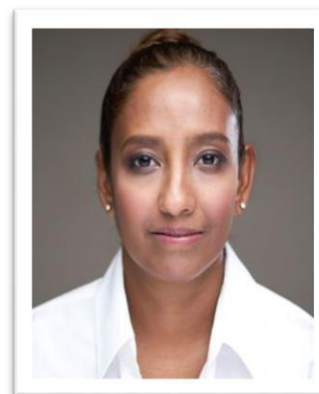


GENDER EQUALITY AND DIVERSITY COMMITTEE

Norliza Rasool Khan
Chairperson



The Kuala Lumpur Bar Committee is committed to promoting excellence, diversity, respect and inclusion at the Bar consistent with the principles of justice and equality. Towards this end, the Gender Equality and Diversity Committee (“GEDC”) has been established to lead the development, implementation and initiatives designed to:

- support a non-discriminatory workplace culture at the Bar;
- identify and seek to address barriers and unconscious bias that are faced by members based on gender, sexuality or disability which may hamper genuine equality of opportunity;
- educate members on best equality and diversity practices through the development of introductory and more advanced gender sensitisation training modules.

The GEDC has had a busy calendar of events from collaborating with the Pupils Committee for the monthly Diversity & Inclusion module, the Young Lawyers Committee for the Sexual Harassment Awareness Campaign and we organised some free Webinars which were held via Zoom or streamed online on Facebook. We were also in the midst of coming up with the Modules for the Mentorship Programme which is a collaboration with the Association of Women Lawyers when Covid-19 hit. This Mentorship Programme was kept in the back burner for the term and we are hoping to roll out the Programme in 2021.

Details of our calendar of activities are as below:

MONTHLY DIVERSITY & INCLUSION MODULE FOR PUPILS

The GEDC has collaborated with the Pupils Committee to include a one-hour “*Diversity & Inclusion*” module into the monthly Pupils Introduction Session. The aim is to educate and create awareness among the pupils on, inter alia, issues related to gender sensitisation, sexual harassment and unconscious bias:

Committee Members

Anit Kaur Randhawa Hira Singh
Archana A/P Vijai Kumar
Choo Zhen Li
Devinia Sunshine Owen
Durgadewi A/P Yoganathan
Dennis Goh Peng Hong
Esther Liew Eng Tze
Goh Siu Lin
Lee Jie Jiun
Li-Sha Hew
Meera Samanther
N.D. Amsa Devi A/P Damodaran
Najwa Hanee Binti Md Hazza
Nur Amira Binti Ahmad Azhar
Rajsurian Pillai
Ramesh N.P. Chandran
Sharmila Ravindran
Sivaram Prasad
Syahira Rahim Hamzah
Thulasy Suppiah
Vanessa Vishalin Victor Veloo
Zahidah Marina Binti Zulkify

Observers

Dr. Lai Suat Yuan
Gene Tan Gaik May (GM Tan)
Huan Zi Yuan
Janice Quay Sheau
Jasmine Wong Kah Man
Joshua A/L Moghana Sundaram
Jenn Kiew

Secretariat Support

Melissa Linda Dass

DATE	PRESENTER(S)	NUMBER OF PUPILS
15 January 2020	Dr Colin Nicholas (Centre for Orang Asli Concerns) Goh Siu Lin	97
29 April 2020	Jules Rahman Ong (Refugees & Sustainable Permaculture) Goh Siu Lin.	50
13 May 2020	Thilaga (Justice for Sisters) Goh Siu Lin	77
3 June 2020	Jules Rahman Ong (Refugees & Sustainable Permaculture)	85
24 June 2020	Emellia Shariff (Speak Up Malaysia) Thulasy Suppiah	83
8 July 2020	Jules Rahman Ong (Refugees & Sustainable Permaculture) Jasmine Wong Kah Mun	88
5 August 2020	Amanda Kong Hwei Zhen (Community Advocate for PWDs at the Make It Right Movement (MIRM)) Thulasy Suppiah	60
2 September 2020	Nisha Ayub (SEED Malaysia) Norliza Khan	63
14 October 2020	Dr. Bahma Sivasubramaniam, (Specialist Programme Coordinator, Masters in Converged Telecommunications Policy and Regulations of Faculty of Management, Multimedia University) Thulasy Suppiah	61
3 November 2020	Robyn Choi (Former HAKAM Secretary General) Thulasy Suppiah	62
16 December 2020	Vizla Kumaresan (Clinical Psychologist) Thulasy Suppiah	75

