

LIV Young Lawyers Annual Report 2020



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LIV Young Lawyers President's Report

Most annual reports for 2020 will speak of the unprecedented and challenging global pandemic that shut down our legal profession in so many ways. The beauty of this annual report is that the Young Lawyers (YL) can celebrate the skill and adaptability of our members in responding so powerfully to the new working environment.

The year started strong for the YL with a full schedule of events and a focus on collaboration and connection to the broader LIV community. The YL is a dynamic and expansive representation of those who have been called to the law, and this year the focus was ensuring we find our place more meaningfully in the wider jurisdiction.

The sudden change in our plans was quickly embraced by the YL – we were able to take our goals and give them online expression.

Governance Changes

The YL exercised the right of the committee provided by the LIV By-Laws to adopt Terms of Reference in February 2020. Our priorities and goals that were debated and accepted by the YL are contained in this report. As the year progressed, we continued to consider our governance documents and made further amendments including establishing a new committee, Legal Technology and Innovation after the YL Manager identified a need for that connection to our members.

The YL also considered how we could increase the diversity of representation on the YL committee by creating the roles of Executive Advisors and appointing two (both later law students) to provide the committee chairs with further support and consultation in implementing programs. The Committee debated and considered whether 2020 was the time to consider a change to the name of Young Lawyers. The Committee engaged with all members and the discussion will continue into 2021 as we consider how we can best represent our diverse community.

Young Lawyers Law Institute Journal Special Edition

The 2020 committee considered how we reach our members and made the decision to discontinue the Young Lawyers Journal, instead opting for monthly inclusion in the Law Institute Journal. Our members should be commended for embracing this change and extending the reach of the important work we do.

Online Webinar Series

The YL Executive convened a special online meeting on 23 March 2020 (Stage 3 restrictions were imposed in Victoria on 28 March 2020). At this meeting, the YL set up the online webinar series where the YL would deliver content every fortnight – making sure every second Thursday was to be known as 'YL night'. The YL identified the importance of having some consistency for young lawyers in a time that was going to be (and resulted in) a tumultuous shift of circumstances that had particular impact on those who were studying or in the early stages of their career.

On 23 April 2020, the LIV Young Lawyers were proud to commence their novel program, *Physically Distant, Professionally Close: How to thrive in a virtual world* (the 'Program'). This Program has featured fortnightly online workshops aimed to provide the LIV Young Lawyers' members with an opportunity to engage and be inspired in a time of anxiety and upheaval. It ensured that whilst we were physically apart, we remained more connected than ever before. The mission was to (and still remains to) provide members with opportunities to engage, remain involved, contribute, and be inspired through these events, and broaden their perspectives as to the direction a successful and purposeful legal career may take.

The YL set up a structure that celebrated the skills of the community and what they can offer to the broader profession, recognising early that a pandemic that resulted in an over reliance on technology would be an opportunity for young lawyers to shine. The webinar series has been delivered by Young Lawyers but for the wider profession, meaning that anyone can log in. The average attendance for each Thursday session has been between 60 and 90 people, with up to 180 in some sessions.

The Program consisted of a series of workshops focused on various aspects of legal practice, building and upskilling, including how to manage stress and be resilient in very trying times, what career

pathways are available to practitioners and how to maintain a happy practice, drafting skills, unconventional career options and diversity in the profession. The workshops were not driven by a profit-making focus, rather from the strong desire of the YL Leadership to support and engage with their members. Accordingly, the events were made available free to LIV Members, including law students, graduates and lawyers within the first 6 years of practice. Some sessions will likely have broader appeal to more senior members of the LIV membership. All members were welcome and actively encouraged to participate. The resource was also made available to non-members at a reduced rate.

The YL set up a special Covid Q & A lunchtime session for young lawyers where I appeared as a panellist alongside a registered young lawyer psychologist, the LIV YL Manager and the LIV President and discussed supporting the mental health of young lawyers through restrictions and extended lockdowns.

The crowning achievement of this program will be the concluding event, under the hashtag #2020vision4admission, where the profession is being called upon to celebrate lawyers admitted 'on the papers' by providing video messages of support to acknowledge their achievement.

A working group of 25 young lawyer volunteers worked on the project and associated marketing campaign. The project received endorsement from the LIV through a financial investment and the Chief Justice of Victoria supported the event with a keynote speech to celebrate lawyers admitted on the papers in 2020.

Collaboration with Interstate and International Young Lawyers

The geographical isolation experienced by our members was addressed by utilising the benefit of a virtual world. The Victorian YL has collaborated with the NSW Young Lawyers and had guests 'Zoom' in from Queensland, London and all across the State of Victoria.

I am so proud and very grateful to my Executive Committee, to the LIV and importantly to the Young Lawyer's members. The contents of the following report further highlight the impressive work completed by the YL this year, and I encourage you to continue to reflect that lawyers in the early stages of their career are an asset to the profession.

This year has allowed you to show your resilience, your skill and your adaptability and the future of the profession looks bright!

Alice Cooney

2020 LIV Young Lawyers President

1. LIV Young Lawyers Governance

The Law Institute of Victoria (LIV) Council established the Young Lawyers Section (YLS) in March 1979. In 2015, the Section was renamed as the LIV Young Lawyers (YL).

1) PURPOSE

The LIV Young Lawyers Section aims to:

- a) Enhance the legal skills, knowledge and professional networks of members in the early stages of career development;
- b) To create a collegiate community of peers for LIV Young Lawyer members to connect and support each other throughout the early stages of their careers;
- c) To inspire the interests and encourage participation of young lawyers in the activities of the LIV;
- d) Represent the interests of LIV Young Lawyers to ensure they maximize the value and opportunities from their LIV membership; and
- e) to provide guidance to the LIV on issues facing Young Lawyer members in the profession today.

The purpose of LIV Young Lawyers is further clarified by the priorities and goals specified below.

2) ELIGIBILITY FOR MEMBERSHIP

LIV Young Lawyer membership is open to anyone who is:

- a) An LIV member, and either
- b) a legal practitioner under the age of 36 years old;
- c) a legal practitioner over the age of 36 years old with less than 6 years of post-admission experience, or
- d) a law student or graduate.

Any LIV Young Lawyer member is eligible to join an LIV Young Lawyer sub-committee.

3) PRIORITIES AND GOALS

In addition to those objectives set out in clause 13(a) of the Model By-Laws, LIV Section Committees 2019, the priorities and goals of LIV Young Lawyers are:

- (1) To enhance the legal skills, knowledge and professional networks of members in the early stages of career development by:
 - a. Developing and hosting a variety of professional development events
 - b. Contributing content to LIV publications including the Young Lawyers blog and Law Institute Journal, as appropriate
 - c. Running a variety of social events throughout the year
 - d. Collaborating with external stakeholders with mutual interests (eg. the Junior Bar)
- (2) Maintain and share its knowledge of current issues facing the legal industry relevant to Young Lawyers by:
 - a. Hosting events allowing external stakeholders to speak before LIV Young Lawyers members;
 - b. Attending the meetings of other relevant LIV committees upon invitation;
 - c. Promoting and attending other LIV events as appropriate from time to time
- (3) Promote diversity within the LIV Young Lawyers Section, the Law Institute of Victoria, and the legal profession generally, including but not limited to diversity in gender, race, ethnicity, religion, sexual orientation, socio-economic status, age and disability.
- (4) Promote the role of lawyers generally, and, young lawyers in Victoria and the LIV;
- (5) Provide support and assistance to the LIV and its other sections as requested; and
- (6) Support the activities of the LIV Council as requested, ensuring a strong voice for Young Lawyers;
- (7) Develop an annual engagement strategy for members of the Young Lawyers section, leveraging LIV communication channels.

