

<p style="text-align: center;">NEW ZEALAND ASIAN LAWYERS INCORPORATED – ANNUAL REPORT FOR THE PERIOD ENDED 31 MARCH 2024</p>

We are delighted to present the first annual report for New Zealand Asian Lawyers Incorporated.

Having transitioned from a part of the Superdiversity Institute into its own entity, New Zealand Asian Lawyers Incorporated, an incorporated society formed in July 2023, our mission statement is as follows:

New Zealand Asian Lawyers advocate for equal access to justice for all New Zealanders and no barriers to Asian lawyers reaching the top of the profession.

NZ Asian Lawyers aims to be the peak industry body for lawyers of Asian ethnicity in New Zealand.

Currently 1 out of every 9 lawyers in New Zealand identifies as Asian. Asian lawyers make up 12% of 16,736 individuals who hold practising certificates in New Zealand, and 22.7% of lawyers with 0-7 years post-qualification experience. NZ Asian Lawyers collectively advocate for our profession to better reflect that demographic, and at all levels.

As a stakeholder group, NZ Asian Lawyers are regularly invited to have a say on important matters that affect the entire profession and the justice system including the courts. NZ Asian Lawyers also organise public events and member events that further those objectives.

Reflecting our diversity, our aims are:

- 1. To become the thought leader for our profession;*
- 2. Be the primary hub for networking and connecting amongst our members and the profession and all parts of the justice system including the courts and the judiciary;*
- 3. Be a focal point for education on relevant issues;*
- 4. To foster development of our members amongst the profession generally.*

In order to meet our mission statement, we have been focused on raising awareness of the key issues facing Asian lawyers in New Zealand. These issues include the competency of Asian lawyers in the courts to ensure that they are seen and heard by the judiciary at all levels, identifying and raising awareness of specific cultural and language issues impacting on access to and the maintenance of the law and the appropriate evolution of the common law in New Zealand focusing on the Asian parties and related matters. Highlighting these matters through interacting with the profession directly and with all parts of the justice system is something we believe is critical to ensure that these issues are kept in view.

We are particularly pleased to have presented the following events thanks to the organizational efforts of President Mai Chen, the Asian Women's Lawyers Committee led by Karen Ngan and the Young Asian Lawyers' Committee co-chaired by Danielle Cooper and Rithirot Sokhom .

- May 2023: Wananga on Tikanga and the Law (held at and sponsored by Buddle Findlay, Auckland);
- May 2023: Asian Women's Lawyers Committee – sit down chat with Judge Belinda Sellars KC (sponsored by Simpson Grierson);

- June 2023: Second Wananga on Tikanga and the Law (held at and sponsored by Bell Gully, Auckland);
- July 2023: Special lecture in Wellington by Professor Mindy Chen-Wishart, Dean of Law, Oxford University (jointly hosted and sponsored by Lambton Chambers Barristers, and Russell McVeagh);
- September 2023: Asian Women's Lawyers Committee – practical tips for career planning, pay negotiations and reviews featuring a panel with Joanna Pidgeon, Jo Stevenson and Anand Ranchhod (sponsored by Simpson Grierson);
- October 2023: Litigation masterclass focusing on cultural diversity in pleadings (held and sponsored by Tompkins Wake and members of Bankside Chambers, Auckland);
- November 2023: Joint seminar with the New Zealand Law Society, the Chief Justice and a panel comprising Mai Chen, Karun Lakshman, Joon Yi, Kenneth Sun, Tracy Hu, David Liu, Dr. Leo Liao and Associate Professor Andrew Godwin focusing on culturally and linguistically diverse issues;
- November 2023: Third Wananga on Tikanga and the Law focusing on the Law Commission paper on topic (held at and sponsored by Bell Gully, Auckland);
- December 2023: Journeys Through Leadership – a joint event by the Young Lawyers and Litigation Committees with a panel reflecting on leadership and their career journeys with Kathleen Morrison, Anoushka Bloem and Aimee Yang (hosted and sponsored by Meredith Connell, Auckland);
- February 2024: Young Asian Lawyers Mixer (hosted and sponsored by Minter Ellison Rudd Watts, Auckland);
- April 2024: Young Asian Lawyers panel speaker event in Wellington (hosted and sponsored by Buddle Findlay)
- May 2024: Asian Women's Lawyers Committee – Speed Networking Event (sponsored by Simpson Grierson);
- June 2024: Young Asian Lawyers Winter Catch up (hosted and sponsored by Minter Ellison Rudd Watts, Auckland);
- June 2024: Property Litigation Update organized by the Litigation Committee and featuring Suzanne Robertson KC, David Liu and Mat Martin (hosted and sponsored by Lane Neave, Auckland)
- June 2024: Young Asian Lawyers Committee – Speed Networking Event in Wellington (sponsored by The College of Law);

The fact that we are able to organize a wide range of significant events with high ranking speakers from the very top levels of our profession and the judiciary is testament to our committees and our diversity of thought and experience. Our special thanks go to the super-enthusiastic Committees for their *pro bono* work which has been fantastic and instrumental in holding these events.

