



# Pride in Law

## NSW CHAPTER

### FEATURE ARTICLE

## ICLC LAUNCHES 'BLUEPRINT FOR EQUALITY' TO CLOSE JUSTICE GAPS FOR LGBTQIA+ AUSTRALIANS

By Benjamin Koval

**Sydney, 16 October 2025** — The Inner City Legal Centre (ICLC) has unveiled [A Blueprint for Equality: Resourcing LGBTQIA+ Legal Centres](#), a landmark report calling for urgent investment in LGBTQIA+ legal services across Australia.

Launched at Dentons in Sydney, the report exposes that half of Australia's states and territories still have no dedicated LGBTQIA+ legal service, while others survive on volunteer hours and donations. This has left a gaping hole in our communities' access to justice and leaves many without legal assistance.

"For 45 years we've been supporting our community with no dedicated government funding," said Katie Green, ICLC CEO. "This Blueprint shows exactly how to fix that. Justice isn't equal until it's accessible for everyone."

Backed by Rainbow Giving Australia and authored by Consulting & Implementation Services, the Blueprint is the first national plan to properly resource community-led LGBTQIA+ legal centres. It comes as the National Access to Justice Partnership 2025–2030 recognises LGBTQIA+ people as a priority group and does so without funding attached.

The report finds six in ten LGBTQIA+ Australians face at least one legal problem each year, this is almost double the national average. Commonly people seek legal assistance for discrimination, family violence, gender affirmation and housing.

The ICLC is calling for new funding to:

- Establish dedicated LGBTQIA+ legal centres in every state and territory
- Expand outreach to regional and remote areas
- Resource systemic law reform and advocacy
- Strengthen data collection and evaluation

“Only six cents in every \$100 of government funding reaches rainbow communities,” said Em Scott, CEO of Rainbow Giving. “This is a smart investment... it saves lives, builds trust and cuts demand on crisis systems.”

Developed through national consultation, the Blueprint outlines a scalable model for trauma-informed, community-led legal centres that integrate legal, health and social support.

The launch at Dentons brought together legal, community and government leaders, united behind a clear message: recognition must be matched with resources.

Read the full report here: 🖱️ <https://iclc.org.au/blueprint-equality/>



# What's Going on In Aus?

## **NSW Government opens consultation for landmark LGBTIQA+ Inclusion Strategy**

*Miku Nakamura (she/they) - Advocacy Officer*

The NSW Government has launched public consultation for its first-ever LGBTIQA+ Inclusion Strategy, inviting community members to help shape the state's approach to equality, safety, and inclusion.

The initiative marks a major step forward in addressing systemic barriers faced by LGBTIQA+ people in areas such as healthcare, education, employment, and public services. Once finalised, the Strategy will establish a coordinated, whole-of-government framework to advance inclusion and equity across NSW.

The new strategy aims to establish a coordinated, whole-of-government approach to advancing inclusion and equity for LGBTIQA+ communities. An online survey is now open to all NSW residents aged 18 and over, encouraging participants to share their experiences and ideas for fostering safer, more inclusive environments.

LGBTIQA+ community members can also register their interest in participating in two-hour roundtable discussions scheduled to begin in November. These sessions will capture lived experiences and perspectives to inform the government's policy direction and improve service delivery across the state.

Although the final strategy is set for release in 2026, the NSW Government says input from the survey and consultations will ensure the plan reflects "the voices, priorities, and aspirations of LGBTIQA+ communities and the broader NSW population."

Community input is being sought through an online survey open to all NSW residents aged 18 and over, alongside two-hour roundtable discussions beginning in November. These sessions will capture lived experiences and perspectives to inform future policy and improve service delivery statewide.

## Looking Ahead

The NSW Inclusion Strategy complements national efforts under the re-elected Labor Government to enhance visibility, wellbeing, and equality for LGBTIQ+ Australians. Federal investments in inclusive healthcare, mental health programs, and community-led initiatives reflect a renewed commitment to representation and reform grounded in lived experience.

Together, these developments mark a decisive shift toward a more inclusive future — one where every Australian, regardless of sexuality, gender identity, or expression, can live with dignity, safety, and pride.

Complete the survey here: 🗨️ <https://www.haveyoursay.nsw.gov.au/nsw-lgbtiqua-inclusion-strategy>

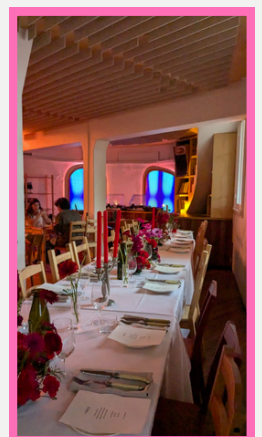
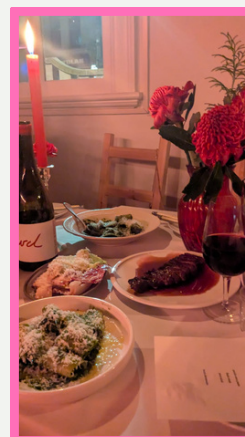


# Upcoming Events

## Pride in Law Supper Club

The Pride in Law Supper Club is a recurring event series, aimed at bringing together people with shared stories and experiences from different parts of our rainbow community.

