

FEMALE LAWYERS' NETWORK

NEWSLETTER

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Message from the President



Happy day dear esteemed reader of the FLN Newsletter; the first of its kind this year. We are excited to share with you our previous and most recent achievements, updates and future plans; so, tighten your seatbelt because all you are yet to read is a whole enlightening piece!

This newsletter serves as a platform for empowerment, knowledge-sharing, and fostering a strong sense of community among female lawyers. It is an opportunity to showcase the accomplishments the Female Lawyers' Network, celebrate its successes, and inspire the next generation of aspiring women in law.

Uganda's legal landscape has witnessed a remarkable transformation in recent years, with women at the forefront of this evolution. Their unwavering dedication, exceptional talent, and unparalleled commitment has been aimed at paving the way for a more inclusive and equitable justice system. I embrace this opportunity to acknowledge

the contribution and voices of these remarkable individuals who continue to shape Uganda's legal fraternity.

As you engage with these pages, let them ignite within you a renewed sense of determination, a belief in your abilities, and an unwavering commitment to justice.

May this Newsletter serve as a beacon of inspiration to champion equality, justice, and the empowerment of women within the legal profession.

Thank you for choosing the Female Lawyers' Network. We are honoured to serve you always.
Pleasant reading.

Mrs. Joyce Nalunga Birimumaaaso

Foreword

Celebrating the Unyielding Spirit of Female Lawyers in Uganda.

It is with great pleasure that I extend my warmest greetings to all readers of this remarkable newsletter, dedicated to the incredible female lawyers of Uganda. Within these pages, we embark on a journey of inspiration, empowerment, and the celebration of the milestones by the Female Lawyers' Network for the last six months.

In here, is a brief about the FLN that will help you tag along and embrace its entire mandate to the Legal profession.

Through the stories, insights, and experiences shared within these pages, we delve into the heart and spirit behind Female Lawyers' Network, the milestones by Female Lawyers' Network. Partnerships and Collaborations. We will have the President of the Female Lawyers' Network demystify her vision for the Network. We will get a slice of nuggets from women who have defied barriers, shattered glass ceilings, and made their indelible mark cast under the periodical pearls of wisdom corner.

To the readers, I encourage you to immerse yourselves in these empowering narratives.

I extend my deepest gratitude to the contributors, and the entire team behind this publication for their tireless efforts in bringing the contents of this newsletter to life.

With utmost respect,

Ms. Leah Bita Nasasira
Chief Executive Officer

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INTRODUCING THE FEMALE LAWYERS NETWORK

FLN is here to acknowledge, compliment and appreciate all magnificent gender justice efforts done by several prestigious women in law associations over years.

We are here to work with others to advance gender justice in the legal spaces. Afterall, women empowerment is a collective voice.

- Whereas FLN membership is similar to other women organizations, that is having the membership of female lawyers, our FLN agenda, strategy and programs are completely different.
- We are vibrantly coming in to close the knowledge, skills, mentorship empowerment gap of women in law.
- FLN is a network of female lawyers across age groups and sectors.
- FLN diversely includes: female lawyers in the armed forces, the police forces, public service female lawyers, female lawyers in the business sector, academia, judiciary, private practice, in-house, politics, female law students and young girls passionate to join law school.
- FLN is strictly focused on empowering the female lawyers or women in law ‘themselves’, we motivate one another, inspire, re-skill, re-tool, aim to learn from the best seasoned women in law amongst us.
- We realized women lawyers are appointed for big roles but lack mentorship by their own which affects their effectiveness and efficiency.
- We also stretch our diversity and inclusion to membership of all female law students in colleges and universities.
- We currently have FLN University coordinators who promote women in law empowerment agenda at that level.
- FLN strategic agenda includes opening up FLN clubs in colleges & universities in order to empower girls who are passionate about law school early in life.
- FLN currently has regional coordinators who promote our agenda beyond central division.
- Unlike other women associations, FLN also has ‘associates’ as members who include ‘ male lawyers ‘ or ‘ such persons passionate about partnering with FLN to empower women in law strictly’. We believe men have a critical role to play in enhancement of gender equality and empowerment. For example, if male advocates and law firm owners are gender sensitive, they will honor female lawyers ‘rights accordingly.
- Unlike other women in law associations, we do not do legal aid for vulnerable women & girls- ours is focusing on areas that challenge women lawyers and strategizing to mitigate threats / risks in legal career. We focus on potential inter & intra -sectoral women in law opportunities and learn how to leverage on individual strengths to fulfill our potential.
- FLN has critical components and programs centered on women in law empowerment agenda. Programs that enhance both soft and hard skills of Women in law, peer to peer programs in different sectors, we have FLN academia mentors’ private practitioners’ mentors’ leadership mentors, FLN in house club, among the so many as show cased in our FLN 5 years Strategic plan (2023-2028).
- We also have a diverse board. A president who is an executive board member overseeing Secretariat managed by CEO and critical staff now at work.

