Pei-Ju Wu</b>	<b>Xiner (Phillippa) Hu</b>

### **Northern Territory Branch Committee Members**

The members of the Northern Territory Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Lyma Nguyen</b> (Branch President)	<b>Khami Aughterson</b> (Branch Secretary)	<b>Stella Noor</b> (Branch Treasurer)	<b>Nadia Lim</b> (Social Media Officer)
<b>Christopher Teng</b>	<b>Emmanuel Masimo</b>	<b>Kajaliny Ranjith</b>	<b>Lindy Morgan</b>
<b>Mark Thomas</b>	<b>Peter Butler</b>		

### **Queensland Branch Committee Members**

The members of the Queensland Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Dominic Nguyen</b> (Branch President)	<b>Linda Cho</b> (Branch Vice President)	<b>Vernon Ting</b> (Branch Secretary)	<b>Jane Kam</b>
<b>Tuck Chung</b>	<b>Heidi Moc</b>	<b>Michael Thomson</b>	<b>Jason Liu</b>
<b>Sarah de Wit</b>	<b>Shelley Cheng</b>	<b>Chasely Kern</b>	<b>Violet Li</b>
<b>Jordon He</b>	<b>Simran Goklaney</b>	<b>Queenie Mei</b>	<b>Reimen Hii</b>

### **South Australia Branch Committee Members**

The members of the South Australia Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Vanessa Ho</b> (Branch President)	<b>Celena Le</b> (Branch Secretary)	<b>Audrey Lian</b>	<b>Brian Vuong</b>
<b>Edwin Fah</b>	<b>Jessica Teoh</b>	<b>Jessica Le</b>	<b>Julie Kay Lumasag</b>
<b>Tina Tran</b> (until March 2023)			

### **Tasmania Branch Committee Members**

The members of the Tasmania Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Justin Heng</b> (President until August 2023)	<b>Adrienne Morton</b> (President appointed in August 2023)	<b>Alvin Tan</b> (Branch Secretary)	<b>Sheryl Chng</b>
<b>Poomintr Sooksripaisarnkit</b>	<b>Mohamed Ijaz Abdul Careem</b>		

### Victoria Branch Committee Members

The members of the Victoria Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Kelvin Ng</b> (Branch President)	<b>Bao Ngo</b> (Branch Vice President)	<b>Jenny Au</b> (Branch Secretary)	<b>Amber Meyer</b>
<b>Jay Chandramohan</b>	<b>Jayr Teng</b>	<b>Jenny Si</b>	<b>Jessica Nguyen</b>
<b>Jessie Wen</b>	<b>Leo Wang</b>	<b>Lily Sarkar</b>	<b>Lizia Lim</b>
<b>Quynhi Nikki (Nikki) Doan</b>	<b>Zoe Zhou</b>		

### Western Australia Branch Committee Members

The members of the Western Australia Branch Committee from 1 July 2022 to 30 June 2023 were:

<b>Belinda Wong</b> (Branch President)	<b>Julie Moore</b> (Branch Secretary)	<b>Felicia Chan</b> (Chair of the Events Subcommittee)	<b>Nancy Zhao</b> (Chair of the Students Subcommittee)
<b>Stephen Wong</b> (Chair of the Sponsorship and Membership Subcommittee)	<b>Victoria Shaw</b> (Chair of the Professional Development Subcommittee)	<b>Aaron Loong</b>	<b>Alex Zhang</b>
<b>Amy Pham</b>	<b>Anfernee Lai</b>	<b>Audrey Ooi</b>	<b>Christie Oey</b>
<b>Gabriel Wong</b>	<b>Hilda Chang</b>	<b>Hung Huynh</b>	<b>Jen Nguyen</b>
<b>Jessica Ellin</b>	<b>Jessica Tran</b>	<b>Kitty Chen</b>	<b>Leo Ren</b>
<b>Lydia Low</b>	<b>Michaela Tam</b>	<b>Monica Vu</b>	<b>Rachel Harkness</b>
<b>Rebecca Lu</b>	<b>Ruby Wang</b>	<b>Vania Fung</b>	

## **Principal Activities**

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

## **Significant Changes**

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

## Retained Surplus

The income statement position for the financial year ended 30 June 2023 was (\$12,570).

The retained surplus at the end of the financial year ended 30 June 2023 was \$84,713.

**To be signed in accordance with a resolution of the Executive Committee on 30 October 2023.**



**Molina Asthana**  
National President



**Ivonne Muryadi**  
National Treasurer

## 2022/23 Executive Committee members

Executive Committee members as at 30 June 2023:

Name	Position
<b>Molina Asthana</b>	National President
<b>Catherine Chiang</b>	National Vice President
<b>Jake Huang</b>	National Secretary
<b>Ivonne Muryadi</b>	National Treasurer
<b>Lola Chang</b>	Executive Committee Member
<b>Julie Kay Lumasag</b>	Executive Committee Member
<b>Mary Liu</b>	Executive Committee Member
<b>Jo Wang</b>	Executive Committee Member
<b>Emma Wei</b>	Executive Committee Member
<b>Eveline Kuang</b>	ACT Branch President
<b>Dominique Yap</b>	ACT Branch Secretary
<b>Dora Cheung</b>	NSW Branch President
<b>Duc-Huy (Johnny) Nguyen</b>	NSW Branch Secretary (until April 2023)
<b>Lyma Nguyen</b>	Northern Territory Branch President
<b>Khami Aughterson</b>	Northern Territory Branch Secretary
<b>Dominic Nguyen</b>	QLD Branch President
<b>Vernon Ting</b>	QLD Branch Secretary
<b>Vanessa Ho</b>	SA Branch President
<b>Celena Le</b>	SA Branch Secretary
<b>Adrienne Morton</b>	TAS Branch President
<b>Alvin Tan</b>	TAS Branch Secretary
<b>Ka Wing (Kelvin) Ng</b>	VIC Branch President
<b>Jenny Au</b>	VIC Branch Secretary
<b>Belinda Wong</b>	WA Branch President
<b>Julie Moore</b>	WA Branch Secretary

## 2023/23 Australian Capital Territory Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Eveline Kuang</b>	Branch President
<b>Dominique Yap</b>	Branch Secretary
<b>Veena Bedekar</b>	Branch Committee Member
<b>Rohan Reddy</b>	Branch Committee Member
<b>Madhuli Kango</b>	Branch Committee Member
<b>Siang Jin Law</b>	Branch Committee Member
<b>Yunjin Lee</b>	Branch Committee Member

## 2022/23 New South Wales Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Dora Cheung</b>	Branch President
<b>Michael Tangonan</b>	Branch Vice President
<b>Duc-Huy (Johnny) Nguyen</b>	Branch Secretary (until April 2023)
<b>Matthew Floro</b>	Branch Committee Member
<b>Chelsea Wu</b>	Branch Committee Member
<b>Marija Yelavich</b>	Branch Committee Member
<b>James Wan</b>	Branch Committee Member

### 2022/23 New South Wales Branch Committee members (Continued)

Name	Position
Jung Lee (Sam) Haln	Branch Committee Member
Kripri Bhatt	Branch Committee Member
Philip Roberts	Branch Committee Member
Ronny Chen	Branch Committee Member
Stefanie Cheong	Branch Committee Member
Vijhai Utheyan	Branch Committee Member
Wai Kaey Soon	Branch Committee Member
Pei-Ju Wu	Branch Committee Member
Xiner (Phillippa) Hu	Branch Committee Member

### 2022/23 Northern Territory Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
Lyma Nguyen	Branch President
Khami Aughterson	Branch Secretary
Stella Noor	Branch Treasurer
Nadia Lim	Branch Marketing and Social Media Officer
Christopher Teng	Branch Committee Member
Emmanuel Masimo	Branch Committee Member
Kajaliny Ranjith	Branch Committee Member
Lindy Morgan	Branch Committee Member
Mark Thomas	Branch Committee Member
Peter Butler	Branch Committee Member

### 2022/23 Queensland Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
Dominic Nguyen	Branch President
Linda Cho	Branch Vice President
Vernon Ting	Branch Secretary
Jane Kam	Branch Committee Member
Tuck Chung	Branch Committee Member
Heidi Moc	Branch Committee Member
Michael Thomson	Branch Committee Member
Jason Liu	Branch Committee Member
Sarah de Wit	Branch Committee Member
Shelley Cheng	Branch Committee Member
Chasely Kern	Branch Committee Member
Violet Li	Branch Committee Member
Jordon He	Branch Committee Member
Simran Goklaney	Branch Committee Member
Queenie Mei	Branch Committee Member
Reimen Hii	Branch Committee Member

## 2022/23 South Australia Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Vanessa Ho</b>	Branch President
<b>Celena Le</b>	Branch Secretary
<b>Audrey Lian</b>	Branch Committee Member
<b>Brian Vuong</b>	Branch Committee Member
<b>Edwin Fah</b>	Branch Committee Member
<b>Jessica Teoh</b>	Branch Committee Member
<b>Jessica Le</b>	Branch Committee Member
<b>Julie Kay Lumasag</b>	Branch Committee Member
<b>Tina Tran</b>	Branch Committee Member (until March 2023)