FUNDRAISING

We organised a fundraising programme for the Rohingya community in collaboration with GoJob (a Social Enterprise certified by MaGIC to empower the marginalised Community and B40 through Jobs and Entrepreneurship) from 1 to 31 May 2020. As COVID-19 hit the world, the marginalised community were heavily affected, in particular, the Rohingya community who were in crisis and in dire need of aid of food. This fundraising programme was held to ensure that they survive through this tough period. We collected RM5,290.00 and the funds were transferred to GoJob on 17 June 2020.



SEXUAL HARASSMENT AWARENESS CAMPAIGN

We co-organised this campaign with the Young Lawyers Committee (“YLC”) from 20 July to 7 August 2020. The Campaign was initiated due to the influx of articles and posts on social media on sexual harassment and the call by many members for a positive step to be taken by the legal fraternity to combat sexual harassment to make working spaces safe and respectful. During the campaign, eblasts were sent calling upon law firms to pledge to fight against sexual harassment and take active steps to implement a policy against harassment in their firms. By the end of the Campaign, 216 Firms pledged. The list of Firms are as below:

A.Baskaran & Co	Adeeb Barakbah & Associates	Adila Aziz & Associates
Adrian, Syuhada, Sia & Associates	Aimee, Lau & Cl Teh	Aizat Dzar & Associates
Ambigah Krishnan & Co	Amrit & Company	Ananda & Co
Andrew Davis & Co	Andrew Khoo & Daniel Lo	Arina Ong & Co.
Asbir, Hira Singh & Co	Asyraf, Vivek & Wee	Avinder Gill Chambers
Azman Joseph & Associates	Azwar & Associates	Bahar & Co
Balabedha & Co	Baldev & Associates	Balraj And Goh
Bock & Partners	Bodipalar Ponnudurai De Silva	Brendan Siva
Camilla & Co	Cecil Abraham & Partners	Chai & Company
Chambers Of Sana Ahmad	Chambers Of Sumitha	Chambers Of Yoges
Chan Weng Keng & Associates	Cheah Teh & Su	Chee And Associates
Chew & Yap	Choo Dee Wei	Christopher & Lee Ong
Collin’s Law Chambers	CR Selva	David & Paulian
Derek Chong	Desmond Chan & Jeff Law	Elaine, Yun & Associates
Emelly Sidrek & Co	Emily Shirley	Fahrol, Pretam & Co.
Faizul Hilmy & Chew	Farid Law Office	Farida & Company
Fauzi Ngah & Neasa	Foo And Co	Fuzet
Fyiona, Lai & Dennis Thong	Gan Partnership	Gavin Jayapal
Gengeys & Co	GM Tan & Company	GS Kavitha
Gurmit & Co	Hafarizam Wan & Aisha Mubarak	Hakem Arabi & Associates
Haqq Razak & Partners	Huei Sze & Co	Illiayas
Irmohizam Gurdev & Co	Ismail Sabri Wee & Wong	Izwan & Partners
Izzah Azman & Co	James Liew & Kong	Jamie Wong
Jeffery Wong, Noorul, Ho & Lim	Joel & Mei	Joseph, Vinci & Leong
Josephine, Lk Chow & Co	K K Lim	K P Goh & Partners
K. Chandra & Co.	K.C Tang & Co.	Kabina Levan & Co
Kamal Hisham & Associates	Kandiah Partnership	KC Lim & Co
Kee Sern, Siu & Huey	Keith Moo & Co.	Kenth Partnership
Kim & Co	Kit & Associates	Korotana Law Office
Lai & Lim	Lai, Goh & Associates	Lamin & Co
Law Chambers Of Sukhdev	Law Chambers Of Yoon Wai Fon	Lee & Koh
Lee Hishammuddin Allen & Gledhill	Lee Saw & Co.	Lim Chee Wee Partnership

