

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | WSBA Office, 1325 Fourth Ave., Ste. 600, Seattle
Saturday, February 9, 2019 | 10:00 a.m. – 2:30 p.m.

Conference call option available: 1-866-577-9294 Passcode: 57240

AGENDA

10:00 a.m.	Introductions Approval of Minutes	Kim Sandher, Chair
10:15 a.m.	WSBA Updates <ul style="list-style-type: none">- Nominations- Quarterly Contact emails- Trello- FY20 Budget- WSBA Programs	Kim Sandher, Chair Ana LaNasa-Selvidge, Staff Liaison Julianne Unite, Staff Liaison
10:30 a.m.	WSBA Public Service Programs	Paige Hardy, Public Service Specialist
10:45 a.m.	Subcommittee Discussion <ul style="list-style-type: none">- Recruiting non WYLC members- Bylaws and Governance Update- Debt and New Lawyer Benefits Update- ABA Update re scholarships and delegates	Kim Sandher, Chair Mike Mocerri, Immediate Past Chair Brian Neuharth, Pierce County Rep Emily Albrecht, At-Large and ABA District 29 Rep
11:45 a.m.	BOG Report	Russell Knight, At-Large Young Lawyer Governor
12:00pm	Lunch	
12:15pm	Regional and At-Large Highlights	Kim Sandher, Chair
1:30 p.m.	WSBA Diversity and Inclusion	Robin Nussbaum, Inclusion and Equity Specialist
2:30 p.m.	Adjournment	Kim Sandher, Chair

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee At-A-Glance Calendar

October 1, 2018 – September 30, 2019 (FY 2019)

OCTOBER 2018			
	<i>Celebrate Pro Bono Week (Oct. 21 – 27)</i>		
13	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
NOVEMBER 2018			
15	MentorLink Mixer: Government	5:00 – 7:00 pm	Hotel RL, Olympia
16	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2018			
1	<i>Identify chair-elect for FY19</i>		
3	ABA Affiliate Quarterly Reports due		
8	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
31	<i>WYLC Chair-elect selection due</i>		
JANUARY 2019			
	<i>Celebrate mentorship month</i>		
	<i>Committee application cycle opens</i>		
10	MentorLink Mixer: Rainmaking	5:00 – 7:00 pm	Red Lion Hotel - Bellevue
17-18	BOG Meeting		WSBA Conference Center – Seattle
25-27	ABA Midyear Meeting Las Vegas, Nevada		
31	Open Sections Night	5:00 – 7:00 pm	WSBA Conference Rooms – Seattle
FEBRUARY 2019			
	<i>2019 committee application cycle closes</i>		
	<i>Identify FY20 goals and projects for WYLC</i>		
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
MARCH 2019			
	<i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff</i>		
7-8	BOG Meeting		Hotel RL, Olympia
20	MentorLink Mixer: Solo and Small Firm	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
29	ABA Affiliate Quarterly Reports Due		
	<i>New committee selection process begins.</i>		
APRIL 2019			
13	WYLC Meeting	10:00 am – 2:30 pm	Tulalip Tribal Courthouse – Tulalip
MAY 2019			
8	Mentorship Mixer: Alternative Careers	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
16-17	BOG Meeting		Hilton Garden Inn, Yakima
JUNE 2019			
	<i>Annual Committee Reports due to the Mission Performance and Review Committee</i>		
	<i>New Committee appointments are made.</i>		
JULY 2019			
26-27	BOG Meeting		Marriott, Richland
26	WYLC dinner with the BOG	TBD	Richland
27	WYLC Meeting	10:00 am – 2:30 pm	Marriott, Richland
AUGUST 2019			
8-10	ABA Annual Meeting		San Francisco, CA
TBD	WYLC Financial Planning CLE	TBD	WSBA Conference Rooms – Seattle
SEPTEMBER 2019			
14	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
26-27	BOG Meeting		WSBA Conference Center – Seattle

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Washington Young Lawyers Committee

Washington Young Lawyers Committee | Seattle, WA
Saturday, December 8, 2018 | 10:00am – 2:30pm
Meeting Minutes Draft

Present: Kim Sandher, Jordan Lee Couch, Brian Neuharth, Maha Jafarey, Catherine Holm, Nathan Beard, Zachary Davison

Phone: Mike Mocer, Chelsie Elliott, Ian McCurdy, Chelsie Elliott, Alixanne Pinkerton, Emily Ann Albrecht, Andrew Van Winkle, Molly Winston

Absent: Benjamin Hodges (excused), Alice Bagirova (excused), Colin McMahon

WSBA Staff: Julianne Unite, Tyler Washington, Dana Barnett

Board of Governors (BOG): Russell Knight (absent)

Introductions & Approval of the Minutes

Kim called the meeting to order at 10:05 a.m. On motion by Nathan and seconded by Jordan, the WYLC approved the October meeting minutes.

Chair-elect and WYLC nominations.

Kim shared that deadline to apply for the WYLC chair-elect position is December 31. Julianne asked that current members apply to the position as soon as possible so that staff can work on filling vacancies. Kim stated that WYLC member applications are due February 28 and encouraged current members to share the posting with their constituents.

BOG Report

Kim shared a written BOG report on behalf of Russell. It stated that the Supreme Court is forming a workgroup to examine the WSBA structure. WSBA will be now providing Fast Case as an additional free research tool. The letter also shared that Mandatory Malpractice insurance will be discussed at the March BOG meeting and asked if the WYLC has an interest in this topic. Mike stated that his subcommittee would examine this and asked if the WSBA has data on how many new and young lawyers have malpractice insurance, and Julianne shared that she will look into it.. Mike also expressed interest in how this would impact the Client Defense Fund.

