



Strategic Plan 2023-2026

Approved by NRWL Executive Committee 9 August 2023

Effective from 9 August 2023

Our Vision

NSW Regional Women Lawyers Inc (**NRWL**) is a professional body representing women lawyers across regional, rural and remote (**RRR**) New South Wales (**NSW**). Our focus is to provide education, support, networking and advocacy to improve the services and opportunities available to women lawyers in regional, rural and remote New South Wales. Our mission is to provide thought leadership on issues and challenges facing women in the legal profession, to provide support to those women lawyers to carry on effective and sustainable practices and to advocate for meaningful change.

Our Objects

In accordance with our Constitution, our objects are:

- To advance the continuing legal education of NSW rural, regional & remote women lawyers
- To support collegiality and connect NSW rural, regional & remote women lawyers
- To work across rural, regional and remote NSW to ensure that all women lawyers, current and future, have the same benefits and opportunities as their city colleagues
- To advocate for the provision of improved legal resources for regional, rural and remote women lawyers in the administration of the law and access to justice
- Promote Inclusion, connection, justice & community

Our Strategic Goals

1. Provide ongoing networking and support through a dynamic and thought provoking conferences and continuing legal education to foster collegiality.

- Provide opportunities for personal and professional development
- Provide a hybrid and in person continuing legal education program
- Organise 2-3 annual conferences at various regional locations to provide networking opportunities with similar minded women lawyers across the profession including the Bar and judiciary, academics and law students
- Collaborate with likeminded associations and institutions to contribute to research and other projects which benefit or seek representation on women lawyers in rural, regional and remote NSW
- Encourage and foster the mentoring of women lawyers and law students in rural, regional and remote NSW
- Develop avenues to improve and overcome professional isolation, and work together to share and promote good practice

2. Promote the advancement of women lawyers in rural, regional and remote NSW

- Engage with the media, advocacy groups and government bodies to advocate for improved conditions for the practice of law by women in rural, regional and remote NSW
- Conduct research by way of surveys amongst our members on issues and challenges to further the purpose for advocating for improved conditions
- Advocate and support for inclusion of diverse women lawyers with disabilities, from low socio economic backgrounds, LGBTQIA+, First Nations People, and Refugee backgrounds in rural, regional and remote NSW
- Collaborate with likeminded associations and institutions on matters of relevance at national level with respect to women in the law and the profession generally
- Support and advocate on gender issues including pay equality for women in the legal profession
- Promote the retention and recruitment of women lawyers for rural, regional and remote NSW

3. Provide an ongoing, sustainable representative body for rural, regional and remote women lawyers

- Provide affordable, accessible and variable levels of membership for women in the legal profession including with respect to attendance at events
- Adopt and promote good governance practices in the conduct of the organisation
- Encourage diverse sponsorship of events and conferences both from a financial and general support perspective from a range of stakeholders
- Encourage diverse membership from all areas of the legal profession, including government and in-house
- Develop the membership
- Develop a sustainable financial model