4) COMMITTEE STRUCTURE

The LIV Young Lawyers committee structure consists of an Executive Committee and the following sub-committees:

- Community Issues
- Editorial
- Later Lawyers Network
- Law Reform
- Professional Development
- Social
- Later Lawyers Network
- Legal Innovation and Technology Committee

(1) Executive Committee

- (a) The LIV Young Lawyers Executive Committee is made up of the LIV Young Lawyers Manager, President, Vice President, Immediate Past President, Executive Advisors and the chairs/co-chairs of the sub-committees and one regional and one suburban young law representative.
- (b) The Executive Committee will meet at least five times a year.
- (c) The function of the Executive Committee is to set the strategic direction of LIV Young Lawyers.
- (d) The term of office of each member of the Executive Committee shall be one (1) year and shall be deemed to commence on the first day of January in the year immediately following that Member's appointment.
- (e) In the event of a vacancy on the Executive Committee, the Executive Committee by majority vote may appoint a Section member to fill the vacancy. The appointed member may then sit on the Executive Committee until the next annual general meeting.
- (f) The Executive Committee may establish committees and working groups as required.
- (g) The Executive Committee may establish, merge or disband Committees. The Executive Committee must have approval of the LIV YL Manager should it wish to do so.
- (h) The Executive Committee will have no more than twenty members, and not less than six members. The Executive Committee must have approval of the LIV YL Manager should it wish to add or change the membership of the Executive Committee.

(2) Sub-committees

- (a) Each sub-committee will discuss the progress and organization of various projects, events and publications as well as other issues, which fall within their interest areas.

5) RESPONSIBILITIES OF LIV YOUNG LAWYERS OFFICE HOLDERS

The LIV Young Lawyers office holders' duties and responsibilities include, but are not limited to:

- (1) To attend every Executive Committee meeting, and send an apology at least 24 hours before if unable to attend;
- (2) To promote LIV YL activities and events, and the value of LIV membership throughout their professional networks
- (3) Project manage the various activities, events, project related to that committee in collaboration with the LIV YL Manager
- (4) An officer holder of the Executive Committee can delegate their duties as appropriate and required.
- (5) Each office holder shall be elected by a majority vote of the Section, and appointed by the YL Manager, at the Annual General Meeting.

- (6) The office holders of the Executive Committee shall serve for a term of one (1) year (until the next election), at which time the position of office holders will become vacant and new elections will be held.

(a) President

The President will:

- (i). preside as chair at meetings of the Executive Committee, General Meetings and Special Meetings;
- (ii). prepare a report on the activities of the Executive Committee for each annual general meeting (to be published in the Section annual report);
- (iii). keep the LIV Council fully informed of the activities of the Section, Executive Committee and any Committees;
- (iv). be responsible for making public statements on behalf of the Section in consultation with the Executive Committee, subject to approval by the LIV's Media Advisor; and
- (v). perform all other tasks as assigned by the Section or LIV Council.

(b) Vice President

The Vice President will:

- (i). perform the duties of the President during any period in which the President is unable to act; and
- (ii). perform any other tasks as assigned by the President, Section or LIV Council.

(c) Chair/Co-Chairs

- (i). The Chair/Co-chairs will project manage the various activities, events and projects relevant to that committee in collaboration with the LIV YL Manager.
- (ii). In consultation with the LIV YL Manager, co-chair or other committee members, establish and confirm an agenda for each sub-committee meeting;
- (iii). Ensure the meeting agenda and relevant documents are circulated to the committee members 3-5 days in advance of the meeting;
- (iv). Officiate and conduct meetings;
- (v). Ensure minutes are complete and accurate, retained and confirmed at the next meeting.

(d) Executive Advisors

- (i). Executive Advisors assist the YL Executive as needed and hold the duties and responsibilities of an ordinary office holder referred to above.

2. Structure and membership of the LIV Young Lawyers

2.1 Structure

The LIV Young Lawyers is made up of an Executive Committee and the following nine committees/representative groups:

1. Community Issues
2. Editorial
3. Later Lawyers Network
4. Law Reform
5. Professional Development
6. Regional Young Lawyers
7. Suburban Young Lawyers
8. Social

9. Legal Innovation and Technology

The Executive Committee is made up of the chairs (or co-chairs), or representatives of each of the nine committees and two executive advisors. The YL Executive meets every six weeks. The committees/representative groups meet every eight weeks to discuss the progress and organisation of various projects, events and publications as well as other issues, which fall within their interest areas.

2.2 Current Membership and Demographics

LIV Members are encouraged to become involved with the YL to increase their profile, broaden networks, improve professional development and exercise other skills such as management, communication and public speaking.

The membership of YL as of November 2020 is 8,323 made up of students, graduates, solicitors and young and emerging professionals.

3. Executive Committee

The Executive Committee is the LIV Young Lawyers' decision-making branch, governing the planning and strategic direction of the nine committees/representative groups. The Executive Committee provides leadership and input on projects with the purpose of benefitting and engaging YL members.

President	Alice Cooney, County Court of Victoria
LIV Council Liaison Representatives	Lauren Crome, Scope Australia and Tania Wolff, First Step Legal
Immediate Past President	Matt Daly, Sparke Helmore Lawyers
Vice President	Jade Hopper, Baker Jones
Managers	Rose Inglis and Brad Woolstencroft, Law Institute of Victoria

No of Meetings 11

3.1 Executive Committee Members

Executive Advisors

Laura Brennan, Future Women
Craig Evans, Arnold Bloch Leibler

Co-Chairs Community Issues Committee

Tessa Micucci, Office of the Victorian Information Commissioner
Amanda Di Placido, RNG Lawyers

Co-Chairs Editorial Committee

Radu Catrina, Berry Family Law
Annmarie Geros, Aitken Partners

Later Lawyers Network Representative

John Stack, Victorian Government
Peter Whiting, Whiting Lawyers

Co-Chairs Law Reform Committee

Joshua Andrews, Phi Finney McDonald
Jacob McCahon, County Court of Victoria

Co-Chairs Professional Development Committee

Nicholas Dodds, Thomson Geer
Thomas Ellison, Wotton Kearney

Legal Innovation and Technology Committee

Brad Woolstencroft, (Proxy Chair), LIV

Regional & Suburban Young Lawyers Representatives

Jason Koutes, FoodLegal
Ingrid Nagorcka, Melville, Orton & Lewis

Co-Chairs Social Committee

Jade Hopper, Baker Jones
Emelia Boughen, Slater and Gordon

4. Community Issues Committee

Co-chairs: Amanda Di Placido & Tessa Micucci
Number of Meetings in 2020: 7

4.1 Community Issues Committee Report

Summary

The Community Issues Committee (CIC) had an extremely exciting and productive year. We successfully overcame the enormous task of transitioning from face-to-face events to virtual events in light of COVID-19. We are eager to continue developing our charitable relationships in 2021.