Lim Chen Yee & Associates	Lim Soh Wah & Zarina	Liz Yap & Associates
Liza Khan & Sankey	Lo Chambers	Louis Ambrose & Partners
Low & K.H. Boo	Low Beng Choo Associates	Luknes, Faridah & Associates
M David Morais	M Manoharan & Co	M. M. Lee & Associates
Manimagalai Gowin & Partners	Matt Wong & Co	Melissa Lim & Associates
Milavieri Chong Partnership	Mimi Rais & Associates	Mohanadass Partnership
Moi-Christine Khor	Munita & Satvinder	N J Pillay & Co.
Najiana Wan Balbir	Navaratnam Chambers	Nik Hisham, Fakhah & Co.
Nik Hussain & Partners	O S Kim & Associates	Ow & Partners
Paul Cheah Associates	Penelope G	Phak & Associates
Phak & Associates	Prakash & Co	Pua
Rachel Suppiah & Co	Rahmat Lim & Partners	Rais & Co
Raj & Sach	Raja S Devan & Veni	Rajashree
Rajes Hisham Rahim & Gopal	Ram Reza & Muhammad	Ramesh Yum & Co
Ranee Sree & Associates	Ravindran	Rishi & Partners
Robyn Choi	Rosli Dahlan Saravana Partnership	S. Anand & Associates
S. B. Cheah & Associates	S.L. Liew & Co	S.Puviyal Sri & Co.
S.R.Tan, Cheng, Lim & Tee	Sallehudin Harun & Partners	Samrith Sanjiv & Partners
Samrith Sanjiv & Partners	Sanjay Mohan	Sanjeev Kumar
Sara Deo & Co	Sathya, Lee & Co.	Sazarina Amiera & Partners
See Sui Hou & Co.	Seira & Sharizad	Seri Amalina & Co
Shanti Abraham	Sharon & Yong	Simon Yap & Christina Chan Law Practice
Siti Nor & Partners	Sivananthan	Skrine
SL Tan & Associates	SM Kam & Associates	SP Lee & Thoo Chambers
Sreenevasan	Steven Thiru & Sudhar Partnership	Sumathi & Associates
Surendra Ananth	Surian	Syaiful & Suraya
Syalihah Tang & Partners	Syukran Noordin	Tan & Wong Partnership
Tan Chong Lii & Co	Tan Law Practice	Tan Wei Shin
Tela & Co	Tengku Azlina, Rao, Low & Associates	Terrence & Randy
The Chambers Of P. L. Wah	The Lai & Lai Partnership	The Law Office Of KK Chong & Company
Theiva Lingam	Thillainathan & K F Wong	Thomas Philip
Tiew & Associates	Tommy Thomas	Tong S-Tim & Assocs
Tunku Amiruddin & KK Chew	Varun & Goh	Vignesh Kumar And Associates
Vijey Esvaren	Vin Partnership	Vincent Lim & Partners
Vinodhan Kuppusamy	Wan Haron Sukri & Nordin (KL)	Willie Ong & Co
WK Yap, Loo & Co	Wong & Loh	Wong & Partners
Wong Lu Peen & Tunku Alina	Yeo Chambers	Yeo.Tan.Othman
Yeoh & Joanne	Yew Hock & Loh	Yusuf Khan & Fong
Zaid Ibrahim & Co.	Zain Megat & Murad	Zarina Ismail & Omar Hon
Zicolaw	Zul Rafique & Partners	Zulpadli & Edham