To be the first to hear about each exclusive dinner first sign up to our mailing list [here](#), or email [events.nsw@prideinlaw.org](mailto:events.nsw@prideinlaw.org)



# End of Year Event

Pride in Law NSW and College of Law are coming together again to bring you our third annual End of Year Celebration!

This annual event is a highlight of the Pride in Law NSW calendar, a time to reflect on the achievements of the past year, celebrate the strength of our community, and acknowledge the invaluable support of our sponsors and partners who make our work possible.

## DETAILS:

**Thursday 20 November**

**6pm**

**Dress code: Business Casual**

*Introducing key note speaker:*

### **NICOLE EVANS**

Nicole is a highly respected legal professional with over 25 years' experience in criminal and family law. She is the author of *Lesbians & The Law: A Guidebook for Australian Families*, the first Australian publication of its kind, and a recognised leader in same-sex parenting and family matters. Nicole's contributions have been widely celebrated, including receiving the Inside Family Law Purpose Award and the Elite Women in Law Award in 2025.



## ARTICLE

# From Practitioner to Leader: A Short Leadership Guide for Lawyers

*Benjamin Koval (he/him) - President, NSW Chapter*

In September myself and Grace Welsby had the opportunity to attend the Centre for the Future of the Legal Profession at the University of New South Wales Leadership for Lawyers short course. This course highlighted that the legal profession is changing and as practitioners we need to ensure that we continue to show leadership to adapt to those changes.

Technical excellence will always matter but it's no longer enough. Today's lawyers are being called on not just to deliver legal services, but to reimagine how those services create value. That shift requires leadership, not just legal skill. I have summarised my five key takeaways from the course to help inspire further leaders in the profession.

## 1. Leadership vs. Management

Abraham Zaleznik once wrote that **managers focus on necessity; leaders focus on possibility**. Managers keep systems running and risks managed. Leaders create energy, vision, and direction. However, at times lawyers conflate management for leadership.

As a lawyer, you will need both management and leadership to run a practice. Management ensures deadlines are met and work is correct. Leadership helps you inspire clients and colleagues, navigate uncertainty, and move your practice forward. It is helpful as a leader to understand when you need to manage and when you need to be a leader.

## 2. The Seven Lawyer Archetypes

Each lawyer tends to emphasise one or more of **Practice (P)**, **Management (M)**, and **Leadership (L)** skills:

ARCHETYPE	DOMINANT FOCUS	CHALLENGE
Artisan (P)	Technical excellence	Underdeveloped team and direction
Bureaucrat (M)	Systems and efficiency	Stifles innovation and lacks inspiration
Visionary (L)	Strategy and vision	Weak on execution and credibility
Taskmaster (PM)	Productivity and control	Team burnout, lack of purpose
Strategist (ML)	Organisational leadership	Detached from practitioners
Maverick (PL)	Charisma and innovation	Chaos and inconsistency
Lawyer-Leader (PML)	Balanced integration	Rare but highly effective

For early-career lawyers, the goal is **progression**: move from individual technical excellence toward a balanced Lawyer-Leader profile. That means developing people skills, self-awareness, and strategic thinking, not just expertise.

However, we all will not be a lawyer-leader all day, every day. At times we need to be a Taskmaster, other times we need to be a Maverick. But harnessing a Lawyer-Leader mentality will assist you in excelling in your career.

### 3. Adapting Your Leadership Style

Leadership isn't one-size-fits-all. Daniel Goleman's research identified six core styles:

- **Coercive** ("Do what I tell you") – for crises, but drains morale if overused.
- **Authoritative** ("Come with me") – inspires change through clear vision.
- **Affiliative** ("People come first") – rebuilds trust and strengthens relationships.
- **Democratic** ("What do you think?") – engages teams and values input.
- **Pace-setting** ("Do as I do, now") – drives performance but risks burnout.
- **Coaching** ("Try this") – builds skills and confidence for the long term.

Great leaders move **fluidly** between these styles depending on the team, task, and context. For lawyers we can get stressed, or overwhelmed and not harness these styles effectively. I think it is best to understand what you want to achieve and utilise the style to achieve that outcome.



#### 4. Leading in a Changing Legal Landscape

The world of law is rarely “simple.” Much of what lawyers face is **complicated** (requiring expertise) or **complex** (where outcomes emerge over time). The best leaders recognise which situation they’re in and adjust accordingly.

