

technologies. The regulatory approach in Australia embeds a three-commissioner model which creates an opportunity for novel synergies between different types of information rights. All of this together amounts to a unique opportunity to adopt, model and embed really novel and effective approaches to privacy regulation that are fit for purpose to meet the challenges of new and emerging technologies.

LEWIS: Are there any particular developments in the data protection and privacy landscape that you think will particularly occupy you during your tenure as Privacy Commissioner?

CARLY: The standard answer to that question is to reference the recent generative leap in artificial intelligence and the birth of a range of AI-driven tools, and while those kinds of advances are certainly interesting and relevant to the data protection space, I think the answer to your question is probably slightly more mundane; that is, many of the most concerning and harmful practices in the privacy landscape have been commonplace for some time, and we still have a lot of work

to do to ensure those practices are properly regulated and that harm is minimised for citizens and consumers.

LEWIS: As you have noted you previously worked for the Ada Lovelace Institute, named after the trailblazing 19th century female mathematician and scientist. Are there any particular women, past or present, who inspire you? Why do they inspire you?

CARLY: I have a lot of admiration for black women leaders, of which there are a number in the AI policy and research space who have been trailblazers making the case for understanding the ethical and societal implications of AI and data-driven technologies - people like Deb Raji, Joy Buolamwini, Safiya Noble, Ruha Benjamin, Sarah Chander, Seyi Akiwowo and my former colleague at the Ada Lovelace Institute Mavis Machirori. Black women face multiple intersecting forms of discrimination and marginalisation, and prominent black women are orders of magnitude more likely to be on the receiving end of online harassment than white women. I feel that I have a lot to learn from how black

women navigate spaces in which they're marginalised, and a lot of work to do to use the privilege I have to create space and opportunities for others.

LEWIS: What is the best piece of advice that you've ever received?

CARLY: I'm not sure I was fortunate enough to receive this as advice (or if I did, I didn't listen closely enough) but I certainly have learnt, first-hand and the hard way, that you should never wait around for someone to give you permission to do the things you want to do. I think it's very easy, particularly in the early stages of your career, to assume you need someone else's approval or invitation to aim big, undertake an outsized challenge, or do something differently. It's critical to know and remember that you are the person who cares the most about your career, and it's on your shoulders to make that career everything you want it to be.

LEWIS: I love that. Thanks Carly. On behalf of the Communications Law Bulletin's readers, thank you so much for sharing your insights with us. Happy International Women's Day!

Anita Cade

Practice Group Head, IP/Media, Ashurst

Julie Cheeseman, Partner at Bird & Bird, speaks with **Anita Cade**, Practice Group Head, IP/Media at Ashurst. Anita is a long time IP and media lawyer. She leads the IP/Media team at Ashurst and is a former managing partner of the firm's Sydney office. Anita also sits on the IP committee of the Law Council of Australia and is a former executive member of other industry bodies. Anita is married with two children, and is an avid skier and surf skier.

JULIE CHEESEMAN: Anita, you've held several leadership roles inside and outside Ashurst over the years. How did your career path lead you to where you are today? Is there a particular person, experience or event which was instrumental in shaping your career, and the type of leader you aspire to be?

ANITA CADE: Many different people, experiences and choices have led me to where I am today. I've always loved a challenge and a risk. I've also been absolutely privileged to work alongside and learn from so many wonderful people. In the earlier stages of my career, it was particularly those people in my professional life whom I could see ahead, making interesting choices, challenging themselves and blazing a trail who inspired me. In my personal life, I've also had the benefit of an enormously supportive and encouraging network, not least of which has been my husband! I'm now inspired by the people I see who are fresh to the profession or whom I come across at clients or on committees who come with great new ideas, fresh perspectives and a completely different approach to work, career and life. I find that really interesting and energising.

JULIE: What is the most enjoyable part of your role is the most challenging?

ANITA: Without a doubt, the most enjoyable part of my current role and other roles has been working with such an awesome and talented group of people. At the moment, it's particularly within our team but it's also across the firm. And similarly, without a

doubt, time is my greatest challenge. There is always so much more that can be done!

JULIE: What is the greatest risk you've taken as a professional?

ANITA: Seeking out or accepting new leadership roles when I wasn't sure I was ready for them. Of course, they are also the opportunities for growth and have invariably given rise to other possibilities which weren't on my radar at the time.

JULIE: What trends in the IP/Media law landscape (or recent events) most occupy your attention? Are there any emerging issues which you find yourself pondering when you should be sleeping?

ANITA: As an IP/Media lawyer, I've always loved change - in fact, thrived on it. It makes our area of law so dynamic and challenging. AI, however, is a whole new ball game! I am in equal parts enthralled, excited and terrified by the opportunities and challenges, and where it will lead us.

JULIE: What's the best professional advice you've ever received? Is there any advice you'd give to emerging female leaders in our industry?

ANITA: Do it your way. I don't recall anyone expressing it as such, but I certainly saw role models navigating their career and professional life in a way that was true to themselves, what they wanted to achieve at a given stage of their life and on the terms that suited them. Don't let the expectations others



may have for you or limitations some might place on you dictate who you are or what you do.

JULIE: How important is the role of a mentor to young lawyers?

ANITA: It can be enormously helpful, and having access to a range of mentors throughout a career can be invaluable. Mentoring can take many different shapes and sizes, but I've found the organic mentoring relationships to be the most beneficial. I'd also encourage junior lawyers to offer to reverse mentor someone more senior - it's a great leveller!

JULIE: If you could possess one true 'superpower', what would it be?

ANITA: Sleep is supposed to be a superpower, but I'd love the power to go without it. Imagine being able to power through the night, then kick off the morning at dawn, alert and raring to go! That would be my (sleepless) dream.

JULIE: Thanks Anita. On behalf of our readers, thanks so much for your wonderful insights. Happy International Women's Day!