## 2022/23 Tasmania Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Justin Heng</b>	Branch President (until August 2023)
<b>Adrienne Morton</b>	Branch President (Appointed in August 2023)
<b>Alvin Tan</b>	Branch Secretary
<b>Sheryl Chng</b>	Branch Committee Member
<b>Poominr Sooksripaisarnkit</b>	Branch Committee Member
<b>Mohamed Ijaz Abdul Careem</b>	Branch Committee Member

## 2022/23 Victoria Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Ka Wing (Kelvin) Ng</b>	Branch President
<b>Bao Ngo</b>	Branch Vice-President
<b>Jenny Au</b>	Branch Secretary
<b>Amber Meyer</b>	Branch Committee Member
<b>Jay Chandramohan</b>	Branch Committee Member
<b>Jayr Teng</b>	Branch Committee Member
<b>Jenny Si</b>	Branch Committee Member
<b>Jessica Nguyen</b>	Branch Committee Member
<b>Jessie Wen</b>	Branch Committee Member
<b>Leo Wang</b>	Branch Committee Member
<b>Lily Sarkar</b>	Branch Committee Member
<b>Lizia Lim</b>	Branch Committee Member
<b>Quynhi Nikki (Nikki) Doan</b>	Branch Committee Member
<b>Zoe Zhou</b>	Branch Committee Member



## 2022/23 Western Australia Branch Committee members

Branch Committee members as at 30 June 2023:

Name	Position
<b>Belinda Wong</b>	Branch President
<b>Julie Moore</b>	Branch Secretary
<b>Felicia Chan</b>	Chair of the Events Subcommittee
<b>Nancy Zhao</b>	Chair of the Student Subcommittee
<b>Steven Wong</b>	Chair of the Sponsorship and Membership Subcommittee
<b>Victoria Shaw</b>	Chair of the Professional Development Subcommittee
<b>Aaron Loong</b>	Branch Committee Member
<b>Alex Zhang</b>	Branch Committee Member
<b>Amy Pham</b>	Branch Committee Member
<b>Anfernee Lai</b>	Branch Committee Member
<b>Audrey Ooi</b>	Branch Committee Member
<b>Christie Oey</b>	Branch Committee Member
<b>Gabriel Wong</b>	Branch Committee Member
<b>Hilda Chang</b>	Branch Committee Member
<b>Hung Huynh</b>	Branch Committee Member
<b>Jen Nguyen</b>	Branch Committee Member
<b>Jessica Ellin</b>	Branch Committee Member
<b>Jessica Tran</b>	Branch Committee Member
<b>Kitty Chen</b>	Branch Committee Member
<b>Leo Ren</b>	Branch Committee Member
<b>Lydia Low</b>	Branch Committee Member
<b>Michaela Tam</b>	Branch Committee Member
<b>Monica Vu</b>	Branch Committee Member
<b>Rachel Harkness</b>	Branch Committee Member
<b>Rebecca Lu</b>	Branch Committee Member
<b>Ruby Wang</b>	Branch Committee Member
<b>Vania Fung</b>	Branch Committee Member

## 2022/23 AALA Appointed Officers

Appointed Officers as at 30 June 2023:

Name	Position
<b>Amtesh Waraich</b>	National Operations Officer
<b>Ashley Ramachandran</b>	National Operations Officer
<b>Billy (Yifan) Duan</b>	National Partnerships Officer
<b>Celine Xia</b>	National Operations Officer
<b>Evangeline Zheling Yong</b>	National Operations Officer
<b>James Morgan</b>	National Special Projects Officer
<b>Jane Leong</b>	National Operations Officer
<b>Jason Lee</b>	National Business Development Officer (until mid-June 2023)
<b>Katherine Ho</b>	National Operations Officer
<b>Tingting Zhang</b>	National Media and Policy Officer



## Our Members

Since 2013, AALA has pursued promoting cultural diversity within the Australian legal profession. At 30 June 2023, our membership base had surpassed 1,200 individual members and more than 20 law firms 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 2022/23:

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

The following firms and organisation signed on as members from 1 July 2023:

- MST Lawyers

## Membership fees for 2023/24

It is proposed that the membership fees for the 2023/24 financial year will remain unchanged from the previous financial year. However, the Association may reconsider the amount of membership fees at a General Meeting in 2023. The current proposed membership fees are set out below:

### Initial membership fees

#### Individual membership fees

Individual membership type	Base fee
<b>A</b> Lawyer or barrister admitted more than 3 years	<b>\$100</b>
<b>B</b> Lawyer or barrister admitted less than 3 years	<b>\$30</b>
<b>C</b> Law student / PLT student	<b>\$10</b>
<b>D</b> Non-lawyer associate (non-voting)	<b>\$50</b>

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

***For lawyers and barristers admitted more than 3 years (Category A), if a member joins part way through a membership year, the membership fee will be reduced by a rebate, which is calculated by reference to the month in which the member joins.***

Month joined	Rebate
July	<b>Nil</b>
August	<b>Nil</b>
September	<b>\$10</b>
October	<b>\$10</b>
November	<b>\$10</b>
December	<b>\$20</b>
January	<b>\$30</b>
February	<b>\$40</b>
March	
April	
May	
June	

#### **Firm / Corporate Membership Fees**

*Firm / Corporate memberships for law firms, corporations and other organisations may be purchased, which entitles the law firm / corporation / organisation to allocate to individual memberships to up to 5 individuals employed by the law firm / corporation / organisation, transferrable within the law firm / corporation / organisation.*

<b>Firm / Corporate Membership Type</b>		<b>Annual Fee</b>
<b>E</b>	Law Firm	<b>\$250</b>
<b>F</b>	Corporations / Other Organisations	<b>\$500</b>

*The membership year runs for 12 months from the date of application. Each individual membership allocated against the firm / corporate membership will also run for this period.*

#### **Renewal membership fees**

##### **Individual membership fees**

<b>Individual membership type</b>		<b>Base fee</b>
<b>A</b>	Lawyer or barrister admitted more than 3 years	<b>\$100</b>
<b>B</b>	Lawyer or barrister admitted less than 3 years	<b>\$30</b>
<b>C</b>	Law student / PLT student	<b>\$10</b>
<b>D</b>	Non-lawyer associate (non-voting)	<b>\$50</b>

##### **Corporate membership fees**

*Corporate memberships for law firms may be purchased, which entitles the law firm / corporation to allocate to individual memberships to up to 5 individuals employed by the law firm / corporation, transferrable within the law firm / corporation.*

<b>Corporate membership type</b>		<b>Base fee</b>
<b>E</b>	Law firm (up to 5 individual members)	<b>\$250</b>
<b>F</b>	Other corporations (up to 5 individual members)	<b>\$500</b>

*For individual memberships, the membership year is 1 July to 30 June the next year.*

*For corporate memberships, the membership year runs for 12 months from the date of renewal. Each individual membership allocated against the corporate membership will also run for this period.*

*AALA is currently in the process of transitioning the corporate members 12-month period to align with the financial year period of 1 July to 30 June.*

## Australian Capital Territory Branch Report

The ACT Branch of the AALA had a great 2023! We welcomed back committee members and welcomed new committee members in a year filled with new hope. The branch is proud of what we achieved in 2023.

The ACT Branch Committee comprised: Eveline Kuang (President), Dominique Yap (Secretary), Veena Bedekar, Rohan Reddy, Madhuli Kango, Siang Jin Law and Yunjin Lee.

The ACT Branch Committee met five times through the year, working together to build and strengthen relationships within the ACT legal community, and bring events to the community focused on connection, friendship and mentorship.

As a member-based organisation, the branch focused on the first objective of the AALA: to bring together members of the legal profession of Asian heritage and cultural background and others with an interest in Asia. The ACT branch identified connection and growth as key priorities for the year.

The committee organised and hosted an event almost every month. These fantastic events below would not have been possible without the hard work and dedication of the ACT Branch Committee members and the support from our ACT members. The ACT Branch is grateful for the support from the Territory's Law Society, Territory and Federal Agencies/servants, Local, State and Federal MPs as well as a number of notable firms.

We were very fortunate to host a number of events this year in the ACT, including the William Ah Ket Scholarship Award Ceremony, which brought AALA members nationally to the ACT.

**18 February 2023:** Welcome to Canberra Yum Cha – an event to bring in the new year and particularly, those who are new to Canberra. We loved opening the new year with yum cha, paying homage to the foundation of the AALA.

**25 March 2023:** International Women's Day lake walk (turned coffee catch up) – We initially planned a walk, but the weather had other plans. We took the opportunity to sit down for a coffee and some breakfast, connecting with incredible local women to celebrate International Women's Day.

