

**MARINA:** How do you unplug from work?

**RACHEL:** Is it too embarrassing to say going to meetings? I'm on the board of a couple of not for profits, Giant Steps (which runs schools and post-school programs for people with autism) and the City Recital Hall. Over the last couple of years, they've had some big challenges so helping them work through a variety of issues is a great way of getting perspective on life and doing something outside work. Apart from that, I go to shows and concerts, sing in a community choir when I can get there, go to the gym a few times a week, and am bossed around by Maddy the family chihuahua – she's quite good at sitting on keyboards and papers so effectively mandates being unplugged from work.

**MARINA:** 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?

**RACHEL:** To me, #BreakTheBias means being aware of the myriad ways in which

conscious or unconscious biases can impact on the advancement of women (and other groups), and actively doing what you can to avoid or redress the impact of that bias.

The first step to implementing #BreakTheBias is simply thinking about the people you engage with and what they need to succeed, and then taking the steps you can to address the impact of any bias. This could be about how responsibility for looking after children is allocated between parents – is there an assumption that one parent will take primary responsibility for anything child related, and so isn't as available for work? In the workplace, are you scheduling meetings at times that suit everyone's life circumstances? Is work allocated in a way that gives everyone a fair opportunity to do the high profile, high value work that will get noticed? Do you nominate people for opportunities, if they might not put themselves forward? Can you remember to call on the quiet person to contribute something at a meeting so they

can show what they know, without having to talk over the noisy people to be heard. Of course, all that can apply to what you need to do for yourself.

**MARINA:** Who is one woman in the industry whom you really admire, and why? And who is one woman outside media and the law whom you really admire, and why?

**RACHEL:** Within the industry, Gina Cass-Gottlieb who I had the pleasure and privilege of working with when I was at Gilbert + Tobin. She's always calm and considered, super smart and creative. Gina has been a great help to me and to Nine over the years. The ACCC is in very good hands with Gina stepping in as Chair shortly. For someone outside the media and law, I nominate Mary Shanahan (who will not be known to any or many readers) – she was the principal at Sancta Sophia College at the University of Sydney when I was there. She's encouraged generations of young women to be their best selves and, in her early 90s, she's still going strong.

## Louisa Vickers

### Senior Legal Counsel at NBCUniversal

**Jess Millner**, Associate at MinterEllison, chats to **Louisa Vickers**, Senior Legal Counsel, Networks and Distribution at NBCUniversal, to get her thoughts on International Women's Day and some valuable career tips on working in the media law industry. Prior to her current role at NBCUniversal, Louisa was a Business and Legal Affairs Executive at Beyond Distribution and before that, Louisa was part of the IP practice at Piper Alderman. Louisa is also a new mum and has managed to find a spare moment to do this interview with a 12-week old bub at home.

**JESS MILLNER:** Let's start with how you got to where you are now. Did you always hope to end up in a job like your current role at NBCUniversal? If so, what did you do to position yourself to get it? If not, how did your career path lead you here?

**LOUISA VICKERS:** I always wanted to work in film and television, although I had no idea I would end up working in this industry as a lawyer. Before studying law, I studied Arts (Media) and worked as a photographer and editor for a number of years. It wasn't until I moved to London and started to work in television production that I became really interested in the business of film and television and not just the creative side of it. That's when I decided to study law with the sole focus of eventually working in a role like my current role at NBCUniversal.

In order to get here I loaded my undergrad with every subject relating to IP and Media and ended up working in a fantastic IP practice as my first role as a lawyer. It wasn't until I left private practice to work for my first television production and

distribution company that I realised that I had somewhat limited my studies a bit too much for in-house counsel. So I went back and completed a Masters in Laws with a much more general focus as is required by most in-house roles.

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

**LOUISA:** Pick your battles! Take it as you will but for me this advice helped me focus on what really matters and what doesn't.

**JESS:** What energises you about work?

**LOUISA:** The people and the diversity of my role. I'm fortunate to work with some truly amazing people from all over the world and to be able to work within many different areas of the business.

**JESS:** When you're working in a busy and demanding role how do you unplug from work?

**LOUISA:** Sometimes I'm not sure I do 'unplug' very well although a good session at the gym helps me shake off the work day and gain a bit of clarity.



Louisa Vickers

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

**LOUISA:** Oh that would have to be Madame Bollinger (the Great Lady of Champagne). She ran the Bollinger empire from 1941 (from the age of 42) until 1977 after her husband's sudden death. It would be fascinating to dine with her both for her knowledge of, and ability to provide, a good drop of Champagne and because she garnished such a huge amount of respect for the way she conducted herself at the helm of the Bollinger empire. She also provided one of my favourite quotes. If you don't know it, look it up!

**JESS:** If there is one thing you would celebrate about International Women's Day in this industry, specifically, what would it be?

**LOUISA:** I would simply celebrate the fact that this industry has so many amazing women in it. Keep up the great work ladies, you're all fabulous!