



# Quarterly Program February 2021



**MONDAY - WEDNESDAY, 22-24 FEBRUARY**

Online

# Key information



## ACKNOWLEDGEMENT



We acknowledge the Lands upon which these meetings take place. Community Legal Centres NSW acknowledges the Gadigal people of the Eora nation as the land on which our office operates and pay our respects to elders past, present and emerging. The land on which we meet, physically, digitally or otherwise is stolen land of which Aboriginal and Torres Strait Islander Peoples' sovereignty was never ceded.

## REGISTRATION



The Community Legal Centres NSW Quarterlies are three-day community legal centre sector network and training opportunities held in Sydney. In 2021, we will have two face-to-face quarterlies, and two digital ones.

**Our February 2021 Quarterly will be held via Zoom, Monday to Wednesday, 22-24 February. Registrations close 10am, Friday 19th February.**

*NB: If marked recorded we will endeavour to record but please do not rely on this*

## CPD POINTS



Community Legal Centres NSW indicates whether a session may be appropriate to attract Continuing Professional Development (CPD) points but takes no responsibility if the content does not meet CPD requirements. Sessions are not accredited by the NSW Law Society. Community legal centre solicitors should make their own assessment of whether the session meets their CPD requirements, and maintain their own records for meeting CPD requirements. Further information about CPD requirements are available on the [Law Society NSW](#) website.

# Logistics

## USING ZOOM



**This Quarterly, we are trialing a new program format. In this document, you will see that each session has a Zoom logo next to it. To join a meeting, simply click on the Zoom button and it should open the meeting.**

Zoom is a video conferencing system that is used to run network meetings, training and webinars for Community Legal Centres NSW events. Using Zoom will allow you to actively participate in training and network meetings. [Click here to download Zoom now.](#) You will be able to dial in to sessions via phone if you wish, although we recommend you use Zoom for full functionality and session experience.

**All registered participants will be sent Zoom links and phone dial-in details for Yarn Up and Quarterly sessions on Friday 19th February. If you have forgotten to register, you can still use this document to access the meetings.**

## DIALING IN



If you need to dial into a meeting from NSW, please:

- Call (02) 8015 6011
- Then enter the meeting ID afterwards.

Read more [here](#).

## QUESTIONS? ISSUES?



On the day, if you have any questions or problems accessing your meeting, please contact:

- For Yarn Up - Zachary on 0468 345 782 or [zachary@clcnsw.org.au](mailto:zachary@clcnsw.org.au)
- For Quarterlies - Imogen on 0423 611 371 or [officemanager@clcnsw.org.au](mailto:officemanager@clcnsw.org.au)

# Program overview

Monday 22 <sup>nd</sup> February			
9:30am – 3pm	Yarn Up		
11:30am – 1pm	Domestic Violence and Victims Comp Network		
1:30pm – 3pm	Administration and Finance Network		
3:30pm – 5pm	CLCNSW Board Meeting		
Tuesday 23 <sup>rd</sup> February			
9:15am – 11am	Welcome to Country and Opening Plenary  <i>Changing hearts, changing minds: long term advocacy</i>		
11:30am – 1pm	Coordinators & Directors Network: Part 1	Prisoner's Rights Working group	Training: Aligning our Finances with our Values
1:30pm – 3pm	Coordinators & Directors Network: Part 2	Child Protection & Family Law	Training: Take your suggestions for walks on the beach and shove 'em – real strategies for managing your workload in community legal centres
3:15pm – 4:45pm	Community legal education workers network	First Nations Rights Working Group	Training: Are you covered? Is everyone working in a safe and supported environment?
Wednesday 24 <sup>th</sup> February			
9:30am – 11am	Law Reform and Policy Network	Sector Induction	Training: Asking for a friend - Governance
11:30am – 1pm	PII (Professional Indemnity Insurance) Committee Meeting	Communications Network	Training: The Value of Data
1:30pm – 3pm	RRR Network	Employment and Discrimination Law Network	Training: Don't let your IT own you
3:30pm – 5pm	Closing plenary:  <i>Celebrate the launch of four community legal centres' Reconciliation Action Plans</i>		

# Monday, February 22

## YARN UP



### YARN UP

9:30am - 11am

*For community legal centre Aboriginal and Torres Strait Islander staff only to meet and discuss key policy and practice issues.*

Convenor: Zachary Armytage (Aboriginal Legal Access Program Coordinator, Community Legal Centres NSW)



 Limited to network members  Meeting is not recorded



### ABORIGINAL ADVISORY GROUP

12pm - 1pm

The Aboriginal Advisory Group is comprised of the Aboriginal staff working in community legal centres in New South Wales.


