

"A legal lens on

diversity"

Tilé Imo & Olamide Kowa 27 May 2024















Acknowledgement of Country

We acknowledge the traditional custodians of the lands where we meet today, the land of the Bindal & Wulgurukaba People.

We acknowledge our podcast has been recorded on various lands across Australia, including where we are based in Meanjin on Turrbal and Yaggera country. We recognise the enduring diversity of Aboriginal and Torres Strait Islander people for over 60,000 years.

We pay our respects to elders past, present and emerging from across Australia. They are the original storytellers and law people of this land.





1. Who are we? What is our why?

2. What is diversity?





5. Key lessons

6. Useful resources/tools



Agenda for today

3. Why a podcast?

4. How did we develop our podcast?



Who are we?







Diversity



noun. the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

-Oxford Dictionary

"Diversity is being asked to the party, inclusion is being asked to dance"





Diversity broadly



Our guests shared with us:

- One in six people in Australia have a disability
- One in four people in Australia have a mental health disability
- Two in three LGBTQ+ youth experience abuse due to their identity
- Two in five people in Queensland were born overseas
- More than half of Australians were born overseas or have a parent born overseas





Diversity broadly



Our guests shared with us that:

- 0.8% of lawyers in Australia identify as Aboriginal and/or Torres Strait Islander
- Diversity means having a seat at the table, inclusion is the recognition that a table is not for everyone
- Diversity and inclusion as concepts are telling, in and of themselves – diverse from whom? 'Inclusion' implies some people may be excluded.





Diversity in the law



Key themes from our guests:

- The legal profession should reflect the diversity of the society we serve
- intersectional lens on diversity is inclusive
- "Equality feels like oppression if you're accustomed to privilege"
- Diversity & EQ + Legal IQ = (Smart) Justice
- Demystifying the fear of "the other"
- Clear intersection of diversity with human rights and ethics
- We have come a long way but more to do



Why a podcast?

Why now?

Our Why

Not, not food.

For our legacy - and our profession's.

A time capsule of what diversity looks like in the legal profession in in the early 21st century.

To normalise and grow our own understanding of diversity, as an approach and practice. We are not subject matter experts.







Program Logic

Podcast Vision: To showcase the depth of diversity and inclusion in the legal profession.

Podcast Objective: To capture the stories of our diverse legal profession in Queensland in the early 21st century and to inspire the next generation of legal practitioners.

Inputs

Funding???

Sound and information tech (Rode micro USB - two for \$250)

Interviewees

QALN/PLAQ (Sponsor?)

College of Law / QLS / DARE Recruitment/ Law Weekly

Model

Conversational and story telling.

Informal and informative.

Reflective and open ended questions.

Rapid fire questions.

Show notes for people interested in information shared.

External factors: COVID delays; funding/time limitation

Activities

Olamide and Tile to

interview legal

backgrounds

diverse legal

Lawyers of

Lawyers

QALN.

Queensland

diverse

professionals of

utilising existing

relationships with

associations such

as the Indigenous

Association, Asian

Association, Pride

In Law, PLAQ and

Social media

engagement.

Australian Law

Outputs

10-12 podcast episodes.

Build profile of diverse lawyers in Queensland.

Engagement with legal profession, with lens on those who identify as falling into a diverse category.

To provide a safe space for truth telling and story telling, for the lived experiences of lawyers from diverse backgrounds.

Immediate Outcomes

A podcast with diverse voices for diverse people.

People with diverse backgrounds feel heard and represented.

The first ever legal podcast in Australia exploring diversity.

Showcasing diversity in Queensland legal profession.

Intermediate Outcomes

Expand diversity networks.

Create connections and synergies for diverse lawyers.

Inform and educate legal profession on DEI issues.

To reflect on the past and present, and lessons for future.

Community building opportunities.

Impacts

To inspire people who feel different to know there's a space for them in the law.

To normalise or make diversity and inclusive practices mainstream.