Objectives

During 2019, the CIC ran 4 in-person events. We set out at the executive handover in 2019 with the aim of repeating these events in 2020, however the pandemic had other plans for us. Accordingly, we adapted quickly and changed our format by running two webinars and publishing articles in the YL blog and LIV Journal.

We also wanted to increase member attendance and registration this year, and we achieved that goal. At the beginning of 2020, we had three committee members attending our meetings. By mid-2020, we had more than 30 attendees at our meeting.

We regularly held meetings every 6 weeks as planned.

Events and articles

This year we ran events and published articles as set out below.

Event/Article	Comment
Transforming the law workshop	Transforming the law workshop was the first webinar in Australian history to have a panel of only transgender persons. This webinar was followed up with an article which was published on the LIV Young Lawyers blog.
CIC collaborated with Karen Finch of Legally Yours and published an article on the LIV Young Lawyers Journal	The article was about the harrowing experiences of young lawyers and what we need to do to change bad behaviour in the workplace. We also published a video on LinkedIn with Karen promoting and explaining the context of the article.
Working Online	The CIC wrote an article about working from home during the pandemic which was published in the LIV Journal.
A Reasonable Standard Article and Webinar	CIC collaborated with A Reasonable Standard to help support and promote their vision of raising awareness of mental health in the legal industry. The CIC published an article in the Young Lawyers blog and also ran a webinar promoting the importance of mental health in the legal profession.

The CIC is also in the process of publishing articles in the YL blog about how community legal centres adapted to the challenges of COVID-19.

Further, before the end of the year, the CIC also intends to publish an article in collaboration with a wellbeing coach about the impact of COVID-19 as well as running a webinar about the benefits of mindfulness with a meditation teacher who was previously a lawyer.

Transition from in-person events to virtual events

We achieved our goal of increasing member attendance this year, and we largely attribute this to our meetings being more accessible online as well as our great efforts to advertise the CIC.

Interestingly we were able to reach a wider and more varied audience to attend at our events by using a virtual platform in the comfort of their own home. This is something we would like to see be re-implemented in 2021 in order to promote further engagement of Young Lawyers in community issues.

Ideas for 2021

In 2021 we aim to re-introduce our face-to-face events as well as continuing to hold events from a virtual platform.

Amanda Di Placido & Tessa Micucci
Co-chairs, Community Issues Committee

5. Editorial Committee

Co-Chairs: Radu Catrina and Annmarie Geros

Number of Meetings in 2020: 4 (1 in-person, 3 by Zoom)

5.1 Editorial Committee Report

Summary

Despite the unique challenges of 2020, the EC continued to deliver high quality content for our members this year.

In addition to the ongoing content distributed through the online YL Blog, the EC capitalised upon a fantastic, and indeed, to utilise the buzzword of the year, an 'unprecedented' opportunity in 2020 – the amalgam of the YL Journal and the Law Institute Journal ("LIJ").

Every month in 2020, the EC has been given a dedicated column in the LIJ to discuss issues relevant to young lawyers and to give its members a voice to speak to the wider profession. The pieces ranged from those discussing what young lawyers can do to maximise career opportunities during a recession, to practical guides to managing wellbeing and mental health during a crisis. The articles were not, however, rooted exclusively in the events of 2020, as other pieces explored issues such as bullying and harassment in the profession, the case for a modern Award for young lawyers, and social media marketing skills.

The work of the EC arguably culminated in the November edition of the LIJ, which was a dedicated YL special edition. The theme of the edition was "Change, transformation and success", and we saw a range of contributions covering topics such as success, resilience, veteran career advice and perspectives, and substantive legal issues as well.

Reader and contributor engagement continued to be strong with the YL Blog, which saw a plethora of submissions on a wide range of topics, including redundancies, online learning, interviews with specialist lawyers, and upskilling and negotiating career progression.

We would like to thank the EC for their amazing ideas, enthusiasm and ongoing support, and their hard work. We look forward to reading the new material that 2021 brings.

Radu Catrina and Annmarie Geros
Co-Chairs, Editorial Committee

6. Later Lawyers Network

Co-chairs: John Stack and Peter Whiting
Number of Meetings in 2020: 6

6.1 Later Lawyers' Network Report

Summary

It would be mis-guided to say that the LLN did not meet on more than 4 occasions in 2020 because of the Pandemic that has changed so much of our way of life, and our Profession. We met 'in person' on 26 February 2020 (our first and final meeting with Rose, at the LIV Offices) but we also met on video - conference on three more occasions, being:

1. On 1 May 2020 jointly with the LIV YL Professional Development Committee;
2. On 15 July, with a Guest, Oanh (Pron: Wun) Tran, (from the Young Workers Centre that is affiliated with the Victorian Trades Hall) who spoke on Wage Theft and
3. On 12 August, again with a Guest, Adam Wakeling, (a former member of the LIV YL Executive) who spoke on strategies to maintain positive Mental health and Well-being.

Many of us also attended many more LIV YL meetings by teleconference in support of each other.

John Stack will not be re-nominating as a Co-Chair for the LLN in 2021 because he believes that this Committee needs to be re-launched in 2021 with new ideas to build on the issues that he has endeavoured to promote in 2018, 2019 and this year. Peter Whiting has re-nominated.

Our sincere Thanks to Alice Cooney for attending all the LLN network meetings and also to Rose and Brad for their commitment and support for all committee members.

BUT, we also want to sincerely Thank all of you for attending meetings in person and by Tele-conference and contributing to this group and to the wider Legal Profession

John Stack Peter Whiting

Co-Chairs, Later Lawyers Network

7. Law Reform Committee

Co-chairs: Jacob McCahon and Joshua Andrews
Number of Meetings in 2020: 5

7.1 Law Reform Committee Report

Summary

2020 has been a challenging year for all, but a promising year for the LRC. We have engaged in submissions, publications, and events. The LRC's sub-committees have continued to thrive in 2020. The LRC has also joined the LIV Sexual Harassment Working Group and Joshua and Jacob attended the first meeting of this working group on 21 October 2020.

Submissions

The LRC has made three notable submissions in 2020:

1. Encouraging inclusion of graduate lawyers, after they are admitted to practise, into the Legal Services Award — in response to the Law Council of Australia's (LCA) call for submissions (10 February 2020);
2. Working with the Victoria Legal Services Board and Commissioner's review into the CPD requirements for Victorian lawyers (written submission on 6 July 2020 and verbal contributions through a focus group for young lawyers on 4 August 2020); and
3. Contributing to the Victorian government's Department of Justice and Community Safety review into making it easier for victim-survivors of sexual offences to tell their stories (roundtable on 19 September 2020 and submission lodged 21 September 2020).