If you are a champion of gender justice, you are with us. Thank you for choosing to believe in FLN.

About Us



Core values

- Gender equality and justice
- Professionalism and integrity
- Good stewardship
- Empowerment
- Collaboration

FLN MILESTONES

A. Set up of the Secretariat Offices

The FLN has its offices now operational with well-developed key policies in place. The Secretariat is open to members both physically and virtually for any information or inquiries.

B. The Grand Launch

The FLN on the 15th April 2023 launched its 5-year Strategic Plan (2023-2028) under the theme; ***Women in law empowerment agenda: Adopting a gender inclusive and conducive environment.***

This event brought together over 180 attendees participants encompassing members of the Judiciary, government, legal practitioners, civil society, the academia and law students.

This event was graced by the presence of the Hon. Lady Justice Jane Frances Abodo, the Director of Public Prosecutions (DPP) and also the Deputy Chairperson of the FLN Board as chief guest. Hon. Lady Justice Jane Frances Abodo is also the first female DPP of Uganda.



C. Set up of a business connect platform

In order to collectively play a role in empowering women in law, an online platform was provided for female lawyers can access legal professional business, personal career growth strategies, leadership and development skills, training and other online legal and soft skills.

D. Partnerships and Collaborations

❖ DFCU Bank Women in Business Program

In pursuance of Strategic Objective 1 (Strategic Plan 2023-2028) to empower the female lawyers and the girl child in a gender equal and just world, the FLN partnered with the DFCU Bank Women in Business (WiB) Program to create a base for business relations between dfcu Bank and the FLN including its membership through Formalization of the partnership between FLN & DFCU Bank intended for:

- a) Establishment of a FLN Investment Club group
- b) Extending dfcu Bank's financial services including financial education, access to credit for personal development & Business growth through dfcu Women in Business to the FLN community.
- c) Explore other value creation initiatives for mutual benefit.

❖ Jural Media

The FLN entered into a collaboration with Jural Media, a virtual media house whose mandate is to help people and organisations harness the power of technology. The purpose of this collaboration was to promote knowledge sharing, professional, development and networking opportunities for female lawyers through the platform provided by Jural Media.

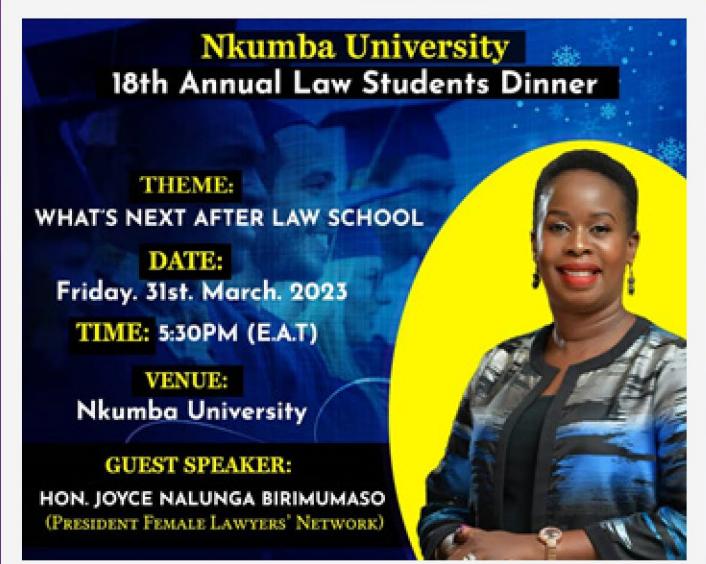
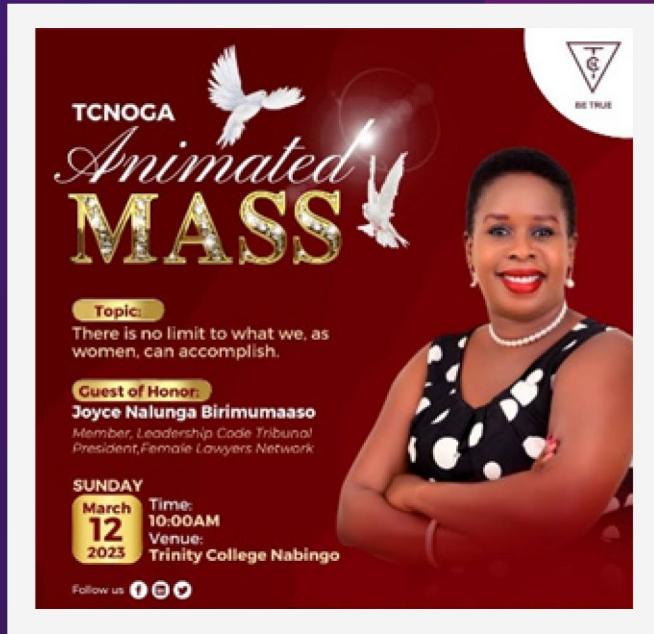
Engagements by the President, Joyce Nalunga Birimumaa

