

understand that if you are appointed, that you aren't just token, but that you need to live your diversity and manifest your diversity. It was an articulation of something that over time I'd learnt as being important, but she summed it up so brilliantly. This fits well with the Break the Bias theme. You need to identify the bias, call it out and then have confidence to be different. My advice is that you need to have confidence in your ability to contribute as a woman, and then to actively support other women. The key word there is "break" – you need to actively support other women and manifest and live your difference.

JESSICA: If you could have dinner with any woman – living or passed, real or fictional, who would it be and why?

GINA: It would be Jane Austen. I love her work – she is a beautiful writer and has written such beautiful and feisty female characters who engage with men as equals, and despise being burdened by legal, social or economic inequality. She helped financially support her mother and sister at key times (because they could not inherit from the family wealth), so she was living the challenges that she was writing. She was published and only revealed as the author after her death – she

surmounted the insurmountable and didn't get the recognition she deserved until well after her death.

She also did interesting things for us as lawyers – initially she was in such a weak position that she gave away her copyright. When she realised that this was damaging, she then went to other publishers and ultimately she bought back the copyright.

I would like to meet with her and celebrate her.

Jennifer Dean

Special Counsel, Johnson Winter Slattery

Erin Mifsud, Lawyer for the eSafety Commissioner catches up with **Jennifer Dean**, Special Counsel at Johnson Winter & Slattery and CAMLA Board member, to celebrate International Women's Day. Jennifer is a competition and regulatory lawyer with a strong focus on the technology, media and telecommunications sectors.

ERIN MIFSUD: Jennifer, thank you so much for taking the time to discuss your career and International Women's Day 2022. You have had a great career in private practice, having recently joined Johnson Winter & Slattery after time with both Corrs Chambers Westgarth and King & Wood Mallesons. Tell us a little bit about your practice. Did you always seek out this kind of work? If so, what did you do to position yourself to land in this sort of role? If not, how did your career path lead you here?

JENNIFER DEAN: I am a competition and regulatory lawyer and advise clients on ACCC merger clearance processes, responses to ACCC inquiries and investigations, anti-competitive conduct issues, cartel matters, joint ventures and consumer law issues. My practice has a strong telecommunications, media and technology focus and I regularly act for telecommunications carriers, carriage service providers and global media and technology companies.

I ultimately stumbled upon this type of work, but it has continued to be fascinating, dynamic and intellectually stimulating. At this point, I can't really imagine doing anything else.

Personal relationships have played a huge part in getting me to this point and a strong professional network of mentors and peers is about the most valuable asset you can have.

ERIN: What recent events in the Australian TMT law landscape most affect your organisation/role?

JENNIFER: Regulation of digital platforms and data intensive businesses is evolving incredibly quickly at present. There are a

broad range of sector-specific measures currently under consideration, or being implemented, in relation to anticompetitive conduct, consumer law, online safety, data governance, regulated access and platform liability. The overall effect has been significant uncertainty and real challenges advising clients on how best to mitigate their regulatory risk.

ERIN: Are there any law reforms in your sector that you think are desperately needed?

JENNIFER: The current siloed approach to the regulation of media content and control regularly produces anomalous results and stifles innovation. There is a real need for a unified regulatory framework that is technology neutral and better reflects how content is now consumed.

ERIN: What's the best work-related advice you've ever received?

JENNIFER: Everyone is busy, and people enjoy working with people who make their lives easier.

ERIN: What advice would you give to the next generation of female leaders in the industry?

JENNIFER: I am really excited by the next generation of female leaders and they seem much better at holding their space and calling out bias and discrimination. I'm not sure that my advice would be of any real use, it's just great to see them really going for it.

ERIN: The 2022 International Women's Day campaign theme is #BreakTheBias. What does this mean to you and how would you suggest this is implemented in our readers' work and personal lives?



JENNIFER: The law is a predominantly female profession and has been for some time, but women continue to be underrepresented in senior roles. It's really hard to know why this has proved to be such a stubborn problem, but it does seem to be at least partly based on structural biases that result in a lack of recognition of leadership qualities in women. I do think we might be at a cross-roads though, and that meaningful change is finally coming.

ERIN: If you could have dinner with any woman – living or passed, real or fictional, who would it be and why?

JENNIFER: This is a hard one, but in the interests of good conversation, it would have to be someone funny and interesting, perhaps Amy Poehler or Joan Cusak.

ERIN: They are both great choices and would make for a very entertaining evening. Thank you so much for your time today Jennifer, and happy International Women's Day!