Publications

The LRC's three sub-committees (Waste and Sustainability, Human Rights, and Modern Slavery) have submitted articles to the Law Institute Journal's special November edition dedicated to Young Lawyers. We encourage young lawyers to obtain a copy of the 2020 November LIJ and learn a little more about these three important topics. The LRC contribution to the modern award for young lawyers LCA consultation paper was also recognised through an article published in the July LIJ.

Events

The LRC ran two events in 2020:

- Law Reform in Action Part One: Panel (3 July 2020) and
- Law Reform in Action Part Two: Submission Writing Workshop (27 August 2020).

The events were well attended and well received with between 80 – 100 people at each session ranging from students to young professionals learning how to write and present submissions and feedback on law reform.

Thank you to everyone for their valuable contributions to the LIV in 2020.

Jacob McCahon and Joshua Andrews
Co-Chairs, Law Reform Committee

8. Professional Development Committee

Co-chairs: Nicholas Dodds and Thomas Ellison

Number of Meetings in 2020: 5

8.1 Professional Development Committee Report

Despite the significant social and professional disruptions throughout this year, 2020 has been an excellent year for the LIV Young Lawyers' Professional Development Committee (the PDC). Given the level of engagement, professional development clearly remains a key interest area for both law students and young lawyers. The PDC demonstrated that, even during challenging times, and the required cancellation of popular events such as the Golden Gavel and an in person Careers Fair, it could prosper and continue to build on previous years' events with engaging and interactive virtual events.

This year's highlights included:

2020 LIV Careers Week

Despite the perennially popular and premier Careers Fair physical event not being held, it did not stop hundreds of people from attending and engaging "virtually" in the LIV's online substitute Careers Week. In fact, this was one of the most popular careers events for the LIV Young Lawyers in recent memory. Primarily created for Victorian law students commencing a career in law, students were able to participate in mock interviews with legal HR staff, meet representatives from a range of Victorian legal practices, attend Webinars on leveraging previous employment experience, career pathways, and an employer perspective on the graduate recruitment process. Our very successful Webinars included 'What Employers Want', 'Rocking the Suburbs – Careers Outside the City', 'Legal Careers in Government', 'How to Create Your Own Luck', 'Careers in Law Reform', and, 'the Seasonal Clerkship Workshop'.

2020 LIV Mentoring Week

A week-long virtual event and the first of its kind for the LIV Young Lawyers. Hundreds of law students, young lawyers and experienced lawyers attended the nightly interactive Webinar events and engaged with panel speakers on their unique professional insight into various careers paths in the law. The wonderful Webinar series consisted of 'When is the Right Time to Upskill Through Further Study', 'Making the Most of Technology in the Law', 'Getting Ahead in the New World', 'Meet the Experts', and 'Pathways to Admission'.

Submissions regarding admission of law graduates to the profession

The PDC was pleased to assist the LIV Young Lawyers' Executive Committee and LIV Council in contributing recommendations on how the LIV could assist law graduates in their ceremonial admission to the legal profession in Victoria during the COVID lockdown. As admission to the legal profession remains a most momentous and special occasion, the PDC was proud to provide recommendations on how to best acknowledge and capture this wonderful accomplishment despite the circumstances of lockdown.

Thank you to everyone who contributed to the success of these various initiatives through organising, participating in and/or attending our events. We were very fortunate to receive invaluable support from both our PDC members and members of the LIV Young Lawyers' Executive Committee. We look forward to another successful year in 2021.

Nicholas Dodds & Thomas Ellison

Chair, Professional Development Committee

9. Regional & Suburban Young Lawyers

YL Regional Representative: Ingrid Nagorcka
 YL Suburban Representative: Jason Koutes
 Number of meetings in 2020: N/A

Suburban & Regional YL Representatives in 2020:

Eastern Suburbs Law Association Jason Koutes	Northern Suburbs Law Association Laura Snell
Goulburn Valley Law Association Lauren Donellan	Southern Solicitors Law Association Rosy Roberts
Bendigo Law Association Emily Chamberlain	Ballarat & District Law Association Laura McDonough Kristen Morrow
Gippsland Law Association Sara Al-Bostanji Clara Staples Brayden Sharp	Geelong Law Association Ben McLean
Mornington Peninsula Solicitors Association Laura Earey	Western Suburbs Law Association Annamiel Van Loon and Amanda Vella
North West Victoria Law Association Keeley Duncan	North East Law Association Chelsea Campagna
Western District Law Association Ingrid Nagorcka Julia Ray Amy Lane	North West Suburbs Law Association N/A
Wimmera Law Association Simon Torpy Nicholas Tsekinis	

9.1 Regional and Suburban Young Lawyers Representatives Report

Despite the challenges presented by 2020, the Regional and Suburban Young Lawyers Committee (RSYL) made substantial contributions to the growth and engagement of Young Lawyers with the Law Institute of Victoria with the assistance of the Young Lawyers Executive Committee. In 2020, RSYL objectives were to:

1. Increase engagement between the various YL suburban and regional representatives and the YL Executive Committee – in particular, ensure that the various representatives have a platform to voice any concerns that they have which may be supported by the YL Executive Committee;
2. Increase engagement of younger lawyers in their respective suburban and regional law associations and encourage younger lawyers to join the LIV; and
3. To better connect with law students and graduate members.

The increased use of video conferencing platforms throughout 2020 has been a positive development for the RSYL, given many members are geographically isolated, and who would otherwise have difficulty engaging with the broader Young Lawyers community. Fortunately, we have increased our engagement with members which has enabled us to better represent their interests at the YL Executive Committee.

In light of the global pandemic, the RSYL adapted to the instantaneous shift to online learning and networking. Many YL representatives engaged with their respective associations and the LIV to bring online CPD sessions throughout the year, utilising their skills and knowledge in the technology space to great effect. Both regional and suburban representatives also held regular monthly online

networking or catch-up events, as a way to remain connected when it was not physically possible to do so.

In accordance with our objective to support the YL regional and suburban representatives, the LIV once again invited all RSYL Representatives to attend the combined LIV Conference of Council and Essential Briefing on 6 and 7 February 2020. The event was an excellent opportunity for the various representatives to connect with both each other and the regional and suburban association presidents to discuss their various experiences as YL Representatives throughout Victoria. Feedback obtained at these sessions was provided directly to the LIV, where it was clear that the focus was to better connect with the Regional and Suburban cohort, and to influence the LIV's future planning as a membership body. This was to be one of the final face-to-face events held by the LIV during 2020 before all events moved online, which made the event even more memorable and useful for the various YL Representatives.

One of our main objectives as a Committee is to encourage young lawyers, law students and graduates to consider careers outside the CBD. In the first week of July 2020, the LIV conducted their annual careers week entirely online which was a huge success and ensured that many young lawyers were able to participate in the events across the week. In particular, the RSYL hosted a panel discussion titled "Rocking the Suburbs and the Regions – Careers Outside the City" on 1 July 2020 via Zoom. We were fortunate to have the privilege of 3 legal professionals, namely Ms Kerry Truong, Her Honour Magistrate Jacinta Studham and Mr Tony Permezel, who were each able to provide a unique perspective on their experiences working in the regions and/or suburbs. This online event was successful with many law students and graduates participating in the Zoom session and providing positive feedback at the conclusion of the same.

