



Diversity Committee Minutes FINAL

Saturday, October 20, 2018

9:00 am – 3:30 pm

In Person: WSBA Office, 1325 4th Ave, Suite 600, Seattle, WA 98101

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities which highlight the numerous societal benefits of a diverse law profession.

In-Person Attendance: Laura Wulf, Chelsea Brisbois, William Locke, Mubarak Abdur Raheem, Roger Hillman, Alec Stephens, Ailene Limric, Lisa Mansfield, Sunitha Anjilvel

Unable to Attend: Jennifer Cruz, Andrea Jarmon, Jennifer Lamari, Thomas McGirk, Allison Ross

Guests: Oscar Chaves, Lionel Greaves

Staff: Dana Barnett, Tyler Washington, Laura Sanford

Welcome– Ailene Limric and Alec Stephens, Co-Chairs

Alec Stephens and Ailene Limric welcomed new and returning committee members.

Diversity Inside – Out: WSBA's Philosophy and Structure- Dana Barnett, Diversity and Inclusion Specialist

Dana Barnett provided an overview of the internal WSBA policies, practices regarding diversity, inclusion, and equity, and the Diversity and Inclusion Plan. A discussion ensued about WSBA's demographics research. Ailene asked if there are plans to conduct further research and Dana shared that a RFP will be disseminated soon. The committee planned to engage in more in-depth discussion regarding demographics at the November meeting. WSBA Staff will share demographic information with the committee.

The committee discussed the potential of engaging in pipeline work. Dana shared that in the past WSBA was bettered positioned to focus on retaining and advancing those in the legal profession rather than focusing on pipeline. Dana suggested to conduct research in what pipeline work is already being done by other organizations. Alec stated the first steps would be for the committee to define the pipeline and

age range and that the committee could support the work of other organizations. Mubarak Abdur Raheem shared that the Oregon County Bar Association has a 1L program for students of color that the committee could look to as an example.

WSBA Diversity Committee Expectations and Policies- Ailene Limric, Alec Stephens and Dana Barnett

Alec provided an overview of WSBA strategic goals, communication guidelines, and committee/board policies. A discussion ensued about the recent proposed by-law amendments and the possibility of restructuring of the WSBA. The committee discussed the role of the committee to influence and assist the BOG with diversity, inclusion and equity efforts and the importance of committee member attending BOG meetings if there are agenda items that pertain to these issues.

Ailene provided an overview of committee purpose, annual report and goals and an overview of committee member's roles and responsibilities. Ailene asked that the committee members take meeting and event attendance seriously, as it has a real impact on decision making and the work of the committee getting accomplished.

Dana gave an overview of committee applications, timeline and WSBA fiscal and reimbursement policy. She also discussed the current and past committee member's roles as ambassadors. William Locke inquired if WSBA has video conference capabilities for the conference call meetings. WSBA staff to look into the feasibility of having Zoom meetings.

The committee discussed future meeting dates. The June meeting date is tentative and Dana shared that staff is researching the possibility of holding the June meeting in Spokane during the ATJ conference. The committee expressed a general interest and support of this idea. The committee will not be meeting in December, April or August.

WSBA Diversity Committee Priorities

Dana and Ailene provided an overview of diversity programs and the committee work plan for FY19 (page 29-32 in orientation packet.) Dana informed the committee that the Community Networking Events have been reduced to three events in FY19 and are now held in partnership with the Access to Justice Board. The committee expressed interest in holding an additional event in Tacoma, and Dana will research if this is possible. Among other things, the committee discussed the statement in support of the Oregon specialty bars that was drafted by the committee in FY18 and submitted to the BOG. Dana will send the statement. Alec will let the committee know when the statement is on the BOG meeting agenda so that members can attend the meeting.

During the November meeting the committee will brainstorm ideas for Beyond the Dialogue and Legal Lunchboxes. Staff will send out past topics to the committee and investigate whether Legal Lunchboxes can be made available to the committee for free.

Laura Wulf gave an overview of the 1L diversity fellowships. William, Chelsea, Sunitha Anjilvel and Lisa expressed interest in volunteering in the 1L diversity fellowship panel at UW. Tyler will send an invite. Chelsea asked if it was possible to expand the program to the affinity groups on campus. Ailene expressed that it is dependent of staffing/resources and first step is to contact campus representatives. Dana informed the committee that the Arc Reception might be open to all 1L students of color in 2019.

Next Meeting: Wednesday, November 14, 12pm-3pm

If you need special accommodations contact diversity@wsba.org