 Limited to network members  Meeting is not recorded



### TRAINING FOR ABORIGINAL WORKERS

2pm - 3pm

Training session to be announced.

 Limited to network members.

# Monday, February 22

## SESSION 2




### DOMESTIC VIOLENCE AND VICTIMS COMPENSATION NETWORK

*11:30am - 1pm*

The network discusses issues affecting domestic and family violence and victims compensation policies and legislation. It makes recommendations to government and non-government bodies.

Convenors: Karen Mifsud (Senior Solicitor, Indigenous Women's Legal Program, Women's Legal Service NSW); Kathy Keat (Solicitor, Central Tablelands and Blue Mountains CLC)

 Open meeting - all welcome  Meeting is not recorded

## SESSION 3



### ADMINISTRATION AND FINANCE NETWORK

*1:30pm - 3pm*

The network discusses current operational issues for centres.

Convenor: Kerrith Sowden (Chief Operations Manager, Refugee Advice and Casework Service)

 Open meeting - all welcome  Meeting is not recorded



## BOARD



### BOARD MEETING: COMMUNITY LEGAL CENTRES NSW

*3:30pm - 5pm*

Meeting of the Board of CLCNSW who are responsible for the governance of the organisation. Members of the Board are mostly drawn from our 40 member organisations.

 Limited to board members  Meeting is not recorded

# Tuesday, February 23

## SESSION 4



### OPENING PLENARY: CHANGING HEARTS, CHANGING MINDS - LESSONS FROM LONG TERM ADVOCACY CAMPAIGNS

9:15am - 11am

9:15am - 9:30am: Welcome to Country with Craig Madden

9:30 - 11am: Opening Plenary

Last year challenged us to change the way we work and the way we deliver services. What does the future look like and what is our long-term strategy? To kick off 2021, let's hear from some inspirational speakers who have worked on long-term advocacy campaigns that attempt to shift public perception on issues while engaging with decision makers. What can we learn from their strategy and their tenacity? How do they keep the momentum going to change hearts and minds?

Speakers: Katherine McKernan (CEO, Homelessness NSW); Dr Graham Thom (Refugee Coordinator, Amnesty International Australia)

Katherine joined Homelessness NSW as the CEO in 2015 and has been a member of the Homelessness Australia Board since 2016. Previously, she worked on the NSW Homelessness Action Plan and the National Partnership Agreement on Homelessness NSW Implementation Plan and oversaw service delivery models such as Staying Home Leaving Violence and Way2Home). More broadly she has experience in social policy areas such as mental health, preventing violence against women and disability.

Graham has worked as Amnesty International Australia's Refugee Coordinator since May 2000, working on behalf of individual asylum seekers as well as on broader human rights issues relating to refugees. He has visited detention centres in Australia, including those on Christmas Island and refugee camps and detention centres in the Netherlands, India, Sri Lanka, Bangladesh, Syria, Iraq, Jordan, Indonesia, Malaysia, Kenya, Nauru and Thailand.



Training - all welcome



Training is recorded



Possible CPD points:  
Practice Management &  
Business Skills

*This opening plenary is presented in partnership with Community Legal Centres Australia*



Community Legal Centres  
Australia

# Tuesday, February 23

## SESSION 5





### DIRECTORS AND COORDINATORS NETWORK - PART 1

11:30am - 1pm

The network discusses sector issues relating to centre management, funding and key stakeholder engagement. The agenda will be circulated to network members prior to the meeting.

