



# IBA-AWLA INT'L 2024 WOMEN'S DAY FIRESIDE TÊTE À TÊTE

THEME:

**Shattering the Glass Ceiling  
in the Legal Profession:  
The 10 Commandments**





# IBA-AWLA INT'L 2024 WOMEN'S DAY FIRESIDE TÊTE-À-TÊTE

## Initiator



**ALMUDENA ARPÓN DE MENDÍVIL**  
PRESIDENT, INT'L BAR ASSOCIATION

## Program Chairs



**HRH OLORI OLUFUNMI AJIBOLA-OLUYEDE**  
ADVISORY BOARD, IBA WOMEN LAWYERS COMMITTEE  
PAST CHAIR, IBA AFRICAN REGIONAL FORUM  
UNITED NATIONS REPRESENTATIVE, AWLA INT'L.



**MANDY DEMECHI ASAGBA**  
PRESIDENT, AFRICAN WOMEN LAWYERS ASSOCIATION

Theme: Shattering the Glass Ceiling in the Legal Profession: The 10 Commandments



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## Facilitators



**ADEOLA SUNMOLA**

*LIAISON, IBA AFRICAN REGIONAL FORUM/WLC*



**CHIMA C. SOPHIA**

*TRLPLAW SOLICITORS & ADVOCATES*



**JOSHUA ADEPETU**

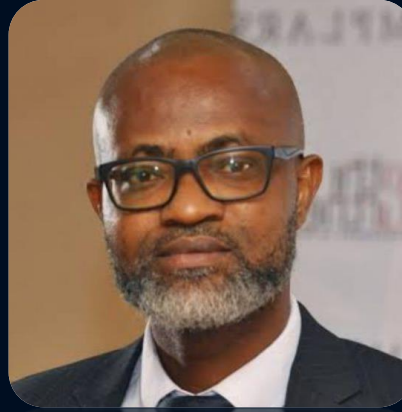
*HEAD, COMMUNICATIONS & MEMBERSHIP, INSTITUTE OF  
CHARTERED MEDIATORS & CONCILIATORS (ICMC)*

Theme: Shattering the Glass Ceiling in the Legal Profession: The 10 Commandments

# Our Discussants



**REHANA KHAN PARKER**  
*Director, RKP Attorneys, Cape Town, S. Africa*



**ANTHONY ATATA**  
*Past Chair, IBA African Regional Forum*



**HON. JUSTICE NKEMDILIM IZUAKO**  
*(RTD.). Nairobi Kenya*



**PHENOAH WALL**  
*Secretary General, PALU, Uganda*



**DOUMBIA KADIDIA**  
*Deputy Secretary, AWLA Int'l*



**SAMIRA YASSNI JIRARI**  
*Country Rep., AWLA MA MOROCCO*

# Discussant - REHANA KHAN PARKER

*Director, RKP Attorneys, Cape Town, S. Africa*

**1<sup>ST</sup> COMMANDMENT: MERITS ARE A MUST; WE MUST CONSTANTLY KEEP BUILDING OUR SKILLS AND KNOWLEDGE**



A mother of 3 , married and a career woman in practice as a lawyer for more than 30 years as the director of RKP Attorneys Inc, Cape Town , with access to Justice at the heart of what she does. Key achievements include that of an acting judge in The Western Cape High Court and Gauteng Local Division and quasi-judicial roles to the Minister of Arts and Culture as tribunal chairperson. Served as a councillor for the legal profession intermittently from 2001 until 2021 and held the position as Past chairperson of the Black Lawyers Association Western Cape (2001/2002). Often interviewed on national media for her comments on key issues. The founder of several organisations, holds/held several key Board positions in government, state owned entities, universities and the private sector. It is her commitment to the advancement of women in law, through leadership by promoting parity in the profession drove her to be the Founder and Co-director of the first awards programme recognising the contribution of Women in Law on the continent of Africa through WOZA (PTY) Ltd and furthermore strengthened empowerment of women in the formation of The Women in Law & Leadership Academy to create a sustainable future for women in the profession in line with the UN SDG 4, 5 and 16 by provide bespoke training for key positions in leadership such as Boards and the Bench.