Making a presentation on the significance, strengths and scopes of building mentorship networks for female lawyers at the UCLF Mentorship Brunch held on the International Women's day at Hotel Triangle on 8th March 2023.



Meeting with the Patron

Courtesy call to the FLN Patron
the Rt. Hon. Rebecca Kadaga
Alitwala



The Bahati Show - Hold my hand held on 21st April 2023



- **Engagements by the Secretariat**



The FLN CEO (4th from right) with a team from the East Africa Law Society (EALS) and the Uganda Law Society (ULS) at the EALS multi-stakeholder meeting on the role and place of Civil Society in advancing good governance and accountability in Uganda held on 20th April 2023, at Mestil Hotel, Nsambya



The FLN CEO with Mr. David Sigano, the EALS CEO and Ms. Nalwoga Mary, the ULS Pro bono Coordinator at the meeting



Courtesy call to the Institute of Social Justice (IST)

The FLN CEO (right) and the Executive Coordinator, Ms. Sandra Nantaba (left) after a fruitful discussion with the IST Executive Director, Maureen Wagubi at the IST Offices in Ntinda on 14th June 2023

The FLN President and CEO attend the 5th Annual National Market Women Entrepreneurs' Symposium held on 21st June 2023 at Silver Springs Hotel, Bugolobi – Kampala organized by the Institute of Social Transformation (IST).

IST is a women's rights organization committed to a society where people value and enjoy social economic and gender justice.



It was such a fruitful meeting between the Manager DFCU Women in Business (Left) Ms. Ruth Asasira and FLN's CEO(Right) Ms. Leah Nasasira and Executive Coordinator (Centre) Ms. Sandra Nantaba on 15th June, 2023 at the DFCU Head office at Nakasero- Kampala.





Great day it was at IUIU Females campus Kabojja at their Annual Law School Dinner under the theme of, "A tool box for a future female lawyer."

The FLN CEO Ms. Leah Nasasira graced the function as the Guest of honour. In company was the executive coordinator Ms. Sandra Nantaba.

Thank you our FLN coordinator, the Law Society president Emeritus Ms. Sabrina Atwine for the invite and the entire IUIU Community for choosing FLN.

From left to right: FLN Executive Coordinator, FLN CEO, IUIU Female Campus Law Society president emeritus and FLN University coordinator, the Director IUIU Females Campus and the Deputy Dean

- Virtual engagements



Meet our University and Regional Coordinators



SABRINA ATWINE
IUIU Females Kaboja



EMMANUELLA EMEHIN
Cavendish University



DORAH ACAYE
Coordinator Northern Region



AGNES ATUKUNDA
Coordinator Western Region



ATHIENO JOY
UCU Kampala Campus



SANDRA BATUZE
Nkumba University



MARTHA LOVISTA
IUIU Kibuli Campus



PRILLAH NUWAGABA
Coordinator Makerere University



PEARL NAKIMERA
KIU Kabalagala



DAPHINE MUSIMENTA
Uganda Pentecostal University
Fortportal



SHAMIM AKAMPULIRA
King Ceasor University Gaba



DIANA KHAMALWA
IUIU Mbale



VERA MAYONGO
Bishop Stuart University



GIFT KISAKYE
UCU University Mukono



ANNE KARUNGI
Coordinator Central Region

Q&A

*With the FLN president,
Mrs. Joyce Nalunga Birimumaaso*



1. FLN must have been a dream; how did it come about?

First and foremost, I enjoy public speaking, seeing women take the lead and mentoring the girl child. So being a lady and in the legal profession I realized there are many women who are capable of breaking the glass ceiling but needed to be stirred up and empowered so as to get to the top thus forming FLN.