NB: *This session is for coordinators and directors of centres. You will be sent an invitation if you are on the CLCNSW C&D email list. If you are not on the CLCNSW C&D email list or are unable to attend and wish to send someone in your place, contact [officemanager@clcnsw.org.au](mailto:officemanager@clcnsw.org.au) for inclusion on the list.*

Convenors: Arlia Fleming (Managing Principal Solicitor, Central Tablelands and Blue Mountains CLC); Robert Pelletier (Executive Officer, Macarthur Legal Centre)

 Limited to network members       Meeting is not recorded





### PRISONER'S RIGHTS WORKING GROUP

11:30am - 1pm

The network is for staff who visit clients in prison, work for, or have an interest in prisoners' rights to share their experience, discuss current issues and contribute to policy development.

Convenors: Carolyn Jones (Senior Solicitor, Women's Legal Service NSW)

 Open meeting - all welcome       Meeting is not recorded



### TRAINING: ALIGNING OUR FINANCES WITH OUR VALUES

11:30am - 1pm

The institutions to which we entrust our money as individuals and organisations should be safeguarding our future—but what if your money is funding dangerous climate change? Join Market Forces to understand how your money can make change, including how to use your power as a bank, super fund or insurance member to help drive divestment from fossil fuels.

Presenter: Jack Bertolus, Research Coordinator, [Market Forces](#).

 Training - all welcome       Training is recorded

 Possible CPD points:  
Practice Management &  
Business Skills



# Tuesday, February 23


## SESSION 6



### DIRECTORS AND COORDINATORS NETWORK - PART 2

1:30pm - 3pm

The network discusses sector issues relating to centre management, funding and key stakeholder engagement. The agenda will be circulated to network members prior to the meeting.

 Limited to network members       Meeting is not recorded



### CHILD PROTECTION & FAMILY LAW NETWORK

1:30pm - 3pm

At the November meeting of the Child Protection Network meeting, participants agreed to include a focus on Family Law in the Network's scope. The decision was made in response to reduced capacity to do child protection across the sector work since the end of the Care Partners program and the volume of Family Law system reform currently being considered by government.

At this meeting, we will: discuss the Network's new focus and structure; elect a Family Law Convenor; identify key child protection and family law practice and law reform issues for 2021; and, identify training needs and preferences.

If you practice - or have a particular interest - in Family Law, please come along and be part of shaping the agenda for this new-look network.

Convenors: Sym'mon Andrews (Principal Solicitor, Central Coast Community Legal Centre); Kenn Cliff (Solicitor, Parents With Intellectual Disabilities, Intellectual Disability Rights Service)

 Open meeting - all welcome       Meeting is not recorded



### TRAINING: TAKE YOUR SUGGESTIONS FOR WALKS ON THE BEACH AND SHOVE 'EM - REAL STRATEGIES FOR MANAGING YOUR WORKLOAD IN COMMUNITY LEGAL CENTRES

1:30pm - 3pm

How much time do you spend on people you can't help? Do you get overwhelmed? How supported do you feel?

*Continued on the next page.*

# Tuesday, February 23

## SESSION 6 (CONT)

In this playshop session we will explore the very real benefits AND challenges of maintaining the people and practitioners we are on good days. With creativity and innovation, we will look at strategies that can support us all to bounce forward from the moments that just aren't contributing to us or our better practice.

This session is designed to be as equally informative as it is enjoyable. The session will include self-reflective activities, peer discussion and no break out rooms or role play. It will be a down to earth evidence-based session drawn from the fields of social research, communications and psychology theory, business management and will highlight the work of Brene Brown and Kristen Neff.

Note: A shorter version of this session is repeated on the Legal Training Day Thursday 25 February 12.00pm to 1.00pm to ensure that people can obtain their CPD points.

Two subsequent implementation sessions are scheduled:

- Peer Coaching for Supervisors - Wednesday 10 March 12.00pm-1.00pm
- Peer Coaching for Staff (people being supervised) - Wednesday 10 March 1.15pm-2.15pm

We recognise that people will do some supervision of volunteers or students. As a professional development opportunity, you are welcome to enrol in both peer coaching sessions.

Presenter: Zoë Warwick, Facilitator, Educator, Director, [concepts4change](#). Zoë has over 25 years supporting transformational leaders to do what they do well-lead with purpose, efficiency and empathy. With a background in Business Management, Social enterprise, Counselling, Education and Musical Theatre, she has worked in Family Violence, Employment Law, Women's Health, Disability, Health Advocacy, Learning & Development, Radio and Theatre. Zoë is an internationally recognised facilitator.

