



CELEBRATING INTERNATIONAL WOMEN'S DAY

Tuesday 8th March 2022



#BreakTheBias

#IWD2022

www.machins.co.uk

NICKI DENTON-MASIH

Partner, Private Client,
Machins Solicitors



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THE PANDEMIC – HAS THE CONVERSATION AROUND EQUALITY, DIVERSITY AND INCLUSION CHANGED?

The pandemic has impacted our lives in ways that we would not have expected. I think some of the outcomes from an employment perspective will have a positive impact on opening up the profession further. It means that some of the challenges that are unique to women may be less of a barrier in the future, and that can only be a good thing.

WHAT ADVICE WOULD YOU GIVE THE NEXT GENERATION OF FEMALE LAWYERS

Work hard, set goals, chase the dreams. Don't give in and don't give up!

WHAT DOES IWD MEAN TO YOU?

It is a great day to celebrate the achievements of women! Our contribution to economy, society, community and in so many other ways should be championed and IWD is important in its role in doing that.



JACKIE CUNEEN

Partner Employment
Law, Machins Solicitors



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WHAT DOES IWD MEAN TO YOU?

My first memory of IWD was when I was a law student volunteering at the law centre in Luton and the legal team had a night out to a female comedian stand-up night for IWD at a local community club. It was a hilarious night out and a real mix of women there. There is such solidarity in humour and women are just so funny!!

WHO INSPIRED YOU?

Two Helenas:

My sister Helena who we sadly lost to Breast Cancer. She was beautiful, a creative, brilliant mind and person – so funny and generous. Even when she was in chronic pain. She was all about everyone else – with secondary bone cancer she was still painting and holding charity art exhibitions in a decrepit basement in Hoxton.

Baroness Helena Kennedy – criminal barrister and author of 'Eve Was Framed' and 'Eve Was Shamed'.

WHAT ADVICE WOULD YOU GIVE THE NEXT GENERATION OF FEMALE LAWYERS

I was once told by a senior partner in a law firm where I worked that my USP was that I was a woman.

- Bring your personality. Its allowed – even as a lawyer!
- Your life experience is all relevant and can make you a better lawyer.
- Be brave. Make and take your opportunities. Use your platforms to connect.
- Help other women - be both a mentee and mentor!



KATHRYN AINSWORTH

Partner & Compliance Officer
for Legal Practice, Machins
Solicitors



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WHAT DOES IWD MEAN TO YOU?

Most women I know are naturally modest and rarely publicise their achievements. IWD gives me an ideal opportunity to say a well-deserved and huge thank you to the amazing women I work with.

WHO INSPIRED YOU?

Not necessarily an inspiration, but this quote from Maya Angelou has always resonated with me,

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

In my role as a family lawyer I aim to inspire confidence in women on the new life they face post separation.

WHAT IS YOUR PROUDEST CAREER ACCOMPLISHMENT?

For the past three years I have had a huge sense of achievement at my department being ranked Top Tier in the Legal 500 and being personally ranked as a Leading Individual for family law. My Mum was super proud of this too and told all her friends.

I was also humbled and proud of the kindness shown by one of my team on his social media post the day he left and by another member of my team saying how she found me inspirational.



SARAH LIDDIARD

Associate Solicitor, Company
Commercial, Machins
Solicitors



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WHAT DOES IWD MEAN TO YOU?

It is a day to celebrate and reflect on some of the trailblazing women who have become experts in their field despite the obstacles they have faced due to their gender.

WHAT ADVICE WOULD YOU GIVE THE NEXT GENERATION OF FEMALE LAWYERS?

Law does provide a good long term career and I would always seek out a mentor or someone who can help you navigate your way through your career and act as a sounding board.

WHAT IS YOUR PROUDEST CAREER ACCOMPLISHMENT?

To be the first employee to be promoted to Associate Solicitor whilst working part time hours.

WHAT ARE THE CHALLENGES WOMEN IN LAW FACE?

I think finding affordable childcare is tough!

WHY DO YOU PRACTICE LAW?

It allows me to use my analytical skills, provides a challenge and variety, but most importantly, I knew that at the right firm, I would still be able to continue to move forward in my career despite taking time out to have children.



SARAH ASHBY

Partner, Machins
Solicitors



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WHAT DOES IWD MEAN TO YOU?

International Women's Day is an opportunity to reflect on how far we have come, be thankful for those who have led the way in getting us here and a chance to continue to work together to grasp the opportunities we have to push even further for equality.

WHO INSPIRED YOU?

My mum inspired me hugely as her work ethic was second to none and this meant she was promoted to management in an era where it was much less common.

I was never raised to believe there was a difference in what I could achieve in my career because I was a woman and I think this helped me to just keep pushing for what I wanted.

WHAT IS YOUR PROUDEST CAREER ACCOMPLISHMENT?

My proudest career accomplishment is making partner, along with Nicki Denton-Masih, which demonstrates the ways in which Machins is shaping the way to break the bias all the time. Nicki and I changed the scope of the partnership when we were promoted, increasing the number of female partners by 1/3 at that time. I am proud to have been part of such a significant change.