Also to mention, when I was CEO of the Uganda Law society, I noticed the position was one with which I had no mentorship for and faced some challenges which got me thinking about the many CEOs experiencing the same and it inspired me to come up with a network that would allow for female lawyers and law students to network, mentor and grow each other in the various spaces.

The legal profession is diverse and allows lawyers to work in the different spaces for example the judiciary, private practice, academia, FLN that to enable you have the different stakeholders together thus empowering and growing each other.

2. Many people have dreams of forming such organizations but never realize the dream; what is that inspiration that pushed you to realize the FLN dream?

Life is about chasing what you want and no room for excuses. The road is never smooth but once you are brave, determined, resilient and courageous to get achieve a dream; surely you shall achieve it.

3. What challenges did you encounter at the stage of footing a dream come to reality? How would you advise someone out there with a dream but challenged to have it come to reality?

1. Some of the challenges I faced were:-

i) Finances. The formation stage acquired a lot of money that if one sat down and calculated how much money I needed to kick start; they would get scared and may be procrastinate because everything that I need to do required me to invest money which I actually did.

ii) Misconception of the vision/dream of what FLN's mandate is. This is a great opportunity for me to clear the air; FLN is one that is here to empower female lawyers and the girl child in a gender, equal and just world thus upholding the rule Law. In other words, like earlier explained, female lawyers work in the different sectors and they need empowerment.

There is a lot that happens behind curtains that the world may never know! "Being justice makers and lawyers doesn't rule out the fact that we also face injustices, what happens to a woman out there also happen to a female lawyer..."and that one of the reasons FLN comes on board to help.

Also, to mention, FLN did not come on board to usurp other organizations' mandates, rather it came with its different agenda like I clearly put it earlier but to work together with the already established organizations to achieve a common goal and that is why one of our strategic objectives is collaborations and positive synergies.

Advice:

- Be resilient
- Be courageous
- Encourage positive energy
- Be brave
- Ask for help
- Surround yourself with like-minded people
- Ask for help whenever you need it
- Walk the talk
- Above all be prayerful

What plans (both present and future), strategies do you have in mind? Paint us a picture of the future FLN you have in mind.

The FLN is big and cuts across regions and borders.

- A vibrant secretariat
- Regional & University coordinators
- FLN clubs in the various Universities
- Vibrant Secretariat in Kenya, Tanzania, South Africa

Madam President, what message do you have for the entire FLN family as it is one of its kind that cuts across all sectors and age groups; and to the girl child in particular?

Thank you all for choosing to be part of the journey that FLN is walking; it is not possible with me alone but together we shall leverage the mandate at hand. Let us embrace the activities of FLN to better ourselves as female lawyers so as to break the glass ceiling.

To the girl child in Law school, focus on your studies and don't hesitate to connect and network through our FLN clubs and it is from these that you connect to people in spaces where you want to be and also be mentored.

Wishing you all the very best! God bless you!

Making it to the Top as a Female Lawyer

Women in the legal industry have come a long way over the decade yet the road is still wide open for improvements for female lawyers, especially when it comes to moving up senior management ranks.

There is a discrepancy that a smaller percentage of women make partner compared to men, many women lawyers are paid less on average than male lawyers doing the same level of work and that women generally still hold down the primary caretaker role in the family. And a lot of unconscious bias remains out there that favours men.

A role in senior management at a law firm may not be what every woman in the legal profession wants. But female lawyers can take some steps towards defining what they want out of their career and then figuring out how to get there.

Below are some thoughts of successful women in the legal industry on how women can get what they want out of the profession.

Start networking early. Consider creating your own practice area group to share knowledge.” Not only does it aid in professional development, but networking is a great way to develop listening skills.

Find a mentor who fits your style; Finding a senior women lawyer as a mentor can be a valuable tool, The Layers Network has a mentor program to help women lawyers connect with one.

Seek female mentors, but don't forget male “champions” while women’s mentorship programs are great, it’s as essential to find male “champions” as female mentors. “Engagement and support from men are critical because an effective male champion can use his authority to push workplace culture toward gender equality.