**19 May 2023:** Coffee catch up – An ACT favourite, we love our coffee, and we love our breakfast catch ups! It is always a pleasure to see old friends and meet new friends. We were joined by Peter Cain MLA, Farzana Choudhury, ACT Law Society President and co-founder of Lawyers for Diversity, Angelique Nelis, co-founder of Lawyers for Diversity and Satara Uthayakumaran, President of the ANU Women in Law.

**27 July 2023:** Lawyers for Diversity launch event – we were pleased to support the launch, a new initiative which celebrates and seeks to foster an intersectional legal community in Canberra. It was lovely to meet with people from all walks of life in the legal profession to come together in affirmation of our shared goal: to build a robust and diverse legal community in the heart of our nation.

**10 August 2023:** Mentoring Program Launch – An evening at Highball Bar, welcoming mentors and mentees to the 2023 Mentoring Program. We were encouraged by the opening remarks made by Farzana Choudhury, President of the ACT Law Society, who spoke about the importance of fostering strong relationships with others in the industry, a goal very much shared by the AALA ACT Branch.

**23 August 2023:** Part 1 of the Migration Series – our two-part series to provide guidance and insights to students nearing the end of their degrees, and looking at the next steps after graduation. In collaboration with the Australia China Business Council, the first part of our series focused on the various work opportunities available in our ACT region – from internships, opportunities in small businesses and post-graduation careers. We heard from the ACT Chief Minister, Andrew Barr MLA, and a panel of professionals. Attendees had the opportunity to connect with a diverse range of academics, government representatives, businesses and student leaders.

**26 August 2023:** Miss Peony watch party – An exciting event on the Canberra play schedule, and an opportunity for us to support Michelle Law, with the premiere of Miss Peony, a play touching on the experience of growing up Asian in Australia, and the struggles of navigating a dual cultural-linguistic identity. Such a great evening of laughs, tears and connection (and the first time we saw a trilingual production

(English, Cantonese and Mandarin) that was subtitled in English, Simplified and Traditional Chinese.

**14 September 2023:** Part 2 of the Migration Series – a panel discussion in collaboration with Leo Cussen Centre for Law and Johannessen Legal. This panel discussion was the final part of our two-part series providing guidance and insights to students nearing the end of their degrees and looking at the next steps after graduation. Our panellists, Susie Li (Moulis Legal) Tiffany Long (Leo Cussen Centre for Law), Kathryn Lee (ANU Students Association) and Pierre Johannessen (Johannessen Legal) provided practical tips, strategies and guidance.

**10 October 2023:** William Ah Ket Scholarship Award Ceremony – The scholarship is named after William Ah Ket, the son of Chinese migrants who is believed to be the first person of Chinese background to practise as a barrister in Australia. The William Ah Ket Scholarship is awarded to the applicant who produces the most outstanding research paper on a topic relating to equality, diversity and the legal profession or the law. We were greatly inspired by the keynote address from Justice Loukas-Karlsson, who also announced the winner and finalists of this year's essay competition. We were also honoured to be joined by several Members of the ACT Parliament, consular officials, judicial staff and esteemed members of the profession.

**20 October 2023:** Coffee catch up – It's always great to connect with old friends and new friends, and we were joined by AALA national president, Molina Asthana!

We are excited to see what 2024 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

**18 February 2023:**  
Welcome to Canberra Yum Cha



**25 March 2023:** International Women's Day



**19 May 2023:** Coffee catch up



**27 July 2023:**  
Lawyers for Diversity launch event



**10 August 2023:** Mentoring Program Launch



**23 August 2023:** Part 1 of the Migration Series



**26 August 2023: Miss Peony watch party**



**10 October 2023:  
William Ah Ket Scholarship Award Ceremony**



**14 September 2023: Part 2 of the Migration Series**



**20 October 2023: Coffee catch up**





## New South Wales Branch Report

The 2023 NSW Annual Branch Meeting was hosted by Gilchrist Connell at their offices. We therefore acknowledge the Gadigal people of the Eora nation as the traditional owners of Warrang, the location eventually known as Sydney, and pay respects to their elders, past, present and emerging, as well as elders of recent arrivals.

In preparing for this Report, I reflected on our previous submissions. In these Reports, my colleague and Immediate Past President, Marija Yelavich reflected on the pandemic and the impact that it has had on the state and the legal industry and practice. While the pandemic did continue throughout 2023 and we can confidently say that COVID remains part of our daily lives, our society has learned to co-exist and thankfully, has opened up. This year has been a particularly poignant year for those of us who are in the diversity and inclusion space with the Voice Referendum that occurred on 14 October 2023. Echoing the National Executive Committee's statement made earlier this year, we stand in solidarity with First Nations people who sought to constitutionally recognise the proposed Aboriginal and Torres Strait Islander Voice, as proposed in the Uluru Statement from the Heart. Though the referendum was unsuccessful and caused many divides across the Australian community, it highlighted for diversity and inclusion organisations like AALA, the importance of continued efforts to educate, engage and advocate for fair and equitable access to justice and representation to all Australians, particularly those most vulnerable and marginalised.

On this note, I am confident that 2024 will be a year of renewed strength for the NSW Branch where we are looking at furthering research and policy advances. As the continuing President, the new year will welcome with it some new faces in the Executive Team and new faces in the Committee. Diversity of culture is central to AALA, but equally important is diversity of thought and elevating Asian leadership. In joining the table of 40 under 40 Alumni winners this year in Sydney for the Asialink Sir Dunlop "Weary" Awards Dinner, I was impressed with how the event created a platform for Asian voices and recognition of Asian leaders in our Australian community. Our own colleague and current 2023 Branch Secretary, Matt Floro, was recognised as the recipient of the 2022 Legal Award. Presently our branch is in the works with esteemed Asialink patron Ms Susan Gin for

further multi-disciplinary collaborative opportunities in the new year.

As AALA continues to grow, our National Executive continues to adapt and work with each of its Branches and Membership to ensure that we continue to achieve our mission objectives. In recognising that AALA is a national organisation, completely run by dedicated and passionate volunteers, I extend my thanks to each and every active member particularly my colleagues on the NSW Committee. In addition to our full-time jobs, and our hats as parents, spouses, carers, students and so on, we also continued our impressive research arm and hosted dynamic and inspiring events. We have continued our work with key diversity stakeholder groups including Womens Lawyers Association NSW, Diversity and Inclusion Committee of the Law Society of New South Wales, the NSW Bar Association, various law firms and legal associations.

Key highlights of 2023 included:

- Branch President Dora Cheung and prior Branch Secretary Johnny Nguyen convening the National Mentoring Program, launching across all states from end of July to August 2023, program officially ending at the start of 2024.
- **Launch of the National Mentoring Program for NSW on 8 August 2023**, the NSW Branch launched the National Mentoring Program at the new College of Law City Campus with our Patron, Katrina Rathie, providing a very well-received keynote speech with a 60 plus turnout and many compliments from attendees.
- **Celebration of 10 Years of AALA: on 1 September 2023**, President Dora Cheung, Vice-President Michael Tangonan, and Committee Members Matt Floro and Ivonne Muryadi and NSW Patron Katrina Rathie attended the 10 Year Anniversary Gala for the organisation and the subsequent National Roundtables on **2 September 2023**.
- **CPD Events:** as part of the March Madness CPD offering of the NSW Branch, two co-branded CPD events with Frederick Jordan Chambers were held including "Quistclose Trusts in 2022: a Year in Review" on **14 March 2023** presented by

Committee Member, Ronny Chen, and “Judicial Review of Migration Decisions” on **23 March 2023** presented by Nick Poynder.

- Publications:** on **10 November 2022**, the NSW Branch launched its “Cultural Diversity Focus Groups Project: Pilot Outcomes Report 2022.” An industry-first in NSW, the Report was a cross-collaboration between AALA and Women Lawyers’ Association with the support of King and Wood Mallesons and members from other organisations. The Report examined the perceived boundaries and challenges faced by solicitors from diverse backgrounds using both qualitative and quantitative methods and in particular, used focus groups as a methodology to profile the experiences of these solicitors. Led by NSW Committee Members, Lee-May Saw and Michael Tangonan, the Report was launched at a special launch event which welcomed keynote, Honourable Tom Bathurst KC together with an esteemed panel chaired by our Patron, Katrina Rathie. The Report has kickstarted an ongoing cooperation with University of Technology Sydney Law School who is undertaking a similar project directed to understand student experiences. Funding has been received from the Centre for Social Inclusion at the University of Technology Sydney with the NSW Branch named as the community partner.
- Policy and advocacy:** the Branch provided a submission to the Multicultural Framework consultation by the Department of Home Affairs and continues to monitor opportunities to advocate, engage, and consult with public and government agencies.
- Branch President Dora Cheung attended Legal Aid NSW diversity events including launch of their diversity and inclusion staff organisation the CALD Network at the

Bankstown Arts Centre on the International Day of the Elimination of Racial Discrimination, and Diwali Celebrations in November 2023.