# Discussant -

**ANTHONY ATATA**

*Past Chair, IBA African Regional Forum*

2<sup>nd</sup> COMMANDMENT: GROW PROFESSIONAL RELATIONSHIPS, A NETWORK, OF THE WIDEST POSSIBLE RANGE OF PEOPLE-



Anthony Atata, Partner at Hallblack Law firm, brings about 20 years of experience.

He is the founding Editor of Courtroom mail a law community news publication that is read across more 15 countries in Africa. Anthony Promotes Courtroom Mail 100 Women ( SHID) an annual listing of outstanding female lawyers in Sub sahara Africa.

Anthony has served as the Co-Chair of the International Bar Association - African Regional Forum and has a focus on sports Law





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# Q&A/ COMMENTARIES



# Discussant – HON. JUSTICE NKEMDILIM IZUAKO

(RTD.). Nairobi Kenya

## 3<sup>RD</sup> COMMANDMENT: GAIN VISIBILITY. INTERNAL AND EXTERNAL



Hon. Justice Izuako received her law degree from Obafemi Awolowo University, Osun State. She has taught law at Nnamdi Azikwe University and at the Gambia Technical Institute. Justice Izuako became a judge in 1998 when she was appointed to the courts of Anambra State. She later was appointed to the High Court of Nigeria, where she served until 2003. From 2004 to 2006, she served as a judge on the High Court and the Court of Appeal of Gambia.

Justice Izuako worked for more than two decades in the Nigerian judiciary, including working with the United Nations Office on Drugs and Crime to put together a Judicial Ethics Training Manual for the Nigerian judiciary. In 2006, she was appointed to the High Court of Solomon Islands (where she was the first female judge). In each of these jurisdictions, and as a judge of a court of general jurisdiction, Justice Izuako handled labour and administrative law matters. In 2009, she was appointed as one of the judges of the United Nations Dispute Tribunal (UNDT).

The tribunal, which is located in Nairobi, New York and Geneva, works to improve the UN's system of dealing with internal grievances and disciplinary cases.

Justice Izuako is based in Nairobi Kenya. Justice Izuako who sees herself as an advocate for women's rights and development, assisted in mentoring legal professionals in Solomon Islands and helped to develop their potential to hold high judicial office. Outside the courtroom, Justice Izuako worked to assist social development by mobilising local women to form the Honiara Women's Initiative, which undertakes micro-projects for the economic and social empowerment of women and girls.



# Discussant -

# PHENOAH WALL

*Country Rep., AWLA Uganda*

## 4<sup>TH</sup> COMMANDMENT: OWN THE PROFESSIONAL SPACE THAT BELONGS TO YOU

Pheona Wall is a Senior Counsel, and immediate past President of the Uganda Bar Association who is currently the Secretary General of the Pan African Lawyers Union. She is a Notary Public, Arbitrator, and certified Insolvency Practitioner with a Bachelors' Degree in Law, a Diploma in Legal Practice and an MBA in Management. She is a Senior Partner at Nabasa and Co Advocates having left her 9 year stint as Head Legal Services at the National Water and Sewerage Corporation.

Pheona was awarded the Hague Institute for Innovations in Law "2018 Talent to Watch" award and is a two time awardee of the New Vision 40 under 40 award for 2018 and 2020 and the French German Elysees Peace and Reconciliation Award in 2021 for her efforts towards fighting for the Rule of Law in Uganda.

She was awarded as one of Africa's Top 50 Leaders by the African Law Tech Festival in 2020.

A resource in both private and public enterprises with thorough knowledge and hands-on experience in institutional development, change management, public relations, energy, oil and gas, company secretarial practice, labor law, Pheona combines a solid corporate legal background with a well-developed understanding of both commercial and operational drivers of business. She is regularly retained by both local and foreign investors and has played an advisory role in two joint ventures on the Tilenga Project.