Don't be afraid to take time off and de-stress. Carving out time for yourself is key to building a successful career, suggests the idea of working part-time as a good plan, if that is what is needed to achieve that work-personal life balance. Part-

time work can be a win-win proposition. self-care is important in any demanding profession.” Lawyers who juggle the demands of work and family should still carve out some time for themselves. It will make you a happier, healthier and more effective lawyer, parent, caregiver, spouse or whatever role you take

Feel empowered to change jobs. Finding a firm that fits your goals should be a key goal, and don’t be afraid to change direction. “Do not regret the changes you have made because in the end you will Ultimately find the perfect fit.” sometimes making a sharp turn in career goals might be the answer to a more successful career and happier life.

Learn about broader business development with a method that fits your style. Be aware of what’s happening in the world,” she adds. “That knowledge will help you become an informed leader” female lawyers also need to figure out how to broaden their practice and find new clients. By finding a business strategy that matches their lifestyle because business development that works for male lawyers may not work

for female lawyers. “If you don’t golf, find some other creative ways to spend time with clients. Confidence is key and even if you don’t feel confident in a given situation, “it’s important to communicate confidence.” Female lawyers can show confidence in their body language, appearance and communication skills. “Actively participate in meetings and voice your thoughts and ideas and use negotiation strategies to fight for that which you believe.



STYLE MATTERS

YOUR STYLE AS A FEMALE LAWYER

Style and fashion are something that a lawyer must take seriously. Most problems of lawyers are their fashion and style, being either a hit or miss. Sometimes, lack of fashion sense can damage a lawyer's reputation. Dressing sloppy or too casually can damage a lawyer's image.

A lawyers fashion cultivates their personal brand. Their personal presentation is what seals the deal in landing new business for a firm.

According to study, the appearance of a person is a strong influence to other people's viewpoint of their authority, trustworthiness, intelligence, financial success, and suitability for promotion or hire. The way a person presents themselves has a strong impact on the client's enthusiasm to share information.

Fashion plays an important role that can make a client say "yes" to the firm. Do not let the business flop because of a questionable fashion style. Here are some dress codes to dress up and use fashion to aid in the field and the firm attain new business.

Dress for the job title and practice area

Being a lawyer means competence and credibility which are significantly important. Dressing appropriately for the position and job is vital in getting both the peers and client's trust.

A lawyer's appearance gives the first impression. And when a client hires an attorney, they always expect them to have a certain look, especially if they are paying high for the services.

It is important to be a lawyer with both fashion and style that will fit the client's standard. Wearing suit and make-up can view a more professional vibe for high paying clients. There is no doubt that most of the clients will make assumption basing on the appearance. Women with neat and professional style look competent and trustworthy.

Always remember that a lawyer must be able to adjust their style, as their practice grows and the ideal client also changes. The wardrobe must match well in what they are representing and who they want to represent.

Do Dress Conservatively

Female lawyers need to go to courtrooms. Judges would disagree with short skirts and too much cleavage blouses. It does not follow the courtroom standard. Female lawyers should make sure that their clothes are not too revealing and are not distracting to anyone.

Law as a profession is all about using the brain, so let the intelligence be the prominent feature in presenting. The safest clothing piece for lady lawyers are pantsuits and skirt suits. They can still stay stylish without compromising glamor and comfort. Also, match it with comfortable clothes.

Women dresses can be a bother sometimes but always be sure that it can give comfort while trying to argue inside the courtroom.

Do Listen to The Inner Voice

A person's judgment is important in seeing if they are dressing appropriately for a certain working environment. If there is a time when the inner voice raises a concern, always listen to the concern and try making adjustments. If still unsure of the style and

outfit for work, try taking a picture and ask a friend or colleague for their honest feedback.

Do not Wear Clothes that Do not Fit

Showing too much skin can be distracting. Same goes for wearing ill-fitting clothes that shouldn't be in a lawyer's wardrobe. One of the most important points to remember when choosing clothing pieces for work is to make sure to buy the clothes that fit well. It is always important to feel comfortable.

Be Yourself

Even in a professional setting, there is an existing rule of thumbs for fashion. Always think that the most important thing on dressing up for work is to remain yourself. Do not adopt someone else's fashion style.

It can become harmful to the career because one can lack confidence because she is not comfortable. Wear the clothes that fit and give comfort to the body. Besides the fashion style, confidence is the shortcut route in earning both the respect and trust of clients and colleagues.

Takeaway

Fashion and style are essential for lawyers as well. Female lawyers must not overlook their style, especially when meeting a client. Wearing the basic while adding some twists can save some stress and sweat to the lawyer. Wearing the appropriate clothes plus confidence can help in earning trust from future clients.