- Patronage from Ms Susan Gin for AALA NSW representative to attend the inaugural Asialink 2023 Sir Edward ‘Weary’ Dunlop Awards Dinner where great connections were made with City of Sydney Lord Mayor representative Councillor Emelda Davis, and various 40 Under 40 Alumni Winners.

Finally, as NSW Branch President for 2023, I extend my thanks to our Members; thank you, for your vote, your faith and your support of my leadership team and the NSW Branch. We hope to have your continued support in the years to come.



**Dora Cheung**  
New South Wales Branch President

**Sir Edward 'Weary' Dunlop Awards Dinner  
2 November 2023**



Branch President Dora with various 40 Under 40 Alumni Winners.

**Sir Edward 'Weary' Dunlop Awards Dinner  
2 November 2023**



Branch President Dora with City of Sydney Lord Mayor representative Councillor Emelda Davis

**ALA National 10<sup>th</sup> Anniversary Gala Dinner  
1 September 2023**



Michael Tangonan (NSW Vice President), Dora Cheung (NSW President), Katrina Rathie (NSW Patron), Molina Asthana (National President), Matthew Floro (NSW Secretary)

**Post National Roundtable Drinks with  
National Executive members**



Ivonne Muryadi (National Treasurer), Eveline Kuang (ACT Branch President), Molina Asthana (National President), Kelvin Ng (VIC Branch President), Lyma Nguyen (NT Branch President), Jake Huang (National Secretary), Kajaliny Ranjith (NT Branch Committee), Adrienne Morton (TAS Branch President)

**AALA NSW Mentoring Program Launch at the College of Law Sydney**



Kelly Caulk (COL Development & Engagement Manager), Michael Tangonan (NSW Vice President), Katrina Rathie (NSW Patron), Dora Cheung (NSW President), Matthew Floro (NSW Secretary)

**Legal Aid NSW Launch of CALD Network at the Bankstown Arts Centre on the International Day of the Elimination of Racial Discrimination.**



Branch President Dora with Legal Aid NSW CALD Network organisers

**Legal Aid NSW CALD Network Diwali Celebrations at the Parramatta Justice Precinct**



Branch President Dora with NSW Department of Planning staff Mrs Linda Rane

**Legal Aid NSW CALD Network Diwali Celebrations at the Parramatta Justice Precinct**



Branch President Dora with Legal Aid NSW CALD Network staff and Federal Circuit & Family Court Domestic & Family Violence Specialist, Mr James Joseph.

**NSW Branch launched its “Cultural Diversity Focus Groups Project: Pilot Outcomes Report 2022”, 10 November 2022.**



Chin Tan (Race Discrimination Commissioner), Jahin Tanvir (CEO, Australian School of Entrepreneurship), Honourable Tom Bathurst KC, Katrina Rathie (NSW Patron), Molina Asthana (National President), Dora Cheung (NSW Branch President), Mariam Veiszadeh (CEO, Media Diversity Australia), Dr. Alanna Kamp (Academic, Western Sydney University), Marija Yelavich (NSW Branch Committee).

**NSW Branch launched its “Cultural Diversity Focus Groups Project: Pilot Outcomes Report 2022”, 10 November 2022.**



Marija Yelavich (NSW Branch Committee), Michael Tangonan (NSW Vice President), Molina Asthana (National President), Ivonne Muryadi (National Treasurer).

## Northern Territory Branch Report

I start by acknowledging the Larrakia people as the traditional custodians of the country upon which we live and work and pay my respect to their elders, past, present and emerging.

This year marked just over two years of the NT Branch's establishment (since 19 October 2021).

We started out without a Secretary, but were very fortunate to have Khami Aughterson fill that vacancy in early 2023, bringing into the Secretary role, her linkages with a range of academic, private sector, community sector, public sector and international contacts, reflective of the seniority and diverse legal career that Khami has had to date. We are also grateful to Committee Member, Stella Noor, for stepping into the Treasurer position in early 2023.

Aside from the executive roles, our committee members over 2022 - 2023 included: Kajaliny Ranjith, Mark Thomas, Lindy Morgan, Christopher Teng, Emmanuel Masimo and Peter Butler. Nadia Lim took on special duties (in a non-constitutional office bearing position) as our Marketing and Social Media Officer, which helped to alleviate the heavier workload usually associated with the Secretary position.

Locally, we have held at least four branch committee meetings, with smaller sub-committee meetings for events planning as needed. The Secretary and President have also regularly attended National Executive meetings.

The year started out with a Farewell Ceremony for the NT's former Administrator the Hon Vicki O'Halloran at Parliament house, on 27 January 2023, which I attended, on behalf of AALA NT.

The NT branch held a successful digital CPD event with esteemed guest speaker Professor Emeritus Ned Aughterson, who, on 6 April 2023, presented on jurisdictional error and the errors of law, with a focus on migration authorities. Hosted by Ward Keller, the CPD was well attended both in-person and online, and attendees had the opportunity to meet peers after the event and enjoy a few nibbles and networking.

Internationally – and wearing multiple hats – in April 2023 – I presented at the International Legal Eagles Criminal and Family Law

Conference, held at the Anantara Hotel in the beautiful world heritage city of Hoi An, Vietnam. The presentation was on Developments in the Genocide Trial in Case 002 at the Extraordinary Chambers in the Courts of Cambodia – linking in with regional issues of historical importance.

Acknowledging that Diversity has a broader reach than just the law, on 3 June 2023, I was part of a panel of esteemed guest panellists at the Leadership and Entrepreneurial Network (LEN) Annual Dinner held at Sydney Harbour, which panel included Independent Member of Parliament, Dai Le and the 2021 and 2022 winners of the 40 under 40 Most Influential Asian-Australian Leadership Awards, Diana Nguyen and Tu Le. This presented an opportunity to forge connections with Asian-Australian community leaders across a broader cross-section of professional disciplines nationally.

On 23 June 2023, our Branch held a Sunset Dinner Cruise event, setting sail on board the old fishing vessel, Cape A'Dieu, whilst unwinding to a night of local entertainment, and enjoying local fresh seafood and steak under a Territorian sunset. It would be remiss of me not to mention that live music was provided by local musician, Matthew Nicholls and myself! This unforgettable event presented an opportunity for members and friends to take a mental health break in a relaxed Territorian style, taking advantage of the beautiful dry season weather, and at the same time, to meet fellow professionals in a picturesque setting. It is a reminder of how important it is for time-poor and overworked lawyers to take some time off in an adversarial profession that is often marked by extreme stress and pressure.

On 8 August 2023, Mark Thomas and I, on behalf of AALA NT, attended a function at Development House in Darwin, hosted by the Australia Indonesia Business Council, to welcome the new Australian Consul General to Bali. The Hon Ngaree Ah Kit, NT Minister for Multicultural Affairs, Minister for Corporate and Digital Development and Minister for International Education, was amongst some of the guests who attended and addressed the gathering.

On 1 September 2023, I attended AALA's 10th Anniversary Gala Dinner in Melbourne, where I made some closing observations and reflections alongside William Lye OAM KC and

the Hon Justice Emilios Kyrou. It was a wonderful evening and a fantastic opportunity to meet members of AALA nationally as well as catch up with national executive members who have imparted such support to the establishment of our Branch. I am most grateful to our President, Molina and her family, for hosting me at her beautiful home in Melbourne.

On 2 September 2023, Kajaliny Ranjith joined me in representing the NT Branch at the AALA National Roundtable in Melbourne, to collectively formulate AALA's future vision, mission and purpose and to set the organisation's future strategic agenda and directions. These days in Melbourne were not all work! They were balanced out with much singing, dancing, karaoke and exploration of Melbourne's night life and bar scene. I'm very grateful to have been able to bond and forge stronger ties with the leadership of AALA nationally, during the 10th anniversary dinner and roundtable.

I thank our Branch committee members for giving to the organisation their invaluable time to ensure the growth and good governance of our local Branch. It is no easy feat to juggle a full-time job in the legal profession with extra-curricular endeavours – but AALA is definitely a worthwhile one! Before we know it, the time has come toward the Annual Branch Meeting, where I hope to draw in another strong Committee base, to build upon the foundations that AALA NT has established to date; to expand our membership base; to continue the efforts made to identify and build upon partnerships with organisations within the community, and ultimately to spread the critical message about the importance of diversity and inclusion in this profession, and more broadly.



**Lyma Nguyen**  
Northern Territory Branch President

## **NT Branch Events**

### **6 April 2023**

AALA National Digital Events Series  
CPD Event: Judicial Review of AAT Decision  
by Professor Emeritus Ned Aughterson

### **23 June 2023**

Sunset Dinner Cruise on Darwin Harbour  
Entertainment: Matthew Nicholls and Lyma  
Nguyen



Panellists, Dai Le and Tu Le, Diana Nguyen and Lyma Nguyen (three generations of 40 under 40 Most Influential Asian Australian Leadership Awards, 2020 - 2022) at the Leadership and Entrepreneurial Network (LEN) Annual Dinner, Sydney, 3 June 2023, together with the LEN committee.