Program Updates

Julianne provided WSBA program updates to the WYLC. She shared that Open Sections Night is on January 31. She invited WYLC members to serve as table coaches or provide recommendations for the Jan.10 MentorLink Mixer: Rainmaking in Bellevue. She also shared that participants are needed to serve as bailiffs and jurors for the Trial Advocacy Program Mock Trial on Feb 23. She also reported that health

care open enrollment will close soon and that the next BOG meeting will be held on January 17-18 in the WSBA offices and via webcast.

Regional Rep Report Outs/At-large Member Report Outs

King County – Zach shared that he has met with a few members for coffee since his introductory email. Kim asked if there was an opportunity for the WYLC to collaborate with KBCA and Maha stated that YLD chair has expressed interest in collaborating.

Greater Olympia Region – Catherine shared that she has met members for coffee since sharing her introductory email. She met with the TCBA chair who shared that they are planning social activity in February or March.

Pierce County – Brian shared that he spoke at Pro Bono Night and Crystal Judson Family Justice Center fundraisers and shared information on upcoming Pierce County Bar Association events. He is also working on survey to determine what young members want out of a mentorship program.

South Central – Alixanne shared that she has also been on coffee meets since the introductory email and there is an upcoming YCBA holiday party. Alixanne inquired whether the quarterly contact list is updated. Julianne shared that members might choose to opt out and if members state that they aren't receiving emails to advise them to verify that their mywsba.org info is correct.

Southwest – Chelsie shared that she sent out the introductory email and has been attending networking lunches with new lawyers. She stated that she has attended a Family Law Legal Clinic and shared information about upcoming events Lawyer Talk and Inns of Court.

Northwest Region – Ian shared that he organized Whatcom Young Lawyer Happy Hour in October and there was interest in holding it bi-monthly or quarterly. He also attended Skagit County Young Lawyers social hour and NW Legal foundation volunteer event.

Greater Spokane Region – Molly shared that Spokane has an active young lawyer division that hosts a bi-monthly mentoring activity. Spokane County Bar Association is hosting a holiday party and there will be more upcoming young lawyer socials.

North Central Region – Andrew shared that the Douglas County Bar Association has an upcoming Christmas Party event.

At-large

Maha shared that she has been networking with young attorneys and UW 1L students and inquired in what capacity law students can participate with the WYLC. Kim shared that they are welcome to join subcommittees and attend WYLC meetings. ELAP is working with Justice Gonzales to hold court on the east side and Maha suggested that there may be an opportunity for the WYLC to get involved. Kim inquired whether the WYLC can without board approval. Maha shared that ELAP is in the initial stages of planning and will update the WYLC when there are more details. Maha stated that she is involved with REJI and they have found that young attorneys are not trained to work with underserved communities. Discussion ensued on providing relevant trainings for attorneys or to include related question on bar exam. Brian expressed interest in becoming more involved in these discussion and Jordan suggested that the New Members/Debt subcommittee to take this on. Julianne shared that the PREP program is being reworked and the work group sent out a survey that asked members for feedback to provide more race, equity and inclusion content. Jordan asked if the survey collected data on race and equity issues, and Julianne stated that there isn't statistical data but qualitative data and Jordan inquired if WYLC can get access. Julianne will look into this.

ABA Updates

Emily reported that she attended the ABA YLD council meeting in Charleston where topics included developing a model of ABA YLD, how to increase and provide value in membership. She shared that five delegates are needed for the January ABA midyear meeting. Kim suggested that regional representatives should recruit in their region or serve as delegates themselves. Catherine suggested that the scholarship recipients and applicants could be tapped to serve as delegates.

ABA Subcommittee report

Julianne reported that the ABA subcommittee will meet on December 13 and select a midyear scholarship recipient. Five applications have been received and those not selected will be encouraged to attend as delegates. Delegates need to be certified by Dec. 31.

ATJ Subcommittee report

Jordan reported that the ATJ Conference is being held in Spokane on June 14-16. The conference is soliciting content proposals. The ATJ subcommittee thinks this is a great opportunity to put on a workshop regarding RRR and present data of what the problem looks like in the state. Jordan is currently gathering data focusing on representation in worker comp industries. Jordan suggested comparing all counties data and asked for suggestions of other industries to study. Brian suggested domestic violence. Catherine stated that the Moderate Means Program might have data on pro se litigation and Maha suggested connecting with NW Alliance. On motion by Jordan, and seconded by Maha, the WYLC unanimously approved to submit a content proposal for the ATJ conference.

Jordan shared that he would like to the WYLC to endorse a proposed bill that allows workers compensation attorneys to provide services without only charging contingency fees. Discussion ensued about the pros and cons of supporting the bill. Catherine stated that client issues areas are intertwined and that it's difficult for the attorney to represent all issue and asked that the WYLC remain neutral. Mike stated it wouldn't cause harm because it wouldn't hinder charging contingency fees, but allow attorneys to offer unbundled services. Mike moved to endorse this proposal to the legislature, Brian seconded, the WYLC voted accordingly:

Oppose: Nathan, Andrew, Catherine

Approve: Ian, Mike, Chelsea, Zachary, Brian, Kim, Emily, Maha

Abstain: Jordan

Absent: Alix, Molly

The WYLC passed the motion with majority approval. Letter of support is due Dec. 13.

Other Subcommittee reports

ABA Subcommittee –Emily will ask Molly to join the ABA subcommittee.

Outreach Subcommittee – Maha shared that they are looking into a possible social event with Snohomish County and KCBA.

