



"A legal lens on diversity"

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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.

To showcase diversity and inclusion in the law.



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.



Season 1A

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





Season 1B

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?



One

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

Three

Applying a diversity lens requires us to be masters of curiosity

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



Diversi- Tea

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?**





Thank you for having us!

Questions? Comments?

Feel free to get in touch with us.

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