Presenting from Whadjuk land in the Noongar Nation



Training - all welcome



Training is not recorded



Possible CPD points:  
Professional skills

## SESSION 7



### COMMUNITY LEGAL EDUCATION (CLE) WORKERS NETWORK

3:15pm - 4:45pm

3:15 - 3:45pm: This network discusses activities, experiences and emerging practices in community legal education.

Convenors: Nalika Padmasena (Solicitor, Seniors Rights Service); Melanie Kallmier (Solicitor, Mid North Coast CLC)

3:45 - 4:45pm: Looking after your mental health (training)

Presenter: Samantha Eid Mental Health Consultant - Prevention and Community Engagement | Transcultural Mental Health Centre. Samantha works in a program focussed on building the mental health of new and emerging refugee populations. The program supports service providers and communities to enhance the wellbeing of new and emerging refugee populations across NSW. The program is currently focusing on a number of new and emerging communities including the Burmese, Democratic Republic of Congo, Iranian, Iraqi, Syrian and Yazidi communities.



Training - all welcome



Training is recorded



Possible CPD points:  
Professional skills;  
Substantive law



### FIRST NATIONS RIGHTS WORKING GROUP

3:15pm - 4:45pm

In the midst of the Black Lives Matter uprising, we were presented with a number of tangible areas where community legal centres are able to support Aboriginal communities' fight for justice. This group is a place where we can share experience and knowledge about how we can better support and engage in First Nations justice work, and keep us accountable for the commitments we've made and continue to make going forward.

Convenors: Zachary Armytage (Aboriginal Legal Access Program Coordinator, CLCNSW)



Open meeting - all welcome



Meeting is not recorded

## SESSION 7 (CONT)



### TRAINING: ARE YOU COVERED? IS EVERYONE WORKING IN A SAFE AND SUPPORTED ENVIRONMENT?

3:15pm - 4:45pm

Nearly a year ago we all scrambled to work at home. Many of us are still working at home, by choice or because our workplace can't accommodate staff with social distancing requirements. Others have returned to the office or are working across the two locations.

This session investigates whether all the appropriate WH&S requirements are in place and whether centres have adequate processes and insurance in place for staff wherever they are working.

We will look at questions like:

- If your housemate trips over your work laptop's extension cord and breaks their arm—who is liable?
- If you pop out while you are working at home to pick up the kids and have a car accident, are you covered by your employer?
- Are you liable if confidential data is disclosed while you are working at home?
- Can your employer insist that you return to work in the office?

If your colleague tests positive for COVID and all staff have to self isolate for 14 days and you can't work at home, should you still be paid?

This is not just a session for management—it's for all staff to understand the risks and what needs to be done to mitigate them.

Presenter: Chris Mossman, Partner, Wotton + Kearney. Chris' areas of expertise are Workplace Health + Safety and Employment Practices Liability. Chris has extensive experience working with large, complex and highly regulated organisations. He is a skilled advocate known for his strategic perspective and ability to deliver across the range of workplace disputes. These include wrongful dismissal claims, discrimination claims, handling investigations and grievances, under payment of entitlements or bonuses, breach of employment contract and policies, and workhealth and safety issues.



Training - all welcome



Training is recorded



Possible CPD points:  
Ethics & Professional  
Responsibility  
Practice Management &  
Business Skills

## SESSION 8



### LAW REFORM AND POLICY NETWORK

9:30am - 11am

Join us for the first Law Reform & Policy Network meeting of 2021. We'll be revisiting the Uluru Statement from the Heart and talking submissions to the Federal Government's consultations on an Indigenous Voice to Parliament. Community Legal Centres NSW and 180 Degrees Consulting will present findings and recommendations from a joint project on transitional policing models. And there'll be an opportunity to share your calls to action for 2021. Come prepared to tell your sector colleagues what your law reform priorities are and what they can do to support the cause!