She is an ardent advocate for ethical leadership under her mantra, "Faithful Available Teachable "





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# Q&A/ COMMENTARIES

# Discussant – REHANA KHAN PARKER

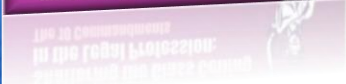
*Director, RKP Attorneys, Cape Town, S. Africa*

**5TH COMMANDMENT: MAINTAIN WORK-LIFE BALANCE; DEFINE YOUR PRIORITIES.  
FIND YOUR SUPER FOOD/WHATEVER YOU NEED TO GAIN STRENGTH**



A mother of 3 , married and a career woman in practice as a lawyer for more than 30 years as the director of RKP Attorneys Inc, Cape Town , with access to Justice at the heart of what she does. Key achievements include that of an acting judge in The Western Cape High Court and Gauteng Local Division and quasi-judicial roles to the Minister of Arts and Culture as tribunal chairperson. Served as a councillor for the legal profession intermittently from 2001 until 2021 and held the position as Past chairperson of the Black Lawyers Association Western Cape (2001/2002). Often interviewed on national media for her comments on key issues. The founder of several organisations, holds/held several key Board positions in government, state owned entities, universities and the private sector.

It is her commitment to the advancement of women in law, through leadership by promoting parity in the profession drove her to be the Founder and Co-director of the first awards programme recognising the contribution of Women in Law on the continent of Africa through WOZA (PTY) Ltd and furthermore strengthened empowerment of women in the formation of The Women in Law & Leadership Academy to create a sustainable future for women in the profession in line with the UN SDG 4, 5 and 16 by provide bespoke training for key positions in leadership such as Boards and the Bench.



# Discussant - DOUMBIA KADIDIA

*Deputy Secretary, AWLA Int'l*

## 6TH COMMANDMENT: BE YOURSELF. IT IS THE THING YOU EXCEL AT



Ms. Kadidia Viviane Doumbia is an advocate of women's rights and participated in the Advocacy Training Day following the Women's March in Washington DC in January 2017. The goal is to have more women involved in politics to have their voices heard.

She has a national certification from the District of Columbia Coalition Against Domestic Violence, she is a human rights liaison certified by the District of Columbia Office of Human Rights and trained as a Human Rights Leader by the Global Human Rights Leadership Training Institute.

From 2017 to 2018 Ms. Doumbia was the co-chair of the DC Grassroots Coordinating Committee comprised of pro-democratic organizations in the DMV area. In 2018, she was the co-chair of the communication commission of the Metropolitan Women Democratic Club.

Ms. Doumbia, a fellow of Organizing For Action/OFA, was also a member-at-Large of the Steering Committee of the Women's Alliance for Democracy and Justice based in Maryland. She participated to a training offered by Emily's List on campaigning for election to win. Emily's List recruits women to run for office at every level of the society, across the United States.

Kadidia Viviane Doumbia graduated in 1985 from Regents College (now Excelsior University) in Albany in the state of New York with a BS degree. She then went back to the Ivory Coast where she attended the School of Business Executives of the Ivory Coast (partner of the School of Business Executives of Paris) and obtained a graduate degree in Business Administration.

From 1994 to 1996, she was president of one of the largest women's association of West Africa the International Women's Association of the Ivory Coast whose goals were the education and health of women and children.

From 1997 to 1998, she was in charge of the Communication Commission of the TELEFOOD, a United Nations program for Food and Agriculture, to raise money for micro-projects for rural population in the world. A program sponsored by the Department of Agriculture of the Ivory Coast.

In 2000, Ms. Doumbia was appointed Head of the Communication Commission for Amnesty International Women's Network in the Ivory Coast and was also in charge of the program "Stop Violence against Women".

Ms. Doumbia has been teaching French for more than 20 years and has been researching on Foreign Language Teaching Methodology. In March 2009, she presented a paper on "Standard languages, Creoles and Vernaculars" at the American Comparative Literature Association Annual Conference at Harvard University in Cambridge.