A Template Policy for law firms to adopt and Infographics were also circulated. We also co-organised four webinars via the KLYLC FB Page. Details of these webinars were as below:

DATE	TOPIC	SPEAKERS
16 July 2020	Sexual Harassment In The Legal Profession - An Old Normal?	Goh Siu Lin Yu Ren Chung (Women's Aid Organisation) Bryan Wang (Moderator)
27 July 2020	Understanding And Dealing With Sexual Harassment In Law Firms	Emellia Shariff (Speak Up Malaysia) Shakirah Rahman (Moderator)
29 July 2020	The Process And Procedure Of Lodging A Complaint	Karen Cheah Rajsurian Pillai Hastiny Subramaniam (Women's Centre for Change) Michelle Louis (Moderator)
30 July 2020	Why Didn't You Report? - Law, Policy And Psychology	Meera Samanther, Dr. Muzaffar Syah Mallow (Universiti Sains Islam Malaysia) Puveshini Rao (Rekindle Centre for Systemic Therapy Malaysia) Michelle Ng (Moderator)

WEBINARS

Unconscious Bias | How Stereotypes, Fallacies And Ingrained Prejudices Colour Our Views And Decisions

This webinar was presented by Honey Tan, Rodziah Zainudin, Raj Kumar Paramanathan and Dr. Lai Suat Yuan and moderated by Thulasy Suppiah. The webinar was held on 21 May 2020 via Zoom Webinar from 3:00pm to 4:30pm. We had 109 participants.

LGBTQIA+ At The Workplace: Where Do We Stand

This webinar was presented by Gene Tan, Nadia Gideon, Bakhtiar Talhah and moderated by Emellia Shariff. The webinar was held on 20 June 2020 via Zoom Webinar from 2:00pm to 3:30pm. We had 279 participants.

No Persons With Disabilities Left Behind: Overcoming The Challenges Faced By Persons With Disabilities In Malaysia In 2020

This webinar was presented by YB Senator Ras Adiba Radzi, Muhamad Nadhir Bin Abdul Nasir, Anit Kaur Randhawa and Mary Chen and moderated by Meera Samanther. We were also joined by two sign language interpreters, Goh Soo Leng and Samuel. The webinar was held on 27 August 2020 via the KLBC GEDC FB Page from 3:30pm to 5:00pm.

The Invisible Struggles And Forgotten Stories Of Malaysian Minorities

This webinar was presented by Tijah Yok Chopil and Dhinesha Karthigesu and moderated by Thulasy Suppiah. It was held on 24 September 2020 via Zoom Webinar from 4:00pm to 5:30pm. We had 56 participants.

Race, Ethnicity And Religion

This webinar was presented by Firdaus Husni, Nathaniel Tan and moderated by Thulasy Suppiah. It was held on 4 November 2020 via Facebook Live on the KLBC GEDC Page.

UPCOMING EVENTS

1. Women In Practice Forum

GEDC was supposed to organise a Women In Practice Forum in November 2019 but it was postponed as it coincided with the Women Lawyers Conference 2019 which was held in November 2019. The theme for the forum was “Advancing Women Lawyers Career & Encouraging a Spirit of Friendship”. This Forum will bring together personalities from the government, legal and financial sectors to discuss the challenges, issues, and opportunities surrounding women in their respective professions to discuss critical issues of women in workforce including prejudices against certain job types, gender stereotypes, glass ceiling, salary gaps, mentoring and nurturing the female workforce, as well as sexual harassment. Due to the pandemic, we were unable to organise this event in 2020. We may consider an online Forum in 2021.

2. Stories Of Sexual Harassment Survivors (KLBC-AWL Collaboration)

We will be coming up with a series of stories of survivors of sexual harassment which is a joint collaboration between GEDC, YLC and AWL.

Norliza Rasool Khan

Chairperson

Gender Equality and Diversity Committee

Date: 14 December 2020