SELF LOVE

From an empty cup you cannot pour.
You cannot give what you don't have.
In fact there is not much you can offer others,
If you neglect you!

WOMAN! Learn to love on you always.
It's self-fulfilling, builds confidence, it's empowering,
Releases stress, keeps you healthy and young.
It's self-love! It's self-care!
Don't debate it! Just do it!

By: Sandra Nantaba

HEALTH CORNER

Simple rules for amazing Health

You cannot be healthy if you keep putting disease-promoting substances into your body. These include tobacco and alcohol, but also certain processed foods and ingredients.

Exercise does not just help you look better, it also improves your hormone levels, makes you feel better and reduces your risk of various diseases.

Getting quality sleep can improve your health in more ways than you can imagine. You'll feel better both physically and mentally and lower your risk of various health problems down the line.

Stress can wreak havoc on your health, leading to weight gain and various diseases. There are many ways you can reduce your stress.

Choosing whole, unprocessed foods such as fruits, vegetables, seeds and whole grains is very important for your health.

In Summary

Do Not Put Toxic Things into Your Body.

Lift Things and Move Around.

Sleep Like a Baby.

Avoid Excess Stress.

Nourish Your Body with Real Foods.

THE FLN GRAND LAUNCH IN PICTURES















**FLN
PEARLS OF WISDOM
CORNER**



**By: Dr. Sabrina Kitaka
Medical Doctor**

Topic: Balancing Career and Child Nurturing

Excellence is not a skill but rather an attitude; always focus on progress than perfection.

Change to a healthy life style as soon as you conceive to help the baby grow with you but also adapt the best lifestyle.

Dedicate time for your pregnancy after birth up to 2years. This helps you monitor proper growth.

Learn to multi-task as a mother for the benefit of the children

Make time always for your children regardless of how busy you are!

Keep trust and be encouraging to your children.

Don't hurt your children; guide them don't let little rifts build up!

Learn how to relax; nurturing can be overwhelming.

Take responsibility of the mistakes you make as a mother.

Support each other as women.

Ensure good nutrition both to yourself and children; Feed well.

Adjust to the present times because you grew up in a different time, the then culture may not be applicable in the present.

Have a personal stress first Aid kit.

Embrace your hobby greatly.

"Nuggets extracted from the topic on balancing career & child bearing for women in law as delivered at a virtual engagement by FLN on 14th October, 2022."



FLN PEARLS OF WISDOM CORNER



Topic: Positioning Oneself for Excellence and Professionalism in International Spaces

Choosing a career path.

- Decide what you want to be in life
- Set goals; short, mid and long-term goals
- Take time to gather all the skills and values that the position offers you
- You don't have to be an intellectual genius to excel; tenacity & hard work

Why professionalism?

- Understand what professionalism is.
- Professionalism is basically how you do the job.
- How do u deal with clients & people because Law is a noble profession?
- Embrace the characteristics of competence, consciousness, integrity, resilience & team spirit.

How to develop a competitive edge?

- Focus on refreshing the skills.
- Build your networks; all kinds.
- Prioritise professional development.
- Develop your own brand/niche.

Tapping into the international spaces

- Position yourself right where you want to belong.
- Build networks preferably professional networks.
- Above all honor God and serve him diligently.

*By: Hon. Lady Justice Julia Sebutinde
Judge on the International court of Justice (ICJ)
Extracted from the FLN virtual engagement 04/11/2022*

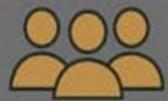
FEMALE LAWYERS' NETWORK MEMBERSHIP

The FLN launched a paid-up membership agenda for FLN which will attract a number of benefits to the members.



Female Lawyers' Network (Uganda)

'For a Just and Fair world'



JOIN OUR MEMBERSHIP NOW

BE A PART OF US!

We are opening new pre-paid memberships for our team. Come join and be a part of us now!

Membership Categories

- Individual membership(working category)
- Students' membership
- Associate membership
- Life-time membership

For more information:



+256 777 215 791

FEMALE LAWYERS' NETWORK MEMBERSHIP BENEFITS

Female Lawyers' Network (Uganda)

"For a Just and Fair world"

MEMBERSHIP BENEFITS

- 
- ✓ Free legal bio-data advertisement on FLN website
 - ✓ subsidized rates for FLN paid up sessions
 - ✓ Two free online sessions annually
 - ✓ Free FLN Recommendation to attend local & International conferences
 - ✓ FLN membership cards
 - ✓ FLN Representation on local & International conferences
 - ✓ FLN branded products at subsidized prices

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