Kajaliny Ranjith, Molina Asthana, Lyma Nguyen and Dominique Yap at drinks following the National Roundtable, Melbourne, 2 September 2023.



AALA Members and Friends at the Sunset Dinner Cruise on the Cape A'Dieu, sailing across Darwin Harbour, 23 June 2023.



NT Branch President, Lyma Nguyen delivering observations and reflections at AALA's 10<sup>th</sup> Anniversary Gala Dinner, Melbourne, 1 September 2023.



AALA ExCo members and friends after a hard day's work at the National Roundtable, Melbourne, 2 September 2023.



Lyma Nguyen and Mark Thomas representing AALA NT at the Australia Indonesia Business Council's event to welcome the new Australian Consul General to Bali, Jo Steph



## Queensland Branch Report

I begin by thanking the Queensland branch Secretary, Vernon Ting, for the time and energy that he dedicates to AALA. I thank my Vice-President, Linda Cho, and make special mention of Reimen Hii and Jane Kam for taking the lead and organising some of our events this year. This year the committee consisted of: Vernon Ting; Linda Cho; Reimen Hii; Tuck Chung (up to June 2023); Sarah de Wit (Toowoomba); Chasely Kern (Townsville); Heidi Moc; Violet Li; Jason Liu; Queenie Mei; Jane Kam; Michael Thomson; Shelley Cheng; Jordan He and Simran Goklaney.

The Queensland branch thanks the following law firms and barristers' chambers for their support during the year:

- Corrs Chambers Westgarth for hosting the AALA mentoring program launch.
- Level 27 Chambers for hosting Part 2 of the Visibility Series.
- Clayton Utz for hosting our branch committee meetings.

At the end of last year in December 2022, the Queensland branch hosted the **William Ah Ket Scholarship** at the Federal Court of Australia in Brisbane. We had the pleasure of a keynote speech given by her Honour Justice Sarah Derrington. The event was well attended and included guests from the judiciary, members of the Queensland Parliament and academia.

On 15 June 2023 we hosted '**Part 2 of the Visibility series: Coming to the Bar**' with the assistance of Level 27 Chambers. The panel comprised of a number of barristers and Ms **Rebecca Treston KC**; it was well attended with attendees logging in from both Queensland and interstate. On 27 July 2023, the Queensland branch launched the **mentoring program** hosted by Corrs Chambers Westgarth with our patron, **Deputy Chief Magistrate Anthony Gett**, giving the keynote address. This important event would not have been possible if it was not for the commitment of Jane Kam. While the Mentoring Program was being held, Reimen and myself were representing the AALA Queensland branch at the **Pacific Lawyers Collective CPD Conference** held in Apia, Samoa. We had a number of our committee members travel to Melbourne for the special **10 Year Anniversary Gala** in

Melbourne. On 16 November 2023 we held our end of year dinner at Shabu House to celebrate the year and thank our mentors.

A key priority of mine has been the outward promotion and visibility of cultural diversity within the wider legal community. In this regard, we had committee members make themselves available to participate in panel discussion events at various universities. Our Vice President appeared on the very first episode of a new legal series podcast called 'Tile & Ollie Meeting', which shines a lens on diversity within the law. As President I attended the quarterly Legal Services Commission Reference Group meetings.

The Queensland branch of AALA has been in existence for over five years. We now have more active members than ever before and continue to grow.



**Dominic Nguyen**  
Queensland Branch President

## South Australia Branch Report

For the 2023 year, the South Australian Branch of AALA has continued to strengthen and broaden its professional connections with other SA based organisations, departments and offices. This could only have been achieved through the eagerness of members in attending events and of course with the hard work and dedication of the committee members, Celena Le (Secretary), Jess Teoh (immediate past President), Audrey Lian, Brian Vuong, Edwin Fah, Jessica Le, Julie Kay Lumasag, and Tina Tran prior to her resignation earlier in 2023.

While the SA Branch is still in its first few years, there is strong support for and attendance at the events held which include:

- 23 February 2023 - The Inaugural Lunar New Year Celebration evening which sold out with 100 attendees at Empress Restaurant. The evening 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.
- 10 May 2023 – Drinks at the Bar hosted by Anthony Mason Chambers. This was professional networking event with many of the barristers hosting our members for the evening.
- 23 May 2023 – The Inaugural Hellenic Australian Lawyers SA Chapter & AALA SA Branch networking event. This was an event to celebrating UNESCO World Day for Cultural Diversity for Dialogue and Development. This was the first collaboration between the SA Chapter of the Hellenic Australian Lawyers and the SA Branch of AALA – and with diverse food to match. The highlight of the evening was the presentation given by the Equal Opportunity Commissioner Ms Jodeen Carney and the Equal Opportunity Assistant Commissioner Mr Colin Marsh on discrimination and the functions of their office, and the networking that followed. This event was kindly hosted in the new HWL Ebsworth office in Adelaide.
- 15 June 2023 – the KPMG x AALA CPD on Understanding Financial Statements and Signs of Financial Distress. This was hosted and presented by KPMG and served to upskill AALA members. The broader team at KPMG were also present to welcome the attendees.

- 27 July 2023 – the Mentoring Launch was an opportunity for mentors and mentees to meet each other in person and also to network with others participating in the program.
- 16 August 2023 – Drafting and Dumplings. Our Edwin Fah gave a presentation regarding commercial drafting to the law students and hosted by the Adelaide University Law Students' Society.
- 3 September 2023 – Industry Networking Event – Our Celena Le gave a presentation on the SA Branch of AALA and spoke about membership, and opportunities for law students and graduates.
- 1 November 2023 – An Evening at Parliament hosted by the Attorney-General of South Australia the Honourable Kyam Maher MLC, Minister for Aboriginal Affairs, and Minister for Industrial Relations and Public Sector. This was a cocktail function event to celebrate mentoring and cultural diversity in the profession.
- 18 November 2023 – this will be our second quiz night hosted by our very own Quiz Master Brian Vuong. This is a highly anticipated social event and will be held again at the Lion Hotel.

I am grateful the SA Branch in 2023 have been able to help provide a platform for members to connect and proud of the inclusive culture that the events have. The Branch is going from strength to strength and I am looking forward to seeing how the SA Branch continues to grow in the upcoming year and the years that follow.



**Vanessa Ho**  
South Australia Branch President

**Lunar New Year Celebrations  
23 February 2023**



**Hellenic Australian Lawyers SA Chapter &  
AALA SA Branch networking event  
20 May 2023**



**Drinks at the Bar – 10 May 2023**



**KPMG CPD - 15 June 2023**



**Hellenic Australian Lawyers SA Chapter &  
AALA SA Branch networking event  
20 May 2023**



**Drinks at Parliament House  
1 November 2023**



## Tasmania Branch Report

This is my first report as President of the Tasmanian Branch. I would like to thank the preceding two Branch Presidents, Tiffany Tang and Justin Heng, for their work building the branch. It's a tough gig and requires a lot of energy and vision. I promise not to break this precious thing you've made. Tiffany bid her goodbyes to both the branch and Tasmania in December 2022 when she took up a position in Sydney. Justin stepped up into the role of Branch President with Alvin Tan as Secretary.

As with the previous year, our key objectives for 2023 were increasing the membership base and to raise awareness of the organisation in the State. We've built critical relationships with leading members of the profession and other organisations both within and outside the legal profession, including securing a seat on the Law Society of Tasmania's Employment, Diversity and Inclusion Committee.

We teamed up with Tasmanian Women Lawyers to celebrate International Women's Day by holding a private screening of *The Judge* at local independent favourite Rewind Cinema in New Town with a keynote by Her Honour Justice Helen Wood, senior puisne judge of the Supreme Court of Tasmania, followed by a panel session with National President Molina Asthana, Merrilyn Williams from the Legal Profession Board of Tasmania, Susan Fahey, consultant and former CEO of Women's Legal Tasmania.

In April we welcomed our first committee member from outside of Hobart, Dr Poomintr Sooksripaisarnkit a lecturer in maritime law from the Australian Maritime College, University of Tasmania.

In May we had our first ever Launceston networking event with a well-attended dinner at the Canton Restaurant. We were joined by His Honour, Justice Robert Pearce of the Supreme Court of Tasmania.

The end of the financial year saw Tasmania participate in the AALA mentoring program with local mentors and mentees being matched up for the first time. His Honour Justice Stephen Escourt of the Supreme Court of Tasmania launched the mentoring program for us in July.