We thank every RSYL representative for their hard work and contributions towards their respective law association and the YL Executive Committee.

Jason Koutes

Young Lawyers Suburban Representative

Ingrid Nagorcka

Young Lawyers Regional Representative

10. Social Committee

Co-Chairs: Emelia Boughen and Jade Hopper
Number of Meetings in 2020: 3

10.1 Social Committee Report

The Social Committee of the Young Lawyers aims to assist members by providing the opportunity and space for meeting and networking with peers and growing their professional network.

2020 has been an interesting year for the social committee with social distancing becoming the new norm, and laws preventing gatherings. The year commenced with some networking events in person and then several planned events that had to have a hold placed on them. It was a turbulent time, with continuous hope that things would revert to what we knew as normal.

Fortunately, the Social Committee, with the support of the Young Lawyers executive committee, have pivoted throughout this time and have continued to provide the Young Lawyer members with a variety of networking and social experiences via online forums. We have embraced digital platforms and Zoom has been a handy online tool.

Thank you to those on the Social Committee that assisted in making this year so enjoyable and a success despite the challenges! Finally, we would like to thank Rose Inglis and Alice Cooney for their continuous support throughout this year – especially their support and brilliant new ideas.

Emelia Boughen and Jade Hopper
Co-chairs, Social Committee

11. Legal Innovation and Technology Committee

Chair: Brad Woolstencroft (Proxy Chair)
Number of Meetings in 2020: 4

11.1 Legal Innovation and Technology Report

Summary

2020 has been a challenging year for us all yet the Young Lawyers have adapted and even developed new innovative ways to connect, educate and celebrate. With the change in the way we communicate and work due to COVID-19, the Young Lawyers identified a gap in the market to explore and advocate for.

Legal Technology and Innovative legal models are emerging and students and emerging legal professionals are at the forefront of developing, educating and curating a community of like-minded individuals – there the Legal Innovation and Technology Committee or 'LIT' for short was born.

Still within its infancy, the LIT working group during 2020 has been focused on structuring and developing the committee for new members in 2021.

The LIT Committee aims to develop a series of engagements both social and educational for 2021 in addition to providing a space to facilitate young and upcoming entrepreneurs to share and develop their ideas from inception to fruition.

We're excited about what the new year will bring and hope you can join us on our journey!

Brad Woolstencroft
Proxy Chair, Legal Innovation and Technology Committee.

12. 2020 LIV Young Lawyers Activities and Projects

12.1 Professional Development and Engagement

2020 saw transition to online events, workshops and engagements in the form of the Young Lawyers Webinar series which held a variety of events and CPD every second Thursday evenings, this included collaborations with other areas of the LIV:

YL Online Webinar Series – (Continuing Professional Development)

Physically distant professionally close; how to thrive in a virtual working world

23 April 2020

The COVID-19 crisis is rapidly testing the agility, adaptability and resilience of the legal industry, with entire firms moving to remote working practices and traditional face-to-face relationship management (with colleagues, clients and courts) moving virtually. For the foreseeable future, or at least the next few months the "human" part of legal practice will occur virtually - greeting, meeting, networking, collaborating, mentoring, supervising, etc. Creating a human connection will be vital to succeed.

Panellists:

- Alice Cooney (LIV Young Lawyers)
- Rose Inglis (LIV Young Lawyers)
- Erika Pagano (Head of Innovation and Legal Design, Simmons Wavelength, London)

How to 'Survivor' a Career in Law

7 May 2020

Both lawyers in Victoria and both experienced in the game of Australian Survivor, our esteemed guests covered a range of topics from their time on the island, including:

- Preparing for the unpredictable
- Developing resilience - how to handle being blind-sided
- Moving from the bottom of an alliance - ways to progress your legal career
- The finale jury pitch - capitalising on the moment
- Developing your social game - how to build trust, meaningfully.

Panellists:

- Craig Evans (LIV Young Lawyers), Moderator
- Sharn Coombes (Vic Bar), Survivor All Stars Contestant
- Phoebe Timmins (Lawyer), Survivor All Stars Contestant

Finding Career Happiness in the Law

21 May 2020

This session discussed questions and content about career happiness including:

- What is career happiness and how to know if being a lawyer is right for us?
- Discussion on working leaders in law firms and how to become a leader within the legal industry
- How to become a 'legalpreneur' - Rugare Gomo shared his journey from arriving in Melbourne as a 16 year old boy by himself, to rising through Maddocks from the mailing room to the starting his own law firm.

Panellists:

- Karen Finch, Legally Yours (Moderator)
- Robert Cugno (Future U Coaching) Career Coach, Interview Coach, Networking Coach, Leadership Coach, Speaker, Founder of “Love What you Do” Podcast
- Ricky Nowak (Ricky Nowak & Associates) Leadership Speaker, Conference Emcee, Panel Moderator, Media Stable Expert
- Rugare Gomo, High Performance Business Coach, Keynote Speaker and Philanthropist

Q&A Webinar – COVID-19 Young Lawyers: Navigating the new normal**28 May 2020**

This interactive Q&A session is an opportunity for the LIV to connect with our Young Lawyer members to help you understand your challenges as a result of COVID-19 from both a professional and personal perspective.

A panel of experts will be on hand to answer your burning questions and to share with you tips on how best to navigate the impacts of a crisis.

Panellists:

- Emily Knowles, Psychologist, Human Inc
- Sam Pandya, LIV President
- Alice Cooney, LIV YL President
- Rose Inglis, YL Manager
- Peter Docherty, LIV

Finding the courage to have that conversation**4 June 2020**

Why is it so much easier to advocate for your client, than to stick up for yourself? An interactive workshop to empower young lawyers to have difficult conversations with the colleagues and supervisors.

Topics covered:

- Understanding the neuroscience of conflict
- Different conflict styles
- The effect of conflict on the brain
- How to have a difficult/challenging conversation (Effective 5 step process)

Panellist:

- Venita Dimos, Director, The Mediation Company

New Barristers Committee and Young Lawyers Trivia Night (Part 1)**18 June 2020**

A legal trivia night competition between Young Lawyers and New Barristers hosted by the Chaser’s Julian Morrow focused on a CPD point for Ethics (Part 1)

Panellist:

LIV Young Lawyers’ Annual Report 2020

- Julian Morrow

LIV Seasonal Clerkship Workshop

24 June 2020

This highly anticipated workshop covered all things Seasonal Clerkships and Traineeships.

With topics ranging from 'what is a clerkship and do I need to apply?' to 'how can I utilise LinkedIn to showcase my personal brand and differentiate myself from the competition' this is a must attend event for young lawyers who are preparing to graduate.

Panellists:

- Alice Cooney, Criminal Division Lawyer at County Court of Victoria and LIV Young Lawyers President
- Rose Inglis, Young Lawyers Manager at Law Institute of Victoria
- Brad Woolstencroft, Employer Liaison Officer at RMIT University

LIV Legal Careers Festival 2020 (29 June to 3 July 2020)

What Employers Want

Attendees of this session will gain insight into what employers want. Panellists will discuss tips on topics such as how to nail your cover letter and CV, and the difference between a good job application and an exceptional one. The session will also cover strategies for writing high-quality cover letters, and practical suggestions of how to structure your CV to enable you to stand out from the crowd.