Bylaws and Governance Subcommittee – Mike shared that the subcommittee is examining proposed changes to overtime rules and suggested to get a speaker to provide a presentation to the WYLC, which he will take

the lead on finding. Mike also shared that the subcommittee was examining the issues of bar restructure, malpractice insurance, committee name, and new and young lawyer bylaw definition.

Debt Subcommittee- Kim shared that Shanthi had reached out to the WYLC for input on what topics should be presented for a legal writing CLE. Debt subcommittee is also working on providing financial counseling CLE to new members and coordinating with IOWA transparency report. Chelsea joined the debt subcommittee.

Julianne reminded the subcommittees to notify her of meeting date and time changes and to submit agendas and minutes that capture meeting locations, attendees, and any decisions made.

Trello

Jordan provided a presentation on Trello as a tool for subcommittee project tracking. Julianne reminded the WYLC that this may be subject to public records request and not to save member data on this platform.

Minority Bar Associations

Dana Barnett, Diversity and Inclusion Specialist, provided a presentation about the WSBA Diversity, Equity and Inclusion Portfolio and led a discussion on how the WYLC could engage with MBAs. Dana explained that MBAs are entities independent of WSBA and that the WSBA seeks way to support them as partners in advancing equity and inclusion in the legal profession. Dana recommended reaching out to MBAs to see what they are working on and seeing if there is potential for collaboration, and that she would be happy to facilitate these connections. Further suggestions included hosting joint mixers, connecting with their legal clinics, and attending MBA annual events, and Community Networking Events. Dana also shared that she is a resource to help with recruiting efforts and increasing representation from underrepresented groups. Maha suggested adding a question pertaining to diversity to the WYLC application and Dana suggested connecting with the diversity committee to help draft that question. Dana also recommended the WYLC complete implicit bias training. The WYLC was interested if the WSBA has demographic data available that the WYLC could view. Dana will follow up with WYLC with suggestions and next steps.

Adjournment

On motion by Jordan and seconded by Brian, the WYLC approved to adjourn the meeting at 2:03 p.m.

Process for nominating the WYLC Chair-elect

The WYLC begins the nomination process for the chair-elect position as early as December; this in part is due to the timing of committee recruitment and the need to fill targeted regional representation. This is an overview of the process the committee will use to fill the chair-elect position.

Recruitment for FY 2020's Chair-elect position:

Applications for the FY 2019 Chair-elect position are open. If interested, please submit your resume and a letter of interest by the end of December to Kim Sandher and Julianne Unite.

Nominating the FY 2020 Chair-elect:

The WYLC leadership team is meeting on **TBD** to review application materials and nominate the chair-elect for FY 2020. Information will be included in the updated meeting packet sent out before the February 8 WYLC meeting. The nomination is subject to the approval of the BOG.

WSBA policies and bylaws information on nominating the WYLC chair-elect

Committees and Boards Policy (amended Sept. 2015)

Nominations for open positions on each standing committee and board will be made by a nomination team comprising the chair, vice-chair or chair-elect, staff liaison and BOG liaison, in consultation with WSBA diversity and inclusion staff. In addition, each district-based BOG member may nominate one applicant from his or her district to any committee or board that does not have a continuing member from that district. At large BOG members may, as a group, nominate one applicant to each committee or board.

Note: the Committees and Boards Policy calls out the WYLC as having exceptions (outlined in the WYLC Appointment Policy). The appointment policy does not refer to the makeup of the nominating team (in the appointment policy this is called nominating committee). The nomination team will follow the guidelines of the Committees and Boards Policy.

Washington Young Lawyer committee Appointment Policy (approved 2014)

The nominating committee of the Washington Young Lawyers Committee will nominate a chair-elect from the committee no later than the December 31 of each year for service beginning October 1. The region of the committee member nominated as chair-elect shall become vacant and the remaining term shall be open for applications during the regular committee recruitment process (which begins in January each year). The chair-elect will serve a three year term as chair-elect, chair, and immediate past-chair.

Process for selecting WYLC members beginning January 2019

Roles on the nomination team:

The nomination team is made up of the WYLC leadership team, which includes the past chair, chair, and chair-elect, the board liaison, and the staff liaison. The leadership team will seek to reach consensus on the person to be nominated for each position. Should a vote need to be taken, there are three total votes that can be cast. The board liaison and staff liaison will each have one vote, and the past chair, chair, and chair-elect will share the third vote.

When the final selection is made, the staff liaison will submit the nominations. There is no limit on alternates that can be nominated and all members of the nomination team should provide the names of people they would like to see listed as alternates.

Positions to fill:

- Chair-elect
- Southwest Region
- Southeast Region
- Snohomish County
- King County
- TBD (potential midterm due to chair-elect nomination)
- At-large (any – possibly with a media/writing focus, new but not young, to complete chair-elect's term)

Assessing applicant qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). It lists preferred qualifications and skills (Qualifications and skills include but are not limited to) as:

- Past volunteer experience
- Dependability
- Collaboration and team work
- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

In addition to these qualifications it is valuable to work towards having diverse backgrounds and perspectives represented on the WYLC. The nomination team should take into consideration the strengths of the current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year:

- Mike Mocerì
- Chelsie Elliott
- Derek Johnson
- Colin McMahon
- Alice Bagirova
- Nathan Beard

Any additional qualifications for consideration should be agreed to before discussions of nominees by the nomination team. Any review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

Washington Young Lawyers Committee Volunteer Position Description

Leadership within the Washington Young Lawyers Committee (WYLC) affords new and young lawyers the opportunity to build connections across the state and throughout the legal community. New and young lawyers partner with WSBA staff and programs to plan initiatives to support others new to the profession. As a result, the Bar is enhanced by the perspective and energy of its new members.