- When it’s clear-cut: apply best practice.
- When it’s ambiguous: experiment, learn, and adapt.

Leadership in modern law isn’t about having all the answers, it’s about **creating the conditions where others can find them.**

#### 5. Innovation Is Leadership in Action

Innovation is essential in legal practice. Leading innovation doesn’t mean you need to invent new technology it means:

- Encouraging your team to **experiment and share ideas**
- Supporting smart risk-taking and **learning from mistakes**
- Building **collaboration and adaptability** into how you work

True leadership is about **empowering others** and sustaining change, not controlling every outcome. One thing I have been working on is making time to play with new technologies such as garden walled AI large language models that can assist me in some of my more mundane administrative tasks, or writing articles for the Pride in Law newsletter.

#### Final Thoughts

Leadership for lawyers begins with a mindset shift: from *individual contributor* to *collective enabler*.

Every time you mentor a junior, suggest a new process, or guide a client through uncertainty, you’re already leading.



# Recent Events

## Beyond Postcode 2000:

### An incredible evening in Newcastle!

Last week, Pride in Law was hosted by Sparke Helmore Lawyers in Newcastle for an inspiring panel and networking event celebrating community and connection. Everyone took a lot from the discussion and left feeling part of a strong community.

Huge thanks to our panellists Monique Adams-Nash, Dr Justin Ellis GAICD, Lauren Devine and Anthony Metcalfe, and to Jen Lanahan, Naomi Simmons, Emma Gruschka and the Newcastle team for being such wonderful hosts.



sparke  
HELMORE  
LAWYERS





Pride in Law is proud to be supporting the LGBTIQ+ Leadership Summit 2025, a landmark event dedicated to empowering LGBTIQ+ leaders, driving workplace inclusion, and breaking down barriers across industries.

This year's summit features inspiring keynotes, honest conversations, and practical workshops that go beyond talk and into real change. Whether you're an established leader or just starting your journey, this is your chance to connect, learn, and grow alongside an incredible community of advocates and allies.

As a valued member of the Pride in Law network, you can receive 20% OFF your ticket using the code: **PRIDEINLAW**

 Use the code PRIDEINLAW at checkout for 20% off

 Sydney

 11-14 November 2025

Learn more and register now: <https://www.theleadershipinstitute.com.au/lgbtqa-leadership-summit/>



# Proud Pets

*With paws, purrs and pride... Pride in Law NSW is embracing diversity in our furry, feathered and scaly friends!*



*Do you have a Proud Pet (or two)? Introduce them to us with some photos and fun facts! Send submissions to [communications.nsw@prideinlaw.org](mailto:communications.nsw@prideinlaw.org)*

INTRODUCING...

## POPPY AND FLASH

**Paw-rent:** *Hugh-Angus Bright, NSW Community Officer of Pride in Law*

Poppy and Flash Bright, or Albert and Eloise when they wear their winter sweaters, have been inseparable since the day they were found abandoned on the streets. Now seven years old, they still fight like rumpus kittens learning how to catch prey. Mostly ironic, considering they don't go outside!

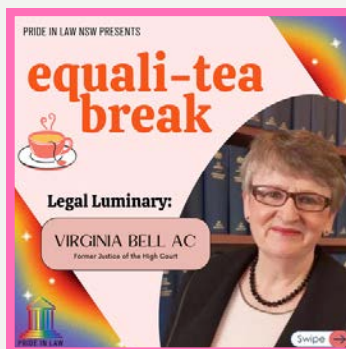
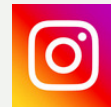
Poppy and Flash live the life I wish I could. Sleeping until being served breakfast, wandering around the rooms their parents set aside for their use only, sleeping until lunch, then sleeping until dinner, whereupon they suddenly have the urge to fight, play, and hang out with each other. It is a hard life, they say, but they manage.

Despite a reputation for aloofness, Poppy and Flash are inordinately friendly and love nothing more than a belly rub. The birdbath at the window provides hours of entertainment – except when one of them pounces on the other accidentally. Poppy, with the brown fur, takes the lead in their adventures, but Flash is never far behind. Even when they scuffle, they always sleep together.

Find yourself a good friend like Poppy and Flash – but don't jump on them thinking they're a bird. That's more acceptable for a cat to do.

# Want more Pride in Law?

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OR VISIT OUR WEBSITE: <https://www.prideinlaw.org/>

## Write for us!

This newsletter is a place for you, our members and sponsors! We accept all kinds of submissions, including:

- Feature articles about LGBTIQ+ news or issues
- Spotlight on legal professionals, students or organisations doing great things for LGBTIQ+ people
- Letters from our sponsors or members, about your work, aspirations or journey
- Proud Pets (incl. photos!)
- Any other ideas you might have!

Send submissions to [communications.nsw@prideinlaw.org](mailto:communications.nsw@prideinlaw.org)