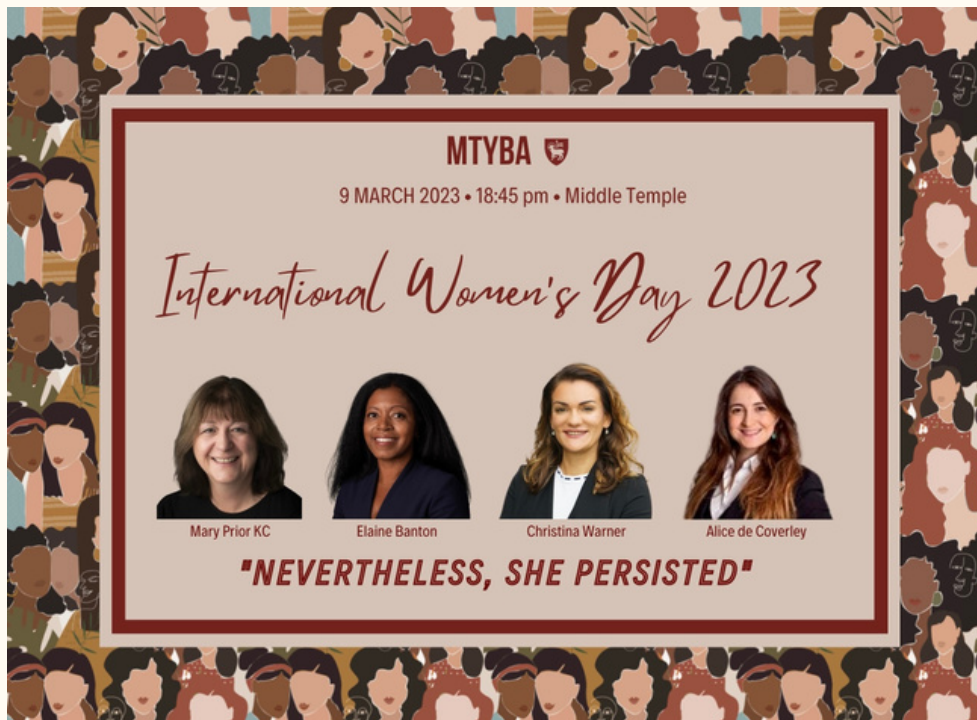


WELCOME TO OUR
Monthly Newsletter
For March 2023

International Women's Day

THURSDAY 9 MARCH | 18.45PM | MIDDLE TEMPLE/ ZOOM



On Thursday 9 March we mark International Women's Day with a panel discussion featuring stories of successful women at the Bar and how they got there.

The expression "*nevertheless, she persisted*" was coined in 2017 when US Senator Elizabeth Warren was forced to stop halfway through her speech but carried on, then was rebuked by Senator Mitch McConnell stating "*she was warned. She was given an explanation. Nevertheless, she persisted.*" It subsequently became a feminist rallying cry around the world.

We adopt "*nevertheless she persisted*" to stimulate a discussion around women in law who faced barriers on their path to success but nevertheless, persisted anyway.

The event has sold out but please do join us [online](#).



MTYBA invites you to its first social of the year on Friday 28 April, a springtime party in the gardens of Middle Temple with use of the Garden Room.

There will be a champagne reception with canapes as we enjoy the gardens in full bloom and hopefully some good weather too. If we are not so lucky with the latter, the garden room is on stand by.

This event is open to all and we hope to see those from across the legal profession join us.

Tickets sales will be announced soon so keep an eye on our socials and save the date!

MTYBA Mock Pupillage Interview Scheme



MTYBA IS RECRUITING VOLUNTEERS AND ACCEPTING SIGN UPS FROM APPLICANTS FOR ITS MOCK PUPILLAGE INTERVIEW SCHEME

It's that time of year again! MTYBA is once again running its Mock Pupillage Interview Scheme for members.

Please fill in the form below to sign up to the scheme. Also please note that the form for interviewees will be circulated in due course.

Interviewees

Do you want to put your best foot forward in a first-round pupillage interview? Are you a member of MTYBA?

If the answers are 'yes', then sign-up for a mock interview!

The interviews are designed to reflect the usual first-round pupillage interview format.

We have limited slots available on a first come, first served basis. More information on the date and time of mock interviews will be provided to interviewees in mid-March.

Please contact enquiries@MTBA.org if you have any questions.

[SIGN UP HERE](#)

If you are on the **Northern Circuit** and interested in having a Mock Pupillage Interview, then **please contact MTYBA Northern Circuit Chair Natasha Khalique** at:

natashakhalique@unit.law

Interviewers

If you are a practising barrister able to spare some time please do volunteer to help us out with our scheme which benefits our aspiring barristers tremendously.