Position overview:

Responsibilities include:

- Attending WYLC meetings and shaping the priorities of the WYLC
- Advancing the work of the WYLC by serving on at least one working subcommittee
- Learning about WSBA programs and doing outreach on behalf of the WYLC to connect new/young lawyers with WSBA resources

District representative specific responsibilities include:

- Sending WYLC quarterly contact emails (drafted by staff) to new and young lawyers in the region
- Providing a regional representative report to be included in each WYLC meeting's materials
- Answering questions from new/young lawyers about WSBA and the work of the WYLC

Members are strongly encouraged to attend full WYLC meetings in-person. Appointment is for a three-year term unless otherwise specified.

Time commitment:

- Attend full WYLC meetings: Six 5-hour Saturday meetings per year, and one hour prep before each meeting.
- Join one or more subcommittee: Six to twelve 1-hour meetings and an additional 2-5 hours of work per month.
- 1-3 hours of outreach activities per month.

Requirements:

- (1) Applicants for a position on the Washington Young Lawyers Committee must meet the WSBA Bylaws "Young Lawyer" definition on the start date of their term. Active members of the Bar shall be considered Young Lawyers until whichever occurs later:
 - the last day of December of the year in which the member attains the age of 36, years, or
 - the last day of December of the fifth year after the year in which such member was first admitted to practice in any state.
- (2) In order to assure geographic diversity for purposes of outreach, twelve of the committee members are appointed on the basis of residing or working in specific geographic regions. Committee member terms are staggered so that one-third end each year.

Preferred qualifications and skills: Qualifications and skills include but are not limited to:

- Past volunteer experience

(cont.)

- Dependability
- Collaboration and team work
- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

Benefits:

- Networking
- Helping shape new lawyer programming at WSBA
- Leadership development
- Increased knowledge of and access to WSBA resources for new lawyers

Reimbursement policy: This is an unpaid volunteer position. Expenses for meeting attendance will be reimbursed according to WSBA fiscal policies within WYLC budget parameters.

Selection and appointment process: Applications are reviewed by the WYLC leadership team, which sends recommendations to the Board of Governors Nominations Committee, which makes the appointments.

For further information: See <https://www.wsba.org/Legal-Community/Committees-Boards-and-Other-Groups/WYLC>.

How to apply: See instructions at www.wsba.org/joincommittee. Questions about the application? Email barleaders@wsba.org.

Budget Overview & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the Bar.
- The Bar's Chief Operations Officer is responsible for the Bar's financial operations.
- WSBA oversees an annual operating budget of \$20.3 million dollars.
- The budgeting processes begin as early as February by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize programming of the Bar.

About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the three line items that correspond to the work of the WYLC.

G/L Account #	Expense Name	FY18	Actual YE	FY19
55266	WYLC Outreach Events	\$ 3,000.00	\$ 584.82	\$ 2,500.00
58525	WYLC ABA Scholarship	\$ 2,000.00	\$ 1,744.93	\$ 2,500.00
55270	WYL Committee	\$ 15,000.00	\$ 9,327.45	\$ 15,000.00
	Totals	\$20,000.00	\$11,657.20	\$20,000.00

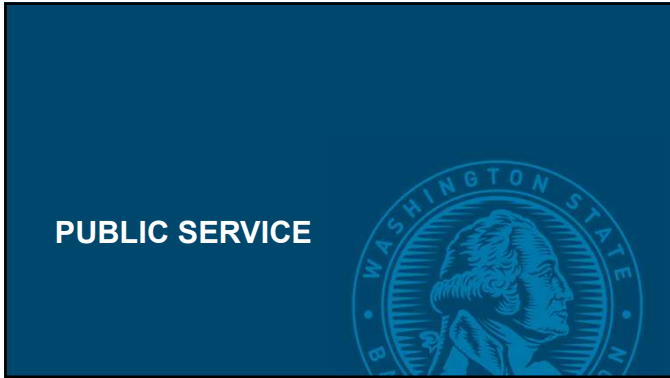
- Line item 55270 allocates meeting costs, which currently includes two out of Seattle meetings. This cost went down to by 38% since the meeting time on Saturdays moved to start later in the morning. This has helped save on hotel costs.
- Line item 58525 allocates the ABA Awards; this includes the scholarships and travel for the ABA District Rep/WYLC Regional Rep to attend ABA YLD Midyear and Annual meetings.
- Line item 55266 allocates funding for outreach events, BOG recruitment, and the rural summit. Last fiscal year the committee organized two outreach events.

Timeline

WSBA Staff will prepare the Member Services and Engagement Cost Center in late March. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Ana LaNasa-Selvidge by March 22, 2019. This request must include the following information:

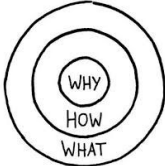
1. What is the change/request?	
2. What is the amount? o Does this include an overall increase, or are you moving funds from another line item?	
3. How does this fit in the WSBA strategic priorities?	
4. Outcomes or Return on Investment	



The "WHY"

MISSION: The mission of the Washington State Bar Association is to **serve the public and the members** of the Bar, to ensure the **integrity** of the legal profession, and to **champion justice**.