Panellists:

- Zoe Holland, People and Culture at Wotton Kearney
- Natalie Mascarenhas, Talent Management Consultant at Baker McKenzie
- Cheryl Asquith, Human Resources Consultant at Collins Biggers & Paisley
- Jessica Parker, People and Culture Advisor at Maddocks

Rocking the Suburbs and Regions - Careers Outside the City

This panel discussion will bring together lawyers from different beginnings and varied experiences. We will delve into the career options for those looking beyond Melbourne's CBD. We will find out what it is really like to work in the regions and suburbs from those who have worked in and out of the city. In this session we hope to answer the following question, will the lure of a big city law firm be too strong for the lawyer of tomorrow?

Panellists:

- Her Honour Magistrate Studham
- Mr Toby Permezel, Heinz & Partners Lawyers
- Ms Kerry Truong from McManus & Co Lawyers

Legal Careers in Government

The promise of diverse career possibilities is what attracts many of us to study law. This session will explore the various career pathways that legal qualifications can open in State and Federal government.

Panellists:

- Tessa Micucci
- Cheng Vuong
- Elizabeth Morris
- Annan Boag
- Hannah Wood
- Adrian Zuccarini

How to create your own luck

Why is that some people seem to get all the luck? You know, those friends or colleagues who always seem to have their finger on the pulse as to the most interesting jobs and opportunities.

The answer is not that they are just lucky. The reality is that they do a lot of work behind the scenes to ensure that these opportunities are made available to them when they arise.

Panellists:

- Jonathan Liberis, Graduate, Clyde & Co
- Lauren Crome, LIV Council member
- Rose Inglis, LIV YL Manager
- Phoebe Timmins, Corporate Lawyer
- Phoebe Blank, Associate, Minter Ellison

Young Lawyers Trivia Night (Part 2)

16 July 2020

A legal trivia night competition for Young Lawyers hosted by the Chaser's Julian Morrow focused on a CPD point for Ethics (Part 2)

Panellist:

- Julian Morrow

You've Solved Your Clients' Problems: Now to Solve Yours! Looking Out for Your Financial Well Being

30 July 2020

Lawyers work hard. There is no one who would dispute this. We work as problem solvers for clients, but we do not always look after ourselves. We spend long hours working for money but do not always make the money work hard for us.

Finding it difficult to know where to start?

If you are ready to start the journey towards wealth creation and do not know how to go about owning your first home then we have the answers for you! Buying your first home can be daunting. There are certainly lots of moving parts to manage. Our panel of speakers will guide you through the tips and traps of buying your first home and offer some great, simple options to get you closer to holding the keys to your very own home in the palm of your hand.

Panellists:

LIV Young Lawyers' Annual Report 2020

- Caroline Counsel, Caroline Counsel Family Lawyers, LIV Council Member
- Phil Richards - Endorphin Wealth
- Tim Gaspar - Hatch Financial Services
- Ying Chan - Eclipse Property Advisory

Transforming the Law - Trans Experiences in Law Workshop

13 August 2020

The Trans Experiences in Law Workshop will provide young lawyers with an insight into the lives and experiences of Transgender and Gender Diverse lawyers and students. This workshop aims to discuss the challenges faced by Trans and Gender Diverse lawyers when interacting with the law, and some of the ways they have adapted and overcome these challenges.

Panellists:

- Brooke Collins, Transforming the Law
- Georgie Munro, Deputy Registrar, Victorian Mental Health Tribunal
- Maddison Harrington, Solicitor, Griffith University
- Sam Elkin, Coordinator, LGBTIQ Legal Service at St Kilda Legal Service

Law Reform in Action Part 2 - Submissions Workshop

27 August 2020

The submissions workshop event will provide young lawyers with the skills to create an effective legal submission. The event will focus on both legal research and drafting as well as communicating in a manner that is accessible to the community more broadly. Attendees will receive a template and topic prior to the event which will be the basis for a submission that they can create in real time with the speakers

Panellists:

- Jacob McCahon, Co-Chair, Law Reform Committee
- Lee Carnie, Strategic Advocacy and Policy Manager at Victoria Legal Aid
- Tom Clarke, Communications Director at Human Rights Law Centre

When is the 'right' time to upskill through further study?

10 September 2020

There often comes a time in a Young Lawyers career, when enough time has lapsed post-graduation... and the memories of all those late nights and library hours, and personal promises that you will never do this to yourself again... that further study seems like a good idea.

There are various options available - an LLM or PhD? Or LIV Accredited Specialisation? To study domestically or internationally? And when is the 'ideal' time to embark on further study? Is it necessary?

This panel discussion will explore when, why and how a Young Lawyer might decide to hit the books again so that they may upskill and develop special expertise in a particular area of law.

Panellists:

- Alice Cooney, Criminal Division Lawyer at County Court of Victoria and LIV Young Lawyers President
- Adam Waking, Risk and Compliance Professional with State Trustees

- Nicholas Dodds, Solicitor at Thomson Geer

Mentoring Week 2020

Making the Most of Technology in the Law

21 September 2020

While we all grapple with Zoom while we work from home, it's important to remember the law was already going through an innovation and technological revolution. Hear from experts on everything you can do now to take advantage of the rapid developments in legal technology, and what the future looks like.

Panellists:

- Ashley Brown, Legal Counsel at (MYOB) (Moderator)
- Andrea Ko, Melbourne University/BotL
- Sam Flynn, Co-Founder at Josef
- Karen Finch, CEO and Co-Founder, Legally Yours

Getting Ahead in the New World

22 September 2020

While clerk and graduate events are on hold, it's never been more important to find new ways to stand out. Hear everything you need to know from recruiting and personal branding experts on how you can position yourself to take the next step in your career.

Panellists:

- Alli Berry, Law Graduate at Corrs Chambers Westgarth (Moderator)
- Chloe Vincent, HR at Gadens
- Lucy Eva, HR at Gadens
- Brad Woolstencroft (LIV YL Manager)
- Laura Brennan (LIV Executive)

Meet the Experts

23 September 2020

Ever wanted to be a criminal lawyer but didn't know where to start? Or wondered what it's like to be a family lawyer? What about working in government? Come and talk to specialists about what it's really like to work in their chosen field and work out whether it's the right career path for you.

Webinar – multi-part event, with initial panel discussion, then into breakout rooms for more targeted discussion about practice areas, before returning to full panel for closing.

Panellists:

- Meg Reid, Deakin University (Moderator)
- Phoebe Blank – Workplace Accredited Specialist at Minter Ellison
- Andrew Johnston – Family Law Accredited Specialist at Berry Family Law
- Lauren Cassimatis - Accredited Criminal Law Specialist and Principal Director Gallant Law

Pathways to Admission

24 September 2020

About to get your law degree? Are you looking to practice law in Victoria? This is the webinar for you. First, you might not be aware of the formal requirements needed to gain admission. Second, you might not know about all the wonderful ways you can meet those formal requirements. During this webinar, our wonderful guest speakers will tell you about both. Drawing from their own professional knowledge and experience, you will learn about the formal requirements for admission in Victoria and the pathways possible.