Convenors: Sean Bowes (Solicitor, Kingsford Legal Service); Niamh Joyce (Solicitor, HIV/AIDS Legal Centre); Alastair Lawrie (Senior Policy Officer, Public Interest Advocacy Center)

Confirmed speakers: Kishaya Delaney (Towards Truth Project Officer, Public Interest Advocacy Centre); 180 Degrees Consulting (TBC)



Training - all welcome



Training is recorded



Possible CPD points



### SECTOR INDUCTION - WELCOME TO YOUR ROLE IN COMMUNITY LEGAL CENTRES!

9:30am - 11am

Welcome to community legal centres. You have not just joined a centre, you have joined an active network of advocates in nearly 200 centres across Australia. Learn about community legal centres, piece together the puzzle of the legal assistance sector landscape in NSW and meet colleagues in other centres because networking is what we are about.

Facilitator: Katrina Ironside (Capacity Building Coordinator, Community Legal Centres NSW).



Training - all welcome



Training is recorded

Session 8 continued over page.

## SESSION 8 (CONT)



### TRAINING: ASKING FOR A FRIEND - GOVERNANCE

*9:30am - 11am*

Dear Asking for a friend: I want to break up with my Board. I want to meet new people. My chair is cheating on me. The public have had a 300 year “love affair” with the advice column and 2021 we have an expert panel to ponder some of the dilemmas of governance. A bit of fun when covering serious issues, whether you are on a Board, work to a board, are a staff member in an organisation with a Board or think you might like to be on a Board, this session is for you.

Presenters: Helen Campbell (Executive Officer, Women’s Legal Service NSW); Deb Macmillan (CEO, Central Coast Community Legal Centre); Geradine Menere (Manager Not-for-profit Law, Justice Connect)



Training - all welcome



Training is recorded



Possible CPD points:  
Practice Management &  
Business Skills

## SESSION 9





### PII (PROFESSIONAL INDEMNITY INSURANCE) COMMITTEE MEETING


11:30am - 1pm

The PII guest speaker is Renee Stevens from Lawcover. Renee joined Lawcover in July 2020 as Legal Risk Manager. She was admitted to practice law in 2000. Since then, Renee has worked in small and large firms in various areas of law including commercial litigation, insolvency, wills & estates and property. She has experience running a firm and appreciates first-hand the importance of effective practice management and the main areas of risk in firms.

Convenors: Ali Mojtahedi (Principal Solicitor, Immigration Advice and Rights Centre); Louise Coady (Managing Principal Solicitor, Western Sydney Community Legal Centre)

 Limited to network members

 Meeting is not recorded

 Possible CPD points





### COMMUNICATIONS NETWORK


11:30am - 1pm

How do you develop and implement a communications plan for 2021 that you will actually use? How do you plan to collaborate, and evaluate your plan's effectiveness? This session will feature training with Jo Scard ([Fifty Acres](#)), who has over twenty years' experience in communications, political advisory roles and journalism.

Convenor: Finn O'Keefe (Communications & Volunteer Manager, Redfern Legal Centre); Stella Maynard, Media and Communications Officer, Community Legal Centres NSW)

 Training - all welcome

 Training is recorded

 Possible CPD points:  
Professional skills

*Session 9 continued over page.*

## SESSION 9



### TRAINING: THE VALUE OF DATA

11:30am - 1pm

11:30am - 12:15pm: *The Service Planning Dashboard*

The Law & Justice Foundation NSW have developed 3 service planning dashboards that are invaluable tools in mapping and planning service delivery in centres. This session will provide an overview of the dashboards and their capacity. Training in using the dashboards will be organised for centres in the next few months.

Presenter: Geoff Mulherin (Director, Law and Justice Foundation of NSW); Delphine Bellerose (Senior Researcher, Law and Justice Foundation of NSW)

12:15-1pm: *The Justice Map: Uncovering a Pathway to Decarceration*

Australia is facing a crisis of mass incarceration, over-policing and over-criminalisation. Philanthropists, organisations and community members are recognising the need to act urgently. This is where the Justice Map comes in.

Led by See Your Change, and supported by the Legal Services Board of Victoria, Flemington Kensington Legal Centre, and Koondie Woonga-gat Toor-rong The Justice Map is a research and consultation project that will lead to the design of new advocacy initiatives. We are comprehensively mapping the criminal justice advocacy landscape to find out what is working, what is missing, and what needs to be done.