STRATEGIES: Enhance the culture of service for members to give back to their communities and offer a menu of public service opportunities



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ENHANCING A CULTURE OF SERVICE



- Offering free CLE credits for pro bono work
- Recognizing members who are doing pro bono work

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A MENU OF PRO BONO OPPORTUNITIES

Communicating a menu of pro bono opportunities through:

- www.probonowa.org
- NW Lawyer magazine and Sidebar blog
- Annual Celebrate Pro Bono

probono.net



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DAY OF SERVICE



Washington State Bar Association
Call to Duty
Readying our Corps to Serve Washington Veterans



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MODERATE MEANS PROGRAM



Catherine Case, MMP Attorney (aka Superman)

"I want to be just like my mom. She helps everybody ... like Superman!"

Working with MMP been a wonderful experience. I have been able to learn how to speak to clients, specifically those going through traumatic has situations. I have learned so much about family and housing law through talking with clients and walking through their legal needs.

– Gonzaga University Law Student

Washington State Bar Association
Moderate Means Program
Lawyers Helping the People of Washington



A PARTNERSHIP WITH THE LAW SCHOOLS OF
Gonzaga University, Seattle University, and the University of Washington

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NEW PROJECTS FOR PUBLIC SERVICE

- Remote Legal Services Project with Minority Bar Associations
- Public Service/Pro Bono CLEs
- Recruitment for MMP attorneys

Washington State Bar Association
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Lawyers Helping the People of Washington



A PARTNERSHIP WITH THE LAW SCHOOLS OF
 Gonzaga University, Seattle University, and the University of Washington

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PRO BONO AND PUBLIC SERVICE COMMITTEE

Works to enhance the culture of legal service by promoting opportunities and best practices that encourage WSBA members to engage in pro bono and public service with a particular focus on services to people with low or moderate income.

Current Projects:

- Model Pro Bono Policies for Gov't, In-House, and Law Firms
- Liaising with the Access to Justice and Pro Bono communities
- Publications in [NWLawyer](#) magazine and [NWSidebar](#) blog

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WHAT ARE WAYS THAT WYLC AND PBPSC CAN COLLABORATE?

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PAIGE HARDY, PUBLIC SERVICE SPECIALIST
EMAIL: PAIGEH@WSBA.ORG

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Washington Young Lawyers Committee 2018 – 2019 Liaisons and Subcommittees

Meetings listed below are telephone conference calls led by the respective subcommittee chair. Participants will be members of the subcommittee, relevant WSBA staff, and other relevant participant(s).

LIAISONS

BOG Meeting Attendance		
Ensure WYLC member attendance at every BOG meeting		
TBD	Liaison	
ABA District Representative/Meeting Attendance		
Ensure attendance at ABA Meetings. Duties include:		
<ul style="list-style-type: none"> • NW Sidebar article submitted within 30 days of the ABA meeting; • Report back on the ABA meeting at next WYLC meeting; • Provide ABA YLD resources and content to be shared in WYLC Quarterly Contacts; • Keep ABA apprised of work of WYLC; • Notify WYLC of any programs, awards, initiatives, etc. WYLC may want to participate in • Work with ABA YLD Credentials Board to provide delegates 		
Emily Ann Albrecht	ABA District Representative 2018-2020	

SUBCOMMITTEES

DEBT

Debt and New Lawyer Benefits Subcommittee		
<ul style="list-style-type: none"> • Be part of WSBA’s Practice Management Discount Guides Review Team. • Develop financial planning CLE with WSBA CLE team – this involves recruiting speakers, researching, and picking a topic relevant to young lawyers. • Work with WSBA staff to support Preadmission Education Program (PREP). • Propose, develop, and outline debt solutions and/or new lawyer benefits for young and new lawyers. • Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee. 		
Brian Neuharth	Chair	WSBA Staff
Andrew Van Winkle	Member	Devorah Signer Hill – Seminar Lead
Chelsie Elliott	Member	Destinee Evers – PMA Adviser
Timeline and Goals: (may meet more frequently May-August due to Financial Focus CLE)		
<ul style="list-style-type: none"> • August: <ul style="list-style-type: none"> ○ Financial Focus CLE 		

Meeting Dates and Times:

- Thursday, November 1 at 1:30pm (cancelled)
- Thursday, January 3 at 1:30pm
- Thursday, March 7 at 1:30pm
- Thursday, May 2 at 1:30pm
- Thursday, July 11 at 1:30pm
- Thursday, September 5 at 1:30pm

COMMUNITY

Outreach and Communications Subcommittee

- Develop in-person outreach/communications/events in partnership with WYLC regional representatives and local bar association young lawyer divisions with focus on social and career networking.
- Create a stronger social media presence by liking, posting, checking in, and sharing relevant content and WSBA posts with their new and young lawyer social networks through personal social media accounts and WYLC Facebook page.
- Determine the best way of distributing a calendar of regional new lawyer events for the year to new admittees, and new and young lawyers.
- Work with staff, local, and minority bar associations to host live PREP programs.
- Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.
- Notify and encourage new/young lawyers to apply for WYLC positions.