In July we also bid adieu to Justin Heng, another loss to the bright lights of Sydney. We

are grateful to Justin's continued work on the mentoring program ensuring a smooth transition for mentors and mentees. We were also grateful to have Bernard Goh join the committee.

When former National President Kingsley Liu first proposed the idea of a Tasmanian branch of AALA to me – I was keen to assist in getting the branch together and growing the organisation but explicitly not keen to serve as Branch President. I was President of Australian Women Lawyers at the time and felt that was quite enough on my plate. It's funny how things turn out.

It's been a pleasure to serve out the remainder of Justin's term, representing the branch at the recent National Roundtable, and getting to meet so many AALA members at the 10 Year Anniversary Gala Dinner. I'd like to thank Alvin for being a steady wingman, the branch committee for trusting me to lead the way for a little while, and the National Executive Committee for the warm welcome and for patiently answering my many questions.



**Adrienne Morton**  
Tasmania Branch President

**International Women's Day 2023 event with  
Tasmanian Women Lawyers, 8 March 2023  
Movie screening 'The Judge'**



## 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

#### Diwali and End of Year Dinner 2022

On 12 December 2022, AALA VIC held its Diwali and End of Year Dinner at Indu. The event was proudly sponsored by Cornwalls. Attendees enjoyed a delicious dinner and drinks and heard from Victorian Committee Member, Lily Sarkar, regarding the importance of Diwali.

#### Lunar New Year Dinner 2023

On 2 March 2023, AALA VIC held its Lunar New Year Dinner at Shark Fin Inn, featuring Judge Sharon Burchell of the County Court of Victoria as a guest speaker. The event was proudly sponsored by Greens List Barristers. Attendees socialised over a sumptuous banquet dinner and drinks and enjoyed a traditional lion dance performance the Hung Hing Lion Dance Association.

#### Victorian Bar Portrait Unveiling for Justices Kenny and McMillan

On 8 March 2023, National Vice-President, Catherine Chiang, National Secretary, Jake Huang, Branch President, Kelvin Ng, Branch Secretary, Jenny Au, and Victorian Committee Members, Jenny Si and Lizia Lim, attended the unveiling of new portraits of Justice Susan Kenny AM of the Federal Court of Australia and Justice Kate McMillan of the Supreme Court of Victoria by the Victorian Bar.

#### Victorian Women Lawyers Dame Roma Mitchell Memorial Lunch 2023

On 9 March 2023, Branch President, Kelvin Ng, attended the Dame Roma Mitchell Memorial Lunch held by the Victorian Women Lawyers Association.

#### Victorian Multicultural Gala Dinner 2023

On 18 March 2023, National President, Molina Asthana, Branch President, Kelvin Ng, Branch Secretary, Jenny Au, and Victorian Committee Members, Lily Sarkar and Nikki Doan, attended

the Victorian Multicultural Gala Dinner 2023 held by the Victorian Multicultural Commission.

#### Evening of Wellness

On 2 May 2023, AALA VIC held the Evening of Wellness event in collaboration with Melbourne Yoga & Pilates, where attendees were led by Wynter Chan in practising a variety of yoga poses and breathing techniques specifically tailored to address common physical and mental challenges faced by lawyers.

#### PLN Beyond Commercial Careers Panel

On 10 May 2023, Victorian Committee Member, Jay Chandramohan, participated as a panellist in the 'Beyond Commercial Careers' event held by the Progressive Law Network at Monash University.

#### Sir Zelman Cowen Centre Lawyers as Change Makers Seminar 1

On 11 May 2023, William Lye OAM KC, founding member and former National Vice-President of the AALA, presented on the trailblazing career of William Ah Ket in the first seminar in the Lawyers as Change Makers Series held by the Sir Zelman Cowen Centre at Victoria university.

#### Pride in Law Launch of Victorian Chapter

On 18 May 2023, Branch President, Kelvin Ng, and Branch Vice-President, Bao Ngo, attended the launch of the Victorian Chapter of Pride in Law, held at the Supreme Court of Victoria.

#### Asian Australian Foundation Annual Dinner 2023

On 23 May 2023, Branch President, Kelvin Ng, and Branch Vice-President, Bao Ngo, attended the Annual Dinner held by the Asian Australian Foundation.

#### GLSA Mock Interviews 2023

During May and June 2023, 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.

#### William Ah Ket Scholarship Launch 2023

On 15 June 2023, AALA VIC assisted with the launch of the William Ah Ket Scholarship for 2023, with the launch event being held at the Peter O'Callaghan QC Gallery. The William Ah Ket Scholarship is proudly sponsored by Maddocks, with the University of Melbourne

and Victorian Bar as supporting partners. Attendees were privileged to hear from Blossom Ah Ket, William Ah Ket's great-granddaughter, and were regaled with tales of William's exploits and profound impact in the keynote address delivered by Elizabeth Bennett SC, Vice-President of the Victorian Bar Council, following which they had the opportunity to socialise over canapés and drinks. Victorian Committee Member, Amber Meyer, was ultimately named a co-winner of the William Ah Ket Scholarship for 2023, alongside her co-author, Arden Yeh, for their paper on the topic 'Towards Greater Cultural Diversity in Law: A Systemic, Bifurcated Legal and Policy Approach'.

#### Lyceum Club Lunch

On 29 June 2023, National President, Molina Asthana, and Branch President, Kelvin Ng, attended a lunch held at the Lyceum Club featuring Afghan women judges who fled to Australia following the fall of Kabul in 2021.

#### Filipino Australian Lawyers Association Launch

On 5 July 2023, Branch President, Kelvin Ng, and Victorian Committee Member, Jayr Teng, attended the launch of the Filipino Australian Lawyers Association at the Consulate-General of the Philippines in Melbourne, with Jayr being the inaugural Vice-President thereof.

#### Career Workshop Series 2023 – Written Applications

On 25 July 2023, AALA VIC held the Written Applications session of its Career Workshop Series in collaboration with and at the Leo Cussen Centre for Law, where attendees heard from Victorian Committee Member and Ashurst graduate, Nikki Doan, and Leo Cussen Careers Advisor, Jacinta Foley, regarding tips and tricks for drafting cover letters, CVs and resumes, including advice tailored to those from culturally and linguistically diverse backgrounds. The discussion was moderated by Victorian Committee Member, Jessie Wen. Following the event, attendees networked over canapés and drinks. Attendees also had the opportunity to submit cover letters, CVs and resumes for feedback after the event.

#### EOFY Celebration 2023

On 27 July 2023, AALA VIC held its EOFY Celebration at Golden Monkey, where attendees socialised over a variety of snacks and drinks. The event was proudly sponsored by Svenson Barristers.

#### Mentoring Program Launch 2023

On 3 August 2023, as part of the national launch of the AALA Mentoring Program, AALA VIC held its Mentoring Program Launch hosted

by Maurice Blackburn at its offices, with a keynote address from Judge Tiwana of the County Court of Victoria. Mentors and mentees met and mingled with one another, as well as other participants in the program, over canapés and drinks. This year's cohort of mentees was the largest since the inception of the program and was open to students in Victoria for the first time.

#### University of Melbourne MCLS Asian Women in Law

On 15 August 2023, AALA VIC collaborated with the Melbourne China Law Society at the University of Melbourne to hold the Asian Women in Law event, which featured a panel comprising Jing Zhu and Shivani Pillai, barristers at the Victorian Bar, and Natasha Toholka, Partner at Norton Rose Fulbright, who spoke to their experiences and career journeys as women of colour in the law.

#### EWC Australia Community Engagement and Asialink Building Inclusive Representation in the Order of Australia Honours

On 23 August 2023, National Secretary, Jake Huang, Branch President, Kelvin Ng, and Branch Secretary, Jenny Au, attended the Building Inclusive Representation in the Order of Australia event held by EWC Australia Community Engagement and Asialink at the University of Melbourne.

#### 10 Year Anniversary Gala

On 1 September 2023, AALA VIC hosted the 10 Year Anniversary Gala at The Arts Centre Melbourne to celebrate one decade since the founding of the AALA. This event was proudly sponsored by Aitken Partners, Piper Alderman and the Victorian Bar as gold sponsors, and Cornwalls and JT Lawyers as corporate sponsors. The event featured a keynote address by Kishwar Chowdhury, a Masterchef Australia finalist, a fireside chat with all the National Presidents past and present (Senior Member Reynah Tang AM, Tuanh Nguyen, Kingley Liu and Molina Asthana), as well as a number of musical and dance performances (by Joanne Kim, Melanie Kiremitciyan, Jourdain Wongtrakun and Johanna Nonato), with Jane Lee as MC over dinner and drinks.

#### Running Successful Mediations involving Culturally Diverse Clients

On 12 October 2023, AALA VIC held a CPD event on running successful mediations involving culturally diverse clients in collaboration with Svenson Barristers and Aitken Partners at Aitken Partners' offices. The panel comprised Daphne Foong and Nik Dragojlovic, barristers at the Victorian Bar with Svenson Barristers, and Paolo Tatti, Principal at

Aitken Partners. The discussion was moderated by Branch Vice-President and fellow Principal at Aitken Partners, Bao Ngo. Attendees enjoyed a generous spread of finger food and a wide range of beverages.

