



Civil Rights Law Section

WASHINGTON STATE BAR ASSOCIATION

Executive Committee 2021 Value Statement

Our mission is to educate and advocate for civil liberties and equal rights in the context of civil rights law and the legal issues of Washington State residents, with particular focus on those who have traditionally been denied such rights and equal treatment under the law including, but not limited to, racial, ethnic, or religious minorities; elderly; gay, lesbian, bisexual or transgendered; immigrants; mentally or physically disabled; impoverished; and homeless.

We believe that anti-racism, racial equity, and community-centered lawyering are central to the fair administration of justice and to advancing and protecting the civil rights of all people. Carrying the legacy of and standing on the shoulders of those who have fought for equity and civil rights, we must continue our obligation as lawyers to repair the harm done to communities of color caused by the legal system. As lawyers, we don't have all the answers but the process of working collaboratively with and learning from impacted communities is in and of itself a valuable place to start.

We commit to the following actions as we pursue our Section's mission during the 2021 session:

- To actively challenge and confront our open and implicit biases.
- To actively challenge others' open and implicit biases.
- To amplify the voices of those challenging open and implicit biases.
- To reach out to and build sustainable relationships with marginalized communities.
- To continue our support and partnership with Minority Bar Associations.
- To seek opportunities to educate the BOG on the issues of anti-racism.
- To bring representation into our Section and the BOG from historically marginalized communities.
- To promote ethical accountability by equipping the profession to identify and appropriately report biased, discriminatory, and prejudicial conduct in violation of the Rules of Professional Conduct and the Code of Judicial Conduct.
- To hold CLEs on racial equity and justice.
- To advocate for legislatively expanding civil liberties by educating and lobbying our legislators.
- To actively divest from white supremacist culture through our own individual and collective actions. White supremacy includes, but is not limited to, the following characteristics: perfectionism, individualism, sense of urgency, defensiveness, worship of the written word, power hoarding, either/or thinking, paternalism, and fear of open conflict.¹

¹ See "The Characteristics of White Supremacy Culture" found at <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>.