Panellists:

- Shruti Malaviya, Leo Cussen Institute (Moderator)
- Alex Giannopoulos, Manager of Industry Engagement & Careers at Leo Cussen
- Fonda Gazis, Mentor in Practical Legal Training at Leo Cussen
- Adam Wakeling, Risk and Compliance Professional with State Trustees
- Alice Cooney, Criminal Division Lawyer at County Court of Victoria and LIV Young Lawyers President
- Shaniya Vilash, Junior Corporate Counsel at Mercedes Benz

Why join an LIV Committee?

8 October 2020

Find out why to join the LIV as a young lawyer's member:

- Memberships
- Committees
- Policy Area
- Working Groups
- Editorial and Submission writing
- Education and social initiatives

Panellists:

- Gemma Hazmi – General Manager, Policy, Advocacy and Professional Standards, LIV
- Michelle Luarte – Policy Lawyer, LIV
- Georgia Miller – Lawyer, Gadens
- Matthew Healy – JD Student, Melbourne University
- Meg Reid, LLB Student, Deakin University
- Mel Walker – Criminal Law Section Co-Chair

A Reasonable Standard - Mental Health and Wellbeing for Law Students and Young Professionals

22 October 2020

'A Reasonable Standard' is a student lead initiative focused on promoting mental health awareness within law schools, now partnering with the LIV, this event brought together students, professionals and employers to discuss policy, practice and the importance of discussing 'are you ok'.

Panellists:

- Gianna Fermo, A Reasonable Standard
- Victor Aeberli, Cornwalls
- Sayurie Sewell, People and Culture Advisor at Law Institute of Victoria

2020 Vision for Admission Celebration

11 December 2020

In lieu of in person Admissions Ceremonies for 2020, the Young Lawyers have led the way to develop a virtual alternative to welcome and celebrate over 1,800 new lawyers.

This virtual celebration had addresses from LIV President – Sam Pandya and LIV YL President Alice Cooney as well as recordings from the following notable people and more:

- The Honourable Chief Justice Anne Ferguson, Supreme Court of Victoria (keynote speech)

Featured Participants:

- The Honourable Justice Peter Kidd, Chief Judge County Court
- Her Honour Judge Lisa Hannan, Chief Magistrate
- The Honourable Michael Kirby AC CMG
- The Honourable Jill Hennessy MP, Attorney-General
- The Honourable Edward O'Donohue, Shadow Attorney-General
- Louise Glanville, Victoria Legal Aid, CEO
- Daniel Caporale, County Court CEO
- Christopher Blanden QC, Victorian Bar Council President
- Fiona McLeay, Victorian Legal Services Board CEO and Commissioner
- Her Honour Judge Lawson, County Court
- Her Honour Judge Todd, County Court
- Her Honour Judge Gaynor, County Court
- Her Honour Judge M Sexton, County Court
- His Honour Judge Cain, State Coroner
- Her Honour Magistrate Altman, Magistrates' Court of Victoria
- Julian Burnside AO QC
- Julian McMahon SC AC
- Kerri Judd QC, Director of Public Prosecutions

12.2 Resources, Publications and Social Media

LIV Young Lawyers Website https://www.liv.asn.au/Membership/Young-Lawyers	Regularly updated
Young Lawyers Newsletter	Every month
<i>Law Institute of Victoria – YL Edition</i>	November
Young Lawyers Facebook https://www.facebook.com/LIVYoungLawyers	Updated daily
Young Lawyers Blog http://www.liv.asn.au/YoungLawyersBlog/	Blog published periodically
Young Lawyers LinkedIn Group https://www.linkedin.com/groups/13912190/	Updated Weekly

LIV Young Lawyers tend to be quite active on social media and react positively to Young Lawyers specific content - we have seen this with our latest LIJ Young Lawyers special edition published in November 2020 which has received positive feedback on social media.

Young Lawyers Media

Young Lawyers President, Alice Cooney was interviewed by ABC News Radio National about the impact of workplace stress for young lawyers. This was an important opportunity for the challenges of lawyers at the commencement of their career to be discussed in more mainstream media.

Burnout at Work, This Working Life with Lisa Leong, ABC News Radio National

Podcast - [Guest Interview](#)

Article – [Guest interview](#)

Young Lawyers Facebook Page

The Facebook page changed in June 2019 from an LIV Young Lawyers Facebook profile to a general LIV profile. The decision to change the YL Facebook account to a general LIV account was because the LIV did not have a general account and not everyone engaging with us on Facebook were young lawyers. Having a specific Young Lawyers Facebook account also limited the type of content the LIV could share on Facebook. We hope that a general account will allow us to reach more potential members and increase engagement as the Facebook page is now open to all LIV members and the public. The LIV Facebook continues to share daily updates on legal news, photos of events, entertaining commentary on the law, information regarding local and regional YL activities.

Our LIV Young Lawyers social media channels (Facebook and Instagram) have had significant growth over the past year between the period of Nov 2019 - Nov 2020. Facebook has grown by 376 new followers and Instagram has grown by 587 followers.

Young Lawyers Twitter

In October 2019, the LIV introduced a new Social Media Strategy. Recommendation three of the new social media strategy was to rationalise two of our social media accounts to maximise engagement. The two accounts that were rationalised were the Young Lawyers Twitter account and the LIJ Twitter account into one central LIV account (@yourLIV). Whilst the Young Lawyers Twitter account was completely deleted, the LIJ Twitter account was converted to the new central LIV Twitter account - @yourLIV. It currently has a following of 5,758 followers which will continue to grow more steadily thanks to our new social media strategy and will also garner more engagement.

Young Lawyers LinkedIn Group

On the recommendation of students and emerging legal professional due to the disconnect caused by COVID-19, the Young Lawyers implemented a new group to network, share events and promote mentoring in a safe informal environment. We launched a LIV Young Lawyers specific LinkedIn group in October 2020 which currently has 393 members.

Young Lawyers Column in the Law Institute of Victoria Journal

This year the *Young Lawyers column* featured in every edition of the LIJ as part of a move to integrate Young Lawyers more efficiently into the LIV and enhance our reach to the broader legal community.

Contributions to the 2020 editions of the column are listed below:

Young Lawyers Column	
Article	Author(s)
Young Lawyers: Who are LIV Young Lawyers?	Alice Cooney
Lawyers breaking the barriers	Karin Derkley
Young Lawyers: A call to action	Rose Inglis
Zoom sessions keep Young Lawyers connected during COVID-19	Karin Derkley
Young Lawyers: Surviving an economic recession	Nigel Preston & Rose Inglis

Young Lawyers: Modern award for young lawyers	Jacob McCahon and Josh Andrews
Young Lawyers: Influencing social media	Laura Brennan
Young Lawyers: Ten tips for working from home	Tessa Micucci and Amanda Di Placido
Young Lawyers: Transforming the law	Tessa Micucci, Amanda Di Placido and Alice Cooney
Charter of Human Rights: Reforming the Charter	Josh Andrews
Modern slavery: Make a difference	Craig Evans and Georgia Whitten
Environmental law: COVID-19 – Rethinking the human-animal relationship	Jacob McCahon and Alexandra Harley
Expectation versus the reality of COVID-19	Natalie Dammous
Principal interview: What are law firms looking for in young lawyers?	Rose George
Advice: With the benefit of hindsight	Annmarie Geros
Bullying: Too many exceptions are proving the rule	Margaret Cai
Parental leave: Three lawyers and a baby	Sylvie Alston
Success: What takes us from merely capable to distinguished?	Radu Catrina

Law Institute of Victoria – Young Lawyers Edition (November 2020)

In 2020, the Law Institute of Victoria dedicated the November edition to Young Lawyers with the majority of articles published by students and emerging legal professionals.