Farewell to Chin Tan, Race Discrimination Commissioner

On 17 October 2023, AALA VIC hosted a farewell to outgoing Race Discrimination Commissioner, Chin Tan, at Owen Dixon Chambers West. Attendees had the opportunity to hear directly from Commissioner Tan, who provided some remarks reflecting upon his term, and were treated to some celebratory canapés and drinks.

DJCS Stage 3 Consultation – Strengthening Victoria’s Laws against Hate Speech and Conduct –

On 18 October 2023, AALA (in particular, National President, Molina Asthana, Branch President, Kelvin Ng, and Victorian Committee Member, Amber Meyer) provided a submission to the Victorian Government Department of Justice and Community Safety in relation to the third stage of its consultation regarding strengthening Victoria’s laws against hate speech and conduct, specifically in relation to strengthening civil anti-vilification protections for all Victorians.

Tarwirri 20 Year Anniversary Event

On 18 November 2023, Branch President, Kelvin Ng, attended the 20 Year Anniversary Event held by Tarwirri, the Indigenous Law Students and Lawyers Association of Victoria.

As Branch President, I am immensely grateful to Victorian Committee Members, and in particular, Branch Secretary, Jenny Au, 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.



**Kelvin Ng**  
Victoria Branch President



**Lunar New Year Dinner 2023.**



*Pictured (left to right):* Catherine Chiang, Jenny Si, Jake Huang, Molina Asthana, Kelvin Ng, Lizia Lim, Nikki Doan, Jayr Teng, Zoe Zhou, Tim Colcutt, Lily Sarkar and Summer Altae

**Victorian Bar Portrait Unveiling for Justices Kenny and McMillan.**



*Pictured (left to right):* Kelvin Ng, Jenny Si, Jenny Au, Justice Susan Kenny, Jake Huang and Catherine Chiang

**Mentoring Program Launch 2023**



*Pictured (left to right):* Jake Huang, Jenny Au, Judge Pardeep Tiwana, Molina Asthana and Fortis Josephides

**William Ah Ket Scholarship Launch 2023.**



*Pictured (left to right):* Jenny Au, Blossom Ah Ket, Elizabeth Bennett SC, Kelvin Ng, Jenny Si, Molina Asthana and Kerry Truong

**Career Workshop Series – Written Applications**



*Pictured (left to right):* Jessie Wen, Jacinta Foley, Nikki Doan, Kelvin Ng, Fonda Gazis and Alex Giannopoulos

**10 Year Anniversary Gala**



*Pictured:* Various AALA State and National Committee Members and officeholders past and present

## Western Australia Branch Report

2022 has been a productive and enjoyable year for the WA Branch. We continued to build and strengthen relationships between the AALA and the WA legal community while assisting our members to make connections and knowledge share in innovative and entertaining ways.

During 2022, we sent the message that the WA Branch was an inclusive organisation which aimed to embrace the needs and identities of our members – we showcased trailblazers, sponsored cultural events and provided legal education as well as guidance on navigating the legal profession.

To demonstrate all of the above, I am delighted to share our roster of events in 2022 and our remarkable speakers.

These fantastic events could not have happened without the hard work and dedication of the Subcommittee Chairs and their Subcommittees – each individually listed earlier in this report. Each and every committee member should be recognised as an integral part of the whole.

To each of them, I say a big thank you – this year would not have been possible without you!


I'm also pleased to announce that amongst the incredible achievements on our members this year, we saw our former committee member, Charmaine Tsang, appointed as a Commissioner at the Western Australian Industrial Relations Commission and our long-time supporter, Rachael Young SC, appointed to Senior Counsel.


I'm really excited to see what 2023 brings here in WA with such an enthusiastic and able team.






Belinda Wong  
**Western Australia Branch President**

**Western Australian Branch 2023 Events:**

Dates	Events
10 January 2023 – 7 February 2023	<p><b>Courtside Yoga</b></p>
15 February 2023	<p><b>CPD seminar: Dealing with the Ceiling: On, Off and Around the Partnership Track</b></p> <p><b>Speakers:</b> Tong Chong (Squire Patton Boggs), Melissa Koo (Squire Patton Boggs), Cheryl Chan (Remotely Legal) and Belinda Wong (WA President)&amp; moderated by Julie Moore (WA Secretary)</p> <p><b>Sponsored by:</b> Squire Patton Boggs</p>
24 February 2023	<p><b>Lunar New Year Celebration</b></p> <p><b>Speakers:</b> Belinda Wong (WA President), Felicia Chan (Events Subcommittee Chair)</p> <p><b>Keynote speaker:</b> Charmaine Tsang (Commissioner at WA Industrial Relations Commission, Industrial Magistrate at Industrial Magistrates Court of WA)</p> <p><b>Sponsored by:</b> The College of law, TIMG, Blumers Personal Injury Lawyers, Cullen Macleod, Tang Law and Francis Burt Chambers</p>  

Dates	Events
26 April 2023	<p><b>CPD Seminar: Movers and Shakers: Meet the Australian-Australian Decision Makers Shaping the Law</b></p> <p><b>Speakers:</b> Judge Wendy Hughes (District Court of WA), Magistrate Alana Padmanabham (Children's Court of WA); the Hon Dr Andrew Lu AM (President of the Mental Health Tribunal), Registrar Tania Jeyamohan (District Court of WA) and Commissioner Charmaine Tsang</p> <p><b>Sponsored by:</b> The College of Law</p> 
19 May 2023	<p><b>Law Society of WA's Law Week Long Lunch</b></p> <p><b>Speaker:</b> Belinda Wong (WA President)</p>
23 May 2023	<p><b>CPD Seminar: The Star Recruit: A Guide to Being the Stand-Out Candidate</b></p> <p><b>Speakers:</b> Kashmirra Thevar (Herbert Smith Freehills), Brenna Jacobs (McKenna &amp; Associates Legal Recruitment), Joshua Chan (Minter Ellison), Chantel Van Wieringen (Laing O'Rourke) &amp; moderated by Nancy Zhao (Student Affairs Subcommittee Chair).</p> <p><b>Sponsored by:</b> Corrs Chambers Westgarth</p>
7 July 2023	<p><b>Movie Club: Joy Ride</b></p> <p><b>Sponsor:</b> TIMG</p>

Dates	Events
<p>10 August 2023</p>	<p><b>WA Branch Mentoring Program Launch</b></p> <p><b>Speakers:</b> Joshua Chan (Minter Ellison), Gehan Perera (Minter Ellison) &amp; Victoria Shaw (Professional Development Subcommittee Chair)</p> <p><b>Keynote speaker:</b> Registrar Tania Jeyamohan</p> <p><b>Sponsor:</b> Minter Ellison</p> 
<p>30 August 2023</p>	<p><b>Drinks to Celebrate the Appointment of Judge Wendy Hughes and Judge Terry Palmer</b></p> <p><b>Speakers:</b> Judge Wendy Hughes, Judge Terry Palmer (District Court), Belinda Wong (WA President)</p> <p><b>Sponsor:</b> TIMG</p>  <p>Belinda Wong, Judge Wendy Hughes</p>

Dates	Events
<p>31 August 2023</p>	<p><b>Movie Club: Past Lives</b></p> <p><b>Speakers:</b> Jenny Thornton (Women Lawyers of Western Australia), Felicia Chan (WA Events Subcommittee Chair)</p> <p><b>Sponsor:</b> Women Lawyers of Western Australia</p> 
<p>4 October 2023</p>	<p><b>Launch of the 2023 Junior's Guide by the Student Affairs Subcommittee</b></p>
<p>Upcoming</p>	<p><b>End of Year Diwali Drinks</b></p>

## Our 2022-2023 Event Sponsors and Partners

- ACT Bar Association
- Aitken Partners
- Ally Finance Group
- Anthony Mason Chambers
- Baker McKenzie
- Blumers Personal Injury Lawyers
- Clayton Utz
- Cornwalls
- Corrs Chambers Westgarth
- Cullen Macleod Lawyers
- Duncan Powell
- Flinders University
- Fragomen
- Francis Burt Chambers
- Gandhi and Shaw
- Gilchrist Connell
- Green List Barristers
- Hellenic Australian Lawyers SA Chapter
- HWL Ebsworth
- Indigo Lawyers
- JT Lawyers
- King & Wood Mallesons
- KPMG
- Lander & Rogers
- Law Institute Victoria
- Law Link Group
- Level Twenty Seven Chambers
- LHD Lawyers
- Maddocks
- McKenna & Associates
- Melbourne Yoga and Pilates
- Minter Ellison
- Piper Alderman
- RC & Co Lawyers
- Squire Patton Boggs
- Super Diversity Institute
- Svenson Barristers
- Tang Law
- Tasmanian Women Lawyers
- The College of Law
- The Law Society of South Australia
- The University of Melbourne
- TIMG
- Victorian Bar
- Ward Keller
- Women Lawyers Association ACT
- Women Lawyers Association SA
- Women Lawyers of Western Australia

We thank our sponsors and partners for their generosity and ongoing support for our association throughout the years. We look forward to future collaboration in our upcoming events and activities in 2024.