For early career lawyers, or those thinking about a career in law from a diverse background to see and hear from people of similar backgrounds.

Season 1A

- 1.Us
- 2.Linda Cho
- 3. Magistrate Dzenita Balic
- 4. Terry Stedman
- 5. Chinyere Kalu
- 6. Trina Faaiuaso
- 7. Avelina Tarrago
- 8. Kara Cook
- 9. Simon Playford
- 10. Deputy Chief Magistrate Anthony Gett
- 11.Kunal Nimkar
- 12. Hon. Chief Justice Helen Bowskill































- 1. Queensland Human Rights Commissioner Scott McDougall
- 2. Farzana Choudhury
- 3. Theresa Jennings
- 4. Jahan Kalantar
- 5. Danielle Snell
- 6.Sheetal Deo
- 7. Rose Inglis
- 8. Daniel Ajak
- 9. Shannon Chen
- 10. Elizabeth Aisi
- 11.Rachel Barnard
- 12.Trent Wallace





Diversi-Tea

What have we learned so far? What's the tea?



<u>One</u>	Diversity in our profession requires investment in diverse lawyers through clear and actual pathways and progression
Two	We need to recognise, nominate and give accolades to diverse lawyers and include them in selection panels
<u>Three</u>	Applying a diversity lens requires us to be masters of curiousity
Four	Being open-minded to diversity gives us the opportunity and posture to think outside the box, which can lead creative justice outcomes
Five	Diversity can be unseen so we should not make assumptions about people

DiversiTILÉ & OLLY MEETS Legal Series Region DIVERSITY LEGAL SERIES REAL SON DIVERSITY LEGAL SERIES REAL SERIES REAL SERIES REAL SERIES REAL SON DIVERSITY REAL SERIES REAL SERIE

What have we learned so far? What's the tea?



Six

"If it's not intersectional, it's not inclusive" -Sheetal Deo

Seven

Having a working understanding of diversity can lead to a more collegiate and empowered profession

Eight

Diversity can help us to acknowledge what ceilings or limitations we need to break for better individual and collective progress

Nine

Diversity and inclusion practices have their limitations, and may be tokenistic, if they are not also anti-racist, anti-ableist, anti-ageist and so forth

Ten

Understanding diversity and inclusion is a core capability and practice to have - not a soft skill

Eleven

Lawyers are only human!



Our top tips for starting your own podcast

- Research what exists is there an information gap?
- Talk about something that gives you energy! Podcasting takes a lot of time and patience
- Reach out to another podcaster for tips and tricks





Tools & Resources



Resources and Information

- Human Rights Commission learning modules about diversity
- UQ Pro Bono Centre "Human Rights Case Base"
- Diversity Council of Australia
- Equal Treatment Benchbook
- Supreme Court Practice Direction 10 of 2023
- Office of the Special Commissioner, Equity and Diversity
- Law Institute of Victoria's Charter for the Advancement of women
- Caste by Isabel Wilkerson



Tools & Resources



- Social Scripts Canberra Community Law
- QLS Accessibility guide QLS Diverse Abilities
 Network

Other podcasts

- Queensland Law Society's The Callover
- Happy Lawyer Happy Life, by Clarissa Rayward
- Counsel, by Mel Story
- Rose Tinted Law, by Rose Inglis
- Brief Case, by Sarah-Elke Kraal
- Sh!t They Don't Teach You At Law School, by Sarah-Elke Kraal and friends



Tools & Resources



Ways to get involved in diversity in the legal profession:

- QLS Future Leaders
- Law Council of Australia Young Lawyer's Committee
- Queensland African Lawyers Network
- Pasifika Lawyers Association of Queensland
- Asian Australian Lawyers Association
- Pride In Law

Network of interest/FYI

- National Cultural Diversity Justice Network
- Judicial Council of Diversity & Inclusion

What's next for the poddy?





Questions? Comments?

Feel free to get in touch with us.

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