Colin McMahon	Chair	WSBA Staff Sue Strachan, Legal Community Outreach Specialist Connor Smith, Communications Coordinator
Maha Jafarey	Member	
Alice Bagirova	Member	
Laura King	Member	

Timeline and Goals:

Meeting Dates and Times:

- Thursday, November 15 at 3pm (cancelled)
- Thursday, January 17 at 3pm
- Thursday, March 21 at 3pm
- Thursday, May 16 at 3pm
- Thursday, September 19 at 3pm

AWARDS

Awards Subcommittee

- Administer the Public Service & Leadership Award (PSLA) and select four new or young lawyer recipients.
- Write NWSidebar blog posts and/or NWLawyer article about PSLA awardees.
- Coordinate awards for outgoing WYLC members

Emily Ann Albrecht	Chair
Ian McCurdy	Member
Molly Winston	Member

Timeline and Goals: (could schedule to meet monthly as awards/programs are ongoing throughout the year)

<ul style="list-style-type: none"> • December: <ul style="list-style-type: none"> ○ Update PSLA award; ○ WYLC Chair-elect recruitment – do we recruit for this outside the WYLC? Isn't this something we should announce at our WYLC Meetings? • January: <ul style="list-style-type: none"> ○ PLSA Award kickoff ○ Recruit, promote applications • May: <ul style="list-style-type: none"> ○ PLSA award deadline early May; decision by end of month ○ Deadline to write blog posts and/or articles about PLSA • August: <ul style="list-style-type: none"> ○ Coordinate awards for outgoing WYLC members
<p>Meeting Dates and Times:</p> <ul style="list-style-type: none"> • Friday, November 30 at 1pm • Friday, February 1 at 1pm (cancelled) • Friday, May 17 at 1pm • Friday, August 2 at 1pm

EMPLOYMENT

<p>Rural Recruitment and Retention Subcommittee</p> <p>Educate the Bar, Law Schools and Membership on the rural retention challenge and the opportunities to successfully build a rural practice.</p> <ul style="list-style-type: none"> • Explore co-hosting the “Northwest Regional Summit” in partnership with the Oregon New Lawyers Division in 2019. • Explore developing an RFP for the Access to Justice Conference workshop that will focus on the changing landscape of membership practicing in rural communities and address concerns of legal professionals in rural communities. • Work with staff on the “Rural Placement Pilot Project” to connect WYLC regional representatives to fellows. • Help identify counties and other potential participants such as law schools, local bar associations, etc. to participate in pilot, and provide additional support for this pilot program. 		
Jordan Couch	Chair	
Alixanne Pinkerton	Member	
Brian Neuharth (alternate)	Member	
Maha Jafarey (alternate)	Member	
<p>Timeline and Goals: (do we know any deadlines for the summit with OR?)</p>		
<p>Meeting Dates and Times:</p> <ul style="list-style-type: none"> • Thursday, November 1 at 11am • Monday, January 14 at 11am • Tuesday, March 5 at 11am • Tuesday, May 28 at 11am • Tuesday July 16 at 11am 		

- Tuesday, September 10 at 11am

BYLAWS

Bylaws and Governance Subcommittee

This subcommittee will be doing work preparing proposed Bylaws changes affecting the young lawyer definition as well as the young lawyer BOG position. The subcommittee plans on interfacing more closely with the BOG and the state Supreme Court and analyzing how pending litigation and the Janus decision affect WSBA governance.

Mike Mocerri	Chair
Nathan Beard	Member
Zach Davison	Member

Timeline and Goals:

Meeting Dates and Times:

- Friday, November 2 at 9am
- Friday, December 7 at 9am
- Friday, January 4 at 9am
- Friday, February 1 at 9am
- Friday, March 1 at 9am
- Friday, April 5 at 9am
- Friday, May 3 at 9am
- Friday, June 7 at 9am
- Friday, July 5 at 9am
- Friday, August 2 at 9am
- Friday, September 6 at 9am

ABA

ABA Subcommittee

- Administer ABA YLD Meeting Scholarship for midyear (one \$250 award) and annual meetings (two \$225 awards).
- Administer notifying, recruiting, picking young/new lawyers to be delegates to midyear and annual assembly to represent the young/new lawyer voice of WA
- Notify, recruit new and young lawyers to apply for scholarship. Set application deadlines.
- Evaluate the scholarship applications and pick scholars
- Work with ABA liaison, staff and leadership

Ben Hodges	Chair
Cat Holm	Member

Timeline and Goals:

- September/October 2018:
 - ABA Scholarship for Midyear Kickoff.
 - Recruit for applications for scholarships
 - Recruit delegates
 - Send out emails, use social media, word of mouth, etc.
- November:
 - ABA Scholarship for Midyear deadline mid-November; decision by end of month
 - Pick 5 delegates to represent WA

- February:
 - ABA Scholarship for Annual meeting kickoff
- June:
 - Deadline for ABA scholarship early June; decision by end of month
- September/October 2019:
 - ABA Scholarship for Midyear Kickoff

Meeting Dates and Times:

- Thursday, December 13 at 11:30am

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

Please submit report electronically to the
WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Alixanne Pinkerton

Region Represented: South Central

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Coffee with two new attorneys in the Yakima Area.
2. Saw *On the Basis of Sex* with other local attorneys.
3. Email introduction to new attorneys in Goldendale, WA.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. YCBA White Pass Ski Day- Friday March 22, 2019.
2. YCBA Monthly Lunch- February 22.
- 3.

3. Any additional items to report or future agenda items:

None at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Brian Neuharth

Region Represented: Pierce County

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Discussed a legal writing CLE with Shanti Raghu and Jordan Couch for issues new lawyers may have when writing.

2. Coffee with new attorneys/volunteers to discuss motions practice and other issues.

3. Attended open sections night on 1/31 and mentorship mixer on 1/10.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. The Trial Advocacy Program is coming up on 2/23. I signed up as a juror.

2. My office (Tacoma pro bono) has a new "Give 2 in 2019" campaign, encouraging attorneys to give either 2 hours of billable \$ or volunteer time. I always try to sell new attorneys on volunteer work as a way to get practical training.

3. 2/21: Diversity and Inclusion Mixer in Bellevue. RSVP by 2/15.