AALA is an organisational member of LAWASIA since 2021



## Milestones

### SIGNIFICANT MILESTONE

**2013**

The Asian Australian  
Lawyers Association  
established



**2021**

Surpassed 1,000  
members



**2022**

National presence  
across 8 States and  
Territories in Australia



**2023**

Celebrating 10 Year  
Anniversary





# 10 Year Anniversary Gala Dinner

Friday, 1 September 2023 at The Arts Centre Melbourne

Sponsored by:

Aitken Partners, Piper Alderman, Victorian Bar, Cornwalls and JT Lawyers



Momentous event to celebrate our 10 year anniversary. This event attended by various Committee members and also our supporters.



Reynah Tang (Inaugural National President, 2013-2016), Tuanh Nguyen (Former National President, 2016-2018), Kingsley Liu (Former National President, 2018-2021), Molina Asthana (National President, 2021-2023), Jane Lee (Presenter, The Guardian)

## National Roundtable

Saturday, 2 September 2023 at King & Wood Mallesons Melbourne office.

National Executive Committee get together to discuss future goals and strategy planning led by Matt Floro, National Strategy Advisor.



## Appendix 1: Audited Financial Statements

### Message from our honorary accountants and auditor



Walker Wayland Advantage has a history in Melbourne dating back more than 95 years with service offerings encompassing Business Advisory, Audit and Risk Assessment, Taxation Advice and Planning including Foreign Subsidiaries Expatriate Taxation and Relocation Advisory. Our clients are not only Australian based but are connected the Asia Pacific region and the world beyond.

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

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

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

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

Martin Phelan

Partner

Walker Wayland Advantage

**ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.**

**ABN 59 417 518 294**

**Registration No. A006052T**

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2023**

# 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 2023

Your committee members submit the financial report of Asian Australian Lawyers Association Inc. for the financial year ended 30 June 2023.

### **Committee Members**

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

#### *National Executive Committee Members*

- Molina Asthana (President)
- Catherine Chiang (Vice-President)
- Ivonne Muryadi (Treasurer)
- Jake Huang (Secretary)
- Lola Chang
- Julie Kay Lumasag
- Mary Liu
- Jo Wang
- Emma Wei

#### *Branch Committee Members*

- Dora Cheung (NSW Branch President)
- Duc-Huy (Johnny) Nguyen (NSW Branch Secretary)
- Eveline Kuang (ACT Branch President)
- Dominique Yap (ACT Branch Secretary)
- Kelvin Ng (VIC Branch President)
- Jenny Au (VIC Branch Secretary)
- Belinda Wong (WA Branch President)
- Julie Moore (WA Branch Secretary)
- Dominic Nguyen (QLD Branch President)
- Vernon Ting (QLD Branch Secretary)
- Vanessa Ho (SA Branch President)
- Celena Le (SA Branch Secretary)
- Lyma Nguyen (NT Branch President)
- Khami Aughterson (NT Branch Secretary)
- Justin Heng (TAS Branch President)
- Alvin Tan (TAS Branch Secretary)

### **Significant Changes**

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

### **Operating Result**

The loss of the Association for the financial year amounted to \$12,570 (2022: profit of \$6,548)

**ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.**

**ABN: 59 417 518 294**

**COMMITTEE'S REPORT**

**FOR THE YEAR ENDED 30 JUNE 2023**

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



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Molina Asthana  
**President**



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Ivonne Muryadi  
**Treasurer**

**Dated:** 23 November 2023 .....

**Dated:** 23 November 2023 .....

# ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

## INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
<b>Income</b>			
Functions & Events		43,490	33,329
Interest Received		31	-
Membership Fees		33,036	38,578
Sponsorships		47,428	34,250
<b>Total Revenue</b>	<b>1</b>	<b>123,985</b>	<b>106,157</b>
<b>Expenses</b>			
ASIC Fee		-	854
Bank Charges		1,927	1,749
Amortisation		935	799
Functions and Events		119,977	82,725
Gifts and Donations		90	-
Insurance		1,575	1,444
Printing and Stationery		229	127
Registration		61	2,558
Subscriptions		10,363	7,004
Travelling Expenses		1,398	2,349
<b>Total Expenses</b>		<b>136,555</b>	<b>99,609</b>
<b>Net (Loss)/Profit</b>		<b>(12,570)</b>	<b>6,548</b>
Retained surplus at the beginning of the financial year		97,283	90,735
<b>Retained surplus at the end of the financial year</b>		<b>84,713</b>	<b>97,283</b>

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 2023

	Note	2023 \$	2022 \$
<b>Current Assets</b>			
Cash and Cash Equivalents	2	89,937	91,162
Trade and Other Receivables		6,340	-
Prepayments	3	1,895	2,245
<b>Total Current Assets</b>		<b>98,172</b>	<b>93,407</b>
<b>Non-Current Assets</b>			
Intangible Assets	4	2,941	3,876
<b>Total Non-Current Assets</b>		<b>2,941</b>	<b>3,876</b>
<b>Total Assets</b>		<b>101,113</b>	<b>97,283</b>
<b>Current Liabilities</b>			
Contract Liability	5	16,400	-
<b>Total Current Liabilities</b>		<b>16,400</b>	<b>-</b>
<b>Total Liabilities</b>		<b>16,400</b>	<b>-</b>
<b>Net Assets</b>		<b>84,713</b>	<b>97,283</b>
<b>Members' Funds</b>			
Retained Surplus	6	84,713	97,283
<b>Total Members' Funds</b>		<b>84,713</b>	<b>97,283</b>

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 2023

### 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 Fees*

Membership fees are recognised as revenue in the year to which they relate. When membership fees are received that relate to subsequent financial year, the amount received as contract liability is classified as liability.

#### *Sponsorships*

Sponsorships for functions and events are recognised once functions and events have taken place.

#### *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.

# ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

## BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2023

### 1 Summary of Significant Accounting Policies (Continued)

#### 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.

	2023	2022
	\$	\$
<b>2 Cash and Cash Equivalents</b>		
Westpac Community Solutions Account (#40-2165)	29,186	43,861
Paypal	30,720	47,301
Westpac Cash Reserve	30,031	-
<b>Total Cash and Cash Equivalents</b>	<b>89,937</b>	<b>91,162</b>
Cash Tied to Contract Liability	10,170	-
Cash Unrestricted	79,767	91,162
<b>Total Cash and Cash Equivalents</b>	<b>89,937</b>	<b>91,162</b>
<b>3 Prepayments</b>		
Website Subscriptions	144	70
Insurance	742	679
Software Subscriptions	1,009	996
Membership	-	500
<b>Total Prepayments</b>	<b>1,895</b>	<b>2,245</b>
<b>4 Intangible Assets</b>		
<i>Website Development</i>		
At Cost	4,675	4,675
Less: Accumulated Amortisation	(1,734)	(799)
<b>Total Intangible Assets</b>	<b>2,941</b>	<b>3,876</b>
<b>5 Contract Liability</b>		
Membership	9,900	-
Sponsorship	6,500	-
<b>Total Contract Liability</b>	<b>16,400</b>	-
<b>6 Retained Surplus</b>		
Surplus at the Beginning of the Financial Year	97,283	90,735
Net Surplus Attributable to the Association	(12,570)	6,548
<b>Total Retained Surplus</b>	<b>84,713</b>	<b>97,283</b>

#### 7 Commitments

There were no significant commitments at year end date (2022: Nil).

# ASIAN AUSTRALIAN LAWYERS ASSOCIATION INC.

ABN: 59 417 518 294

BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2023

## 8 Contingent Liabilities

There were no significant contingent liabilities at year end date (2022: Nil).

## 9 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.

## 10 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

# 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 2023.

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



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Molina Asthana  
**President**



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Ivonne Muryadi  
**Treasurer**

**Dated:** 23 November 2023

# 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 2023; and
- b. The financial statements for the year ended 30 June 2023 were submitted to the members of the association at the annual general meeting.



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Molina Asthana  
**President**



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Ivonne Muryadi  
**Treasurer**

**Dated:** 23 November 2023

Walker Wayland Advantage Audit  
Partnership

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

### Opinion

We have audited the financial report of Asian Australian Lawyers Association Inc. ("the Association"), which comprises the balance sheet as at 30 June 2023, 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 2023, 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)**

- 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 23<sup>rd</sup> day of November 2023



Asian Australian Lawyers Association Inc.  
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