Presenter: Melanie Poole (Founder/Director See Your Change consulting); Grace Orange (Data Analyst, The Justice Map); Denham Sadler (The Justice Map)



Training - all welcome



Training is recorded



Possible CPD points:  
Practice Management &  
Business Skills



# Wednesday, February 24

## SESSION 10



### RRR (RURAL REGIONAL AND REMOTE) NETWORK

1:30pm - 3pm

The network discusses issues involved in providing services in rural, regional and remote areas.

Convenors: Hannah Robinson (Solicitor, Western NSW CLC)



Open meeting - all welcome



Meeting is not recorded



### EMPLOYMENT AND DISCRIMINATION LAW NETWORK

1:30pm - 3pm

The network discusses issues in employment and discrimination. This network meeting will involve a training on 'Omnibus IR reforms legislation - summary and the impact they may have on our clients'. Thomas Costa (Unions NSW Assistant Secretary and Tim Murray (Solicitor, Caxton Legal Centre QLD) will speak about proposed changes to industrial relations laws. This is intended to be an interactive session, with both speakers talking for 15-20 min, before we break into smaller groups for discussion about the proposed changes.

Convenor: Sharmilla Bargon (Head of Employment Practice, Redfern Legal Centre); Justin Pen (Solicitor, Migrant Employment Legal Services, Marrickville Legal Centre); Stanley Tao, Solicitor, North and Northwest CLC)

Presenting from Gadigal country in the Eora Nation



Training - all welcome



Training is recorded



Possible CPD points:  
Substantive law

Session 10 continued over page.

## SESSION 10 (cont.)



### TRAINING: DON'T LET YOUR I.T. OWN YOU

*1:30pm - 3pm*

Ever been frustrated with IT? Have you ever tried to log in to a site and it says either your username or password is incorrect, but you don't know which one? Do you have IT systems that don't really work, and you end up just working around the problems? This session is for everyone that uses a computer.

There are many hidden barriers and biases built into our on-line environments because often our systems are designed by IT experts that don't understand the work we do and what we need customised. Design thinking centres you as the expert in your own work and allows you to design systems that work for you. The session will give you an overview of design thinking and how it has been used to help students with learning difficulties at UTS. We will then look at how you can apply this in your workplace to use your systems and processes to customise your IT. Finally, tips on how to explain what you want to your IT people.

Presenter: Kim Neville. Kim is the Manager of the Human Centred Design Team, IT Division at UTS. Her role is to work with the users of IT to design systems that work for them and then to work with tech to get that to happen. Her practice focus is digital accessibility. Kim has previously worked in training, teaching, web production, case work, policy, research and several community sector roles. She has worked on committees and boards, in community tv and radio production, been a telephone counsellor and has coordinated community health panel discussions.

Presenting from Gadigal country in the Eora Nation



Training - all welcome



Training is recorded



Possible CPD points:  
Practice Management &  
Business Skills

## SESSION 11



### CLOSING PLENARY

#### **PART ONE: CELEBRATE THE LAUNCH OF FOUR COMMUNITY LEGAL CENTRES' RECONCILIATION ACTION PLANS**

#### **PART 2: UNPACKING THE RAP DEVELOPMENT PROCESS THROUGH TO IMPLEMENTATION - A REVIEW OF THE CLCNSW RAP DEVELOPMENT PROGRAM**

*3:15pm - 4:45pm*

In this session we will celebrate the launch of the Reconciliation Action Plans of the Welfare Rights Centre, International Social Services, Australian Disability Law Centre, and Youth Law Australia. We will then look at the centres experience of the Community Legal Centres NSWs Reconciliation Action Plan Development Program and discuss the potential power of implementing a Reconciliation Action Plan.

The session will feature speakers from Reconciliation Australia, artists, Community Legal Centres NSWs and the four community legal centres who completed our RAP Development Program. We will unpack the substance of the process, what they learnt, and how they are positioned to implement their respective Reconciliation Action Plans.

Our RAP Development Program was created after feedback from centres that didn't have a RAP that they wanted to develop one but didn't think they had the resources or expertise. The Development Program provided support and guidance with four centres working collaboratively to create their RAPS. This session will also talk about the process and is designed to provide information for other centres to develop their own RAP.



Training - all welcome



Training is recorded