Any additional items to report or future agenda items:

One new attorney did ask where he can find sample motions. Food for thought on whether to restart efforts on the brief bank project.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Catherine Holm

Region Represented: Greater Olympia

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Networking with young lawyers in the Thurston County region by attending the Young Lawyers Luncheon
2. Spoke to several individuals who are considering applying WYLC about my experience so far.
3. Connected with Thurston County's Young Lawyer Chair to begin working on a joint event.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Thurston County Bar Association Annual Meeting is on May 4, 2019
2. More of a question ... does WSBA have a lobby day? This might be a fun idea to get everyone down here and talking to legislator's about WSBA's priority issues.

3. Any additional items to report or future agenda items:

None.

WASHINGTON STATE BAR ASSOCIATION

WYLC Representative Report

DUE: 2 weeks prior to committee meeting

Please submit report electronically to the WYLC Chair Mike Mocerri
(mike@mocerilaw.com) and Ana Selvidge (AnaS@wsba.org).

WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through membership outreach and leadership.

Member: Chelsie Elliott

Region Represented: Southwest

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.
2. Discussion and outreach with new attorneys in the area at Inns of Court events.
3. Networking coffee/lunch with new attorneys.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Inns of Court; February 20, 2019; 5:30 pm; Heathen Brewing Feral Public House, Vancouver, WA 98660
2. Lawyer Talk; February 28, 2019, 5:00 pm; Downtown Vancouver Public Library
3. Family Law Legal Clinic; February 5, 2019; 5:30 pm; Clark County Superior Courthouse

3. Any additional items to report or future agenda items:

Clark County Barrister's Ball is March 3, 2019, time and location TBD.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
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- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Colin McMahon

Region Represented: Snohomish County

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Reaching out to Tribal Court to coordinate on-site WYLC meeting in April
2. Reaching out to SCBA, young lawyers to schedule meet/greet and happy hour following April meeting – attending their meeting 2/7
- 3.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

- 1.
- 2.
- 3.

3. Any additional items to report or future agenda items:

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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- serve as a resource for new/young lawyers through outreach and leadership.

Member: Emily Ann Albrecht
Region Represented: At-Large / District Representative

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. My article "Leading the Pack" about the Public Service and Leadership Award recipients was published in the December 2018 issue of NW Lawyer;
2. I attended the ABA Midyear Meeting in Las Vegas, including the YLD Council meeting in my role as District Representative for WA/OR; and
3. I served as a delegate for WA at the ABA YLD Assembly at midyear.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. The ABA YLD Spring Conference will take place on May 2-4, 2019 in Washington, D.C. and it would be great to increase WYLC's presence;
2. The Public Interest Law Foundation Auction is coming up on March 9, 2019 at Seattle University School of Law; and
3. The ABA Annual Meeting will take place on August 8-13, 2019 in San Francisco.

3. Any additional items to report or future agenda items:

Need to work on ABA YLD Delegate certification process before Assembly at ABA Annual Meeting in San Francisco (August 2019).

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Ian McCurdy

Region Represented: NW Region

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Coffee with new/young attorney
2. Joint Young Lawyer/Washington Women Lawyers' Lawyer HH
3. Volunteer @ LAW Advocates Street Law Clinic

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Skagit Volunteer Lawyers Program Auction
2. Organizing February Whatcom Young Lawyers HH
- 3.

3. Any additional items to report or future agenda items:

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member:

Region Represented:

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Met with law students for coffee to discuss opportunities in the community.
2. Assisted and directed two recently barred attorney's find pro bono opportunities.
3. Sharing resources and assisting a minority group start a minority bar association.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. Snohomish Happy Hour.
2. Working with Zack to organize happy Hour in collaboration with KCBA.
3. Organize Mentor-link.

3. Any additional items to report or future agenda items:

N/A

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and
Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Zach Davison

Region Represented: King County

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Forge relationship with King County YLD representatives and begin planning a co-hosted networking event to take place in 2019.
2. Reach out to new and young lawyers in King County and inform them about WSBA services.
3. Respond to emails with questions about resources for new and young lawyers.
4. Liaise with KCBA rep for Seattle U.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

1. KCBA YLD Winter Soiree (Feb. 9)
2. Potential joint "March Madness"-themed HH with KCBA on March 21.

3. Any additional items to report or future agenda items:



DIVERSITY IN DECISION-MAKING

Robin Nussbaum, PhD
WSBA Inclusion & Equity Specialist

ACTIVITY—DIMENSIONS OF DIVERSITY?

• What are the dimensions of diversity?

- Race
- Ethnicity
- Sex/Gender
- Gender Identity
- Sexual Orientation
- Religion
- Age
- Generation
- Ability
- Size
- Nationality/Citizenship Status
- Language/Accent
- Class/Socioeconomic Status
- Veteran Status
- Parent/Caregiver
- Other dimensions

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DEFINITION OF DIVERSITY AT WSBA

- Meaningful representation of and equal opportunities for individuals who self identify with those groups that are under-represented in the legal profession based upon, but not limited to disability, gender, age, familial status, race, ethnicity, religion, economic class, sexual orientation, gender identity and gender expression. Statewide geographic diversity and area of practice shall also be given consideration.

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WSBA'S COMMITMENT TO DIVERSITY—STRATEGIC GOAL

- Promote equitable conditions for members from historically marginalized or underrepresented backgrounds to enter, stay and thrive in the profession

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WSBA'S COMMITMENT TO DIVERSITY—DIVERSITY PLAN

- “The Washington State Bar Association is committed to advancing diversity and inclusion within the legal profession. Toward that end, WSBA is committed to understanding and responding to the professional environment which exists for all lawyers in Washington. Inclusion is best understood as an environment which encourages and incorporates different perspectives, ideas and experiences. The profession is changing. The business interests of attorneys, employers and clients call for more diverse legal representation across the state. WSBA recognizes the need to enhance opportunity in the legal profession and the public’s experience with lawyers by...”