She was a contributor, in 2018, to the international discussion on Violence Against Women in Politics sponsored by the International Knowledge Network of Women in Politics; the report has been published in February 2019.

In 2018, Kadidia was a member of the OFA Organizing for 18 leadership team, a 2018 Move On Resist and Win Leader and nominated regional leader, and a Democracy For America/DFA 2018 TakeOver Team member.

She is cooperating with the National Commission on Human Rights of the Ivory Coast on human rights issues. She is a 2019 graduate of the International Organization of La Francophonie program on Human Rights offered in partnership with The Francophone Association of National Human Rights Commissions and the University of Poitiers, in France.

An American Red Cross trained in Humanity in War: An International Humanitarian Law Primer for Professionals since 2015 her advice is requested on matters pertaining to education in situation of crisis.

Kadidia received the RESISTERHOOD award in 2019 from **The Women's Alliance for Democracy & Justice** for her impactful contributions to the community and tireless work toward making the world a better place.

Kadidia V. Doumbia is a member of African Women Lawyers Association/AWLA Washington DC chapter and one of the publicity chairperson of AWLA. Mrs. Doumbia is also the main translator-interpreter of the association.





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# Q&A/ COMMENTARIES



# Discussant - MANDY DEMECHI ASAGBA

*President, AWLA Int'l*

## 7TH & 8TH COMMANDMENTS: VISIBILITY & OPPORTUNITIES AT THE WORKPLACE

Amanda Asagba (Nee DEMECHI) is a Lawyer, Human Rights Activist, Gender Researcher, Mediator, Arbitrator, Private Prosecutor, Notary Public and the Int'l President of African Women Lawyers Association (AWLA), the Parent / Umbrella Body of AWLA Country Chapters founded in 1997. She is the President of Legal Pool for Justice and Equity Initiative, and a past President /Country Representative of African Women Lawyers Association (AWLA) Nigeria Chapter.

She is the Principal Partner of Amanda D. Asagba Chambers established, in 2005, with bias for Corporate Practice, Family Law, Real Estate, Human Rights, and Immigration, Mediation and Arbitration and a Partner at Sanya Ayeni and Co. She is a legal adviser with many corporate retainers.

She was called to the Nigerian Bar in 1990. She obtained her Bachelors degree in Law LL.B in 1988 from the Bendel State University Now Ambrose Ali University, Ekpoma, Nigerian Law School, Victoria Island, Lagos 1989, Masters in International Law and Diplomacy (M.I.L.D) in 1991, from the University of Lagos. Masters In Divinity (M.Div) 2004-2006 ( Olabisi Onabanjo University in Affiliation with Gracesprings Bible College).

She had a stint in the sciences at VMT Washington DC USA 2000- 2002 She has worked in leading Law Firms – Ajumogobia, Okeke and Oyebode, Boyle Street, Onikan, Lagos, Akinola Aina and Co, 130 Broad Street, Lagos and Sanya Ayeni and Co. 1 Obasa Road, off Oba Akran Avenue, Ikeja (now at 32 Akilo Road, Ogba, Lagos.)



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# Discussant - SAMIRA YASSNI JIRARI

*Country Rep., AWLA MOROCCO*

9<sup>TH</sup> & 10<sup>TH</sup> COMMANDMENTS: FLEXIBILITY & MENTORING/ SPONSORING AT THE WORKPLACE

Moroccan Leader

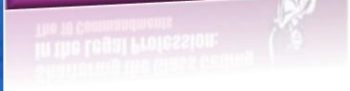
Pan-African and Feminist

Represented international feminist associations at the United Nations, the Council of Europe and the African Union

Member of the African Women Lawyers Association (AWLA) Lawyer by training  
Non-State Diplomat

International consultant in international law

Panelist with international bodies





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# Q&A/ COMMENTARIES



8th  
MARCH  
2024  
3:30pm WAT

IBA-AWLA INT'L  
**2024 WOMEN'S DAY**  
**FIRESIDE TÊTE À TÊTE**

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the 10 commandments  
in the legal profession:  
shattering the glass ceiling