Our awards ceremony in November will be the highlight of our year and we are looking forward to announcing the Asian Lawyer of the Year and the Young Asian Lawyer of the Year. These awards, to be conferred by New Zealand Attorney General, the Hon Judith Collins KC, the first of many to come, will also mark a significant milestone for our organization as it continues to grow and mature into the voice of Asian lawyers in New Zealand.

We are humbled and thankful for the contributions from all of our members and our dedicated sponsors without whom we would not be able to advocate for you. The organization would not be where it is without your work and support. Finally, a special thanks to our Board and especially our Board Secretary and Committees and committee chairs who have done such amazing work over the past twelve months.

The Board members are:

Mai Chen (President)	Augustine Choi	Danielle Cooper
Pam Davidson (Vice President)	Takeshi Ito (Secretary)	Karun Lakshman
David Liu	Yvonne Mortimer-Wang	Karen Ngan
Anjeet Singh	Lynne Van	

The Committees and their chairs are:

Asian Legal Academics:

Assoc Prof. Gehan Gunasekara (Chair)

Asian Women Lawyers:

Karen Ngan (Chair)

Commercial Lawyers:

Lynne Van (Chair)

Criminal Lawyers:

Karun Lakshman (Chair)

Large Law Firm liaison:

Mei Fern Johnson (Chair)

Litigation / liaison with NZ Bar Association:

Yvonne Mortimer-Wang (Co-Chair) / Augustine Choi (Co-Chair)

Property Lawyers :

Paul Pang (Chair)

Young Asian Lawyers:

Danielle Cooper – Auckland Chair

Rithirot Sokhom - Wellington Chair

We look forward to another year of well-attended and highly- anticipated events and to developing new links with new members and other branches of the profession.

Mai Chen / Pam Davidson

President / Vice-President

23 July 2024

Annex to Annual Report – Board Members and List of Committees:

Board:

Mai Chen (Chair)	Augustine Choi	Danielle Cooper
Pam Davidson (Deputy Chair)	Takeshi Ito (Secretary)	Karun Lakshman
David Liu	Yvonne Mortimer-Wang	Karen Ngan
Anjeet Singh	Lynne Van	

Advisors to the Chair: Anita Chan QC & Anshuman Chakraborty

Board Committees:

Asian Legal Academics:

Assoc Prof. Gehan Gunasekara (Chair)	Dr. Lida Ayoubi	Dr. Michelle Zang

Asian Women Lawyers:

Karen Ngan (Chair), Simpson Grierson	Kitty Lin, Simpson Grierson	Tina Hwang, Queen City Law
Seil Kimberly, Ministry of Social Development	Nova Huang, Simpson Grierson	Catharina Chung, Tompkins Wake
Priya Prakash, Simpson Grierson	Nicole Lim-Kwan, Ministry of Social Development	Manzi Rathod, Tompkins Wake

Commercial Lawyers:

Lynne Van (Chair)	Daniel Wong	

Criminal Lawyers:

Karun Lakshman (Chair)	Rushika De Silva	Kamil Lakshman
Anjeet (Anj) Singh		

Large Law Firm liaison:

Mei Fern Johnson (Chair)	Nicholas Ali	Kishan Gunatunga
TK Lo	Royal Reed	Daniel Wong
Natasha Young		

Litigation / liaison with NZ Bar Association:

Yvonne Mortimer-Wang (Co-Chair)	Augustine Choi (Co-Chair)	Jerry Yu
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Cherry Mo	Chen Jiang	Kavita Deobhakta
David Liu	Anna Cho	

Property Lawyers :

Paul Pang (Chair)		

Young Asian Lawyers:

Student reps	Wellington	Auckland
Wellington: Zaza YIN ; Kim Urbano	Rithirot Sokhom - Chair	Danielle Cooper Chair
Auckland: Kent Cheng	Ayush Sharma:	Stella Gu
	Terry Ang	Tk Lo
	Kara Tim	Zainab Atkar:
	Maggie Chen:	Bella Zheng
		Anushka Sequeira
		Eryanto Widjaya
		Hasaan Malik;
		Alice Itasheva

Incorporation Working Group:

Augustine Choi	Takeshi Ito	
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