Contributions to the November edition of the journal are listed below.

Law Institute of Victoria – November 2020	
Article	Author(s)
Post-pandemic expectations – What is working and what is not?	Alice Cooney
The invincible summer: Learning to deal with rejection	Adam Wakeling
What takes us from merely capable to distinguished?	Radu Catrina
Parental leave: Three lawyers and a baby	Sylvie Alston
Bullying: Too many exceptions are proving the rule	Margaret Cai
Advice: With the benefit of hindsight	Annmarie Geros
Principal interview: What are law firms looking for in young lawyers?	Rose George
Expectation versus the reality of COVID-19	Natalie Dammous
Shared Wisdom	Olivia Lilly and Nicole Carter
Connecting student wellbeing and service design	Sophie Tversky
Environmental law: COVID-19 – Rethinking the human-animal relationship	Jacob McCahon and Alexandra Harley

Modern slavery: Make a difference	Craig Evans and Georgia Whitten
Charter of Human Rights: Reforming the Charter	Josh Andrews
Building your team	Jade Hopper

Young Lawyers Blog

Launched in April 2012, the blog aims to provide young lawyers with insights into the practice of law, tips and important updates. All YL members are encouraged to write for the blog, as it is an excellent opportunity to improve writing skills, share knowledge and increase member profiles.

The following table sets out all YL Blogs published for 2020:

Date	Title	Author
24 Feb 2020	Introducing the 2020 LIV Young Lawyers president Alice Cooney	LIV Young Lawyers
01 Mar 2020	Event recap: VLF Legal Laneway Breakfast 2020	Annmarie Geros
10 Mar 2020	Passion meets innovation for four young lawyers	Grace Hall
24 Mar 2020	The hidden danger of not knowing what you don't know	Radu Catrina
15 May 2020	Law Week for Young Lawyers	Victoria Law Foundation
15 May 2020	A Forced Opportunity - COVID-19 and the Future of E-Learning	Jade Hopper
20 Jul 2020	10 tips for working from home during the COVID-19 era	Tessa Micucci and Amanda Di Placido
29 Jul 2020	6 tips for young lawyers who have been let go amid the COVID-19 crisis	Jessica Alesci-Pettitt
12 Aug 2020	6 tips for nailing your annual review and how to ask for a pay rise	Sophie Coulson
07 Sep 2020	Young Lawyers Matter	Karen Finch
07 Sep 2020	What to do when the traditional path into law isn't for you	Shaniya Vilash

Date	Title	Author
15 Sep 2020	A Reasonable Standard	Gianna Fermo
20 Oct 2020	Reflections on supervised legal practice	Micah Ramos

13. Acknowledgements

13.1 Acknowledgement of Young Lawyers Members

The LIV Young Lawyers would like to extend its thanks to the following active members for the help, support, ideas and guidance they have provided us in 2020. The LIV Young Lawyers could not have achieved all the above without them generously providing their time and expertise:

Admission Project Working Group

Alli Berry, Emily Egan, Sue Pearce, Gordon Tan, Arrian Stubbs, Jess Walter, Alex Giannopoulos, Andree Pianta, Jo Planche, Tienyi Long, Natalie Landberg, Christine Bulos, Saara Amjadeen, Marionne Tolentino, Cherie Fung, Janice Preeya Mahesan, Natalie Dammous, Nathan Spiegel, Beth Wilkinson, AnnMarie Geros, Tessa Micucci, Jade Hopper, Emelia Boughen, Brad Woolstencroft (YL Manager), Alice Cooney (LIV YL President)

Special thanks to:

Michele McNamara (Creative Consultant) and Laura Brennan (Working Group Chair)

Thank you to our active committee members:

Viktoria Chenkov, Craig Evans, Sophie Lloyd, Georgia Whitten, Con Batch, Margarita Ainsworth, Adriana Chipman, Arabella Close, Cano Ergun, Alexandra Gonos, Ben Stern, Anisha Goyal, Tess Varney, Aryanna Singh, Victor Aerberli, Bernadette Koh, Nimaashaa, Kaila Glare, David Whitehouse, Dilshan Mathew, Grace Cue, Cheng Vuong, Grace Gibson, Catherine Dawson, Ryh Moreno, Hannah, Cherie Fung, Andrew Taylor, Ellen Soust, Alicia Cox, Veronica Snip, Kin Leigh Chan, James Hamilton, Beth Plunkett, Shayna Bart, Ingrid Bennett, Alexandra Harley, Lida Martinez, Jordana Lee, Daniella Consentino, Andree Pianta, Esther Adebayo, Grace Cue, Shruti Malaviya, Adam Wakeling, Alli Berry, Grace Franzese, Sharlene Morling, Tom Bleby, Anisha Goyal, Jarrad Napier, Ashley Brown, Tara Kiven.

Thank you to our panelists:

We are also very grateful to each of your panellists who volunteered their time to contribute to the development and learning of our 2020 young lawyers.

Thank you to our active working group for the newly established Legal Innovation and Technology Committee:

Sharlene Morling, Edmund Yuan, Monique Walker, Sophie Tversky, Sam Chen, Andrea Ko, Markus Tan, Henry Wu, Mahi Joshi, Shabrea Teo, Renee Tan, Tara Kiven, Jay Ong, Henry Ja.

13. 2 Acknowledgement of LIV staff

The LIV Young Lawyers would like to extend its thanks to the following people for the help, support, ideas and guidance they have provided us in 2020. The LIV Young Lawyers could not have achieved all the above without them generously providing their time and expertise:

Sam Pandya, LIV President

Adam Awty, LIV CEO

Lauren Crome, LIV Council Member and YL Council Liaison

Tania Wolff, LIV Council Member and YL Council Liaison

Duncan Pittard, LIV General Manager, Member Experience & Support

Jess Date, Relationship Manager, Law Associations

Chelsey Wilson, LIV Marketing Coordinator

Alushka Rajaram, LIV Digital Communications Officer

Karin Maritz, LIV Events Manager

Penny Mure, LIV Events Coordinator

Sarah as well?

Maria Atwell, LIV Young Lawyers Journal Editor

Sue White, LIV Registrations Coordinator

Carolyn Ford, LIV Managing Editor Law Institute Journal

LIV Membership, Marketing, Publications, Design, Events, Commercial and Professional Development Departments.

All YL Committee members, all speakers, chairpersons, special guests, authors of YLJ articles and LIV blog posts, and the 2020 LIV Councillors.