As always, the scheme could not run without the generosity of practising members giving up some of their limited free time to help out. MTYBA is grateful to all those who volunteered to assist last year and extends a thank you to all those who consider volunteering this year.

Please contact enquiries@MTBA.org if you have any questions.

[SIGN UP HERE](#)

Advocacy Weekend at Cumberland Lodge



SPACES AVAILABLE FOR THOSE BETWEEN CALL AND PUPILLAGE/ PUPILS AT CUMBERLAND LODGE, FRIDAY 10 - SUNDAY 12 MARCH 2023

A rare opportunity has surfaced for MTYBA members to attend an upcoming Advocacy Training Weekend at Cumberland Lodge between 10 - 12 March. Priority will be given to those between call and pupillage who would not otherwise get an opportunity to keep up their advocacy, but pupils may also attend if there are sufficient spaces.

The weekend focuses on an intense programme of advocacy workshops with students working in groups of six, each taught by an experienced trainer. It is also a great networking opportunity as students get to meet practitioners and judges in a social environment.

The weekend is **£99** and the price includes the cost of the whole weekend (transport from London to Cumberland Lodge and back, accommodation and food). Wine is provided with dinner and there is a cash bar.

To book a place please email **Geoff Brown** Education Services Coordinator at G.Brown@middletemple.org.uk by **Midday Tuesday 7 March 2023**.

Dress code

Business Attire for dinner on Saturday evening, Smart Casual for the rest of the weekend.

Further information will be emailed to you prior to the weekend.

Middle Temple Student Open Day

Middle Temple is recruiting volunteers to assist in running an Open Day for undergraduate students on **Saturday 26 March** to network with students and participate in the sessions. In particular:

Panel Discussion (11:00 - 12:30) - focusing on 4-5 practitioners' routes to pupillage

Mock Trial (13:30 - 15:00) demonstration- volunteers needed to help fill the roles and contribute to the analysis. Those involved might need to find some time in advance to run through the exercise.

Networking Breaks (10:30-11:00, 12:30-13:30, 15:00-15:30) - chat with the students! To register your interest, please email Richard Frost at R.Frost@middletemple.org.uk

Bar Council Race Report and Racial Bias and the Bench



ONE YEAR ON FROM THE GROUND-BREAKING RACE AT THE BAR REPORT, THE BAR COUNCIL HAS PUBLISHED AN INTERIM PROGRESS REPORT ON ACTION BEING TAKEN ACROSS THE BAR TO ADDRESS RACE INEQUALITY.

We would like to draw to the attention of our members three reports concerning race inequality and judicial racial bias that may be of interest:

The Bar Council Race Report 2022

The Bar Council has now published an interim progress report on action being taken across the Bar to address race inequality.

The new report 'Race at the Bar: A progress report' summarises responses from 69 chambers and organisations across all circuits representing 4,306 self-employed barristers. The report highlights specific examples of action taken by chambers with a view to inspiring others to replicate effective action or to collaborate.

The Bar Council Race Report 2021

The ground-breaking Race at the Bar report 2021, addressed inequality at the Bar and proposed a series of recommendations for action which can be found in the comprehensive Action Plan.

The report documents a range of statistics and personal testimony showing that for those who work at the Bar, their career is not purely based on an objective meritocratic evaluation of their ability.

A response to the Judicial Diversity and Inclusion Strategy 2020–2025

The report explores and evaluates racial bias as well as antiracism among the judiciary, and the fact that the judiciary of England and Wales have significant power, yet its operations are alarmingly under-scrutinised.

The findings are based on a survey of 373 legal professionals as well as existing research. Analysing the racial fairness of judges, racial guidance and diversity initiatives. The quantitative and qualitative data provides evidence of institutional racism in the justice system presided over by judges.

A detailed overview of the reports can be found on our website: [mtyba.org](https://www.mtyba.org).

Survive & Thrive



FEEDBACK, UPSKILLING AND PRACTICE
MANAGEMENT | DR ANNA COLTON | A TALENT
RETENTION AND SURVIVE & THRIVE EVENT



Following the success of the first joint Survive & Thrive and Talent Retention Working Group event entitled "The Confidence Trick: How to Play, How to Win", the Inn is delighted to welcome back Dr Anna Colton for a lively and timely discussion of feedback in the legal profession.

Moderated by Lady Justice Whipple, this event will cover the benefits of feedback not just for individuals but the Bar as a whole. We will see demonstrations of how - and how not - to do this.

There will be a drinks reception and canapes after the session.

Tickets for this event are free of charge, but registration is required.

Amity visit to Washington

Middle Temple is beginning to plan the next Amity Visit to Washington in September of this year. The programme for this visit will run from **Monday 18 to Thursday 22 September 2023**.

Please save the dates and send any expressions of interest to Cath Bygrave at c.bygrave@middletemple.org.uk.