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WSBA'S COMMITMENT TO DIVERSITY—DIVERSITY PLAN

- “...demonstrating to its members and the public at large a genuine commitment to supporting and advancing diversity and inclusion. WSBA is positioned, as a unified bar, to create and help nurture the conditions that will encourage diverse lawyers to enter, remain, thrive and ultimately lead the profession and inspire others to follow in their footsteps. The plan rests on a fundamental assumption that WSBA’s commitment to its own culture of inclusion and cultural competence provides the best foundation for meaningful progress. We refer to this as “**Inside – Out**” diversity. It is our hope that stakeholders and partners will answer the call to involvement as we work from the inside out to distinguish the Washington State legal profession as an inclusive

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“INSIDE-OUT” DIVERSITY

- WSBA doing our own work first
- “Walking the talk”
- Leading by example
- Providing resources and tools

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CULTURALLY COMPETENT SERVICE

- Culture
 - Normalize talking about these issues
 - Institutionalize the language and processes
- Shared values
- Common language and understanding
- Build relationships
- Viewpoints and lenses
- Who you are and how you show up

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KEY CONCEPTS

Diversity = Presence

Inclusion = Experience



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KEY CONCEPTS

EQUALITY **EQUITY**

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KEY CONCEPTS

EQUALITY **EQUITY**

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KEY CONCEPTS

JUSTICE

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KEY CONCEPTS

- **Stereotypes**
 - Homeless People
 - Teenagers
 - Lawyers ☺
- We all know them
- Pervasiveness
- Neuroscience
- Automatic and controlled processing

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KEY CONCEPTS

- **Implicit Bias**
 - The beliefs we carry without awareness or conscious direction, *unconsciously*
 - Most of us *consciously* reject stereotypes and support anti-discrimination efforts
- **Implicit Association Test**

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WHAT CAN WE DO?

- **Accept that...**
 - We all have bias
 - YOU have bias
 - Your committee or board has bias
- Raising awareness isn't enough
- You can't see when it is happening
- Good intention and even conscious effort are not enough
- Recognize that intelligence, expertise, and experience do not make people less biased

*Adapted from NeuroLeadership SEEDS Model

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WHAT CAN WE DO?

- **Employ strategies to interrupt and mitigate unconscious bias**
 - Create a culture in which it is the norm to discuss the potential biases playing out in any situation and to "check" each other
- Set up structures, systems, and processes that interrupt or mitigate bias
 - Remove identifying information from materials
 - Make important decisions in groups
 - Intentionally seek out other perspectives
 - Pay attention to who speaks (and gets heard) and who doesn't and consider ways to make speaking at meetings more equitable
 - Debate yourself from the opposing viewpoint
 - Avoid making important decisions when you are overwhelmed, stressed, tired, or emotionally activated

*Adapted from NeuroLeadership SEEDS Model

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WHAT CAN WE DO?

- **Employ strategies to interrupt and mitigate unconscious bias**
 - Set up structures, systems, and processes that interrupt or mitigate bias
 - Practice mindfulness
 - Slow down
 - Incentivize bias identification and self-awareness
 - Encourage rationalized decision-making and process identification
 - Lay-out decision making logic
 - Take a short break before making decisions

*Adapted from NeuroLeadership SEEDS Model

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KEY CONCEPTS

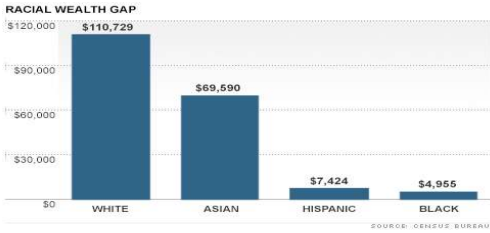
- **Microaggressions**
 - The everyday slights, indignities, putdowns, and insults that people who are marginalized experience in their day-to-day interactions. A microaggression often appears to be a compliment but contains a hidden insult to the target group about which it is being delivered.
 - <https://www.youtube.com/watch?v=B.JL2P0JsAS4>

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KEY CONCEPTS

- **Institutional Oppression/Racism**
 - Policies, practices and procedures that work to the benefit of dominant groups and to the detriment of marginalized groups, often unintentionally or inadvertently.
- <https://www.youtube.com/watch?v=MdOCyqPcp2o>

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INCLUSION AND EQUITY IN YOUR CONTEXT

- **Internal/process considerations**
 - How are meetings run?
 - Who is not at the table or gets left out? How do you ensure all voices are heard?
 - Whose opinion is valued?
 - What is viewed as normal or abnormal?
 - What are the norms and in what way do they reflect dominant culture?
 - Who gets leadership roles and why?
 - Are your processes taking all of these key concepts into consideration?
 - How are decisions made?

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INCLUSION AND EQUITY IN YOUR CONTEXT

- External/output considerations
 - When you consider equity rather than equality, what are the things you can do to improve equitable outcomes?
 - When you consider institutional oppression, what are the things you can do to improve equitable outcomes?
 - Can you think of ways to interrupt or mitigate bias in your work?

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INCLUSION AND EQUITY IN YOUR CONTEXT

- Next steps
 - What's next?
 - How will you use this information?
 - What can you do differently?

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ACHIEVING Inclusion and Equity:

A Guide for WSBA Committees, Boards, and Sections

This guide is meant to help Washington State Bar Association entities in their pursuit of diversity, inclusion, and equity. It provides an overview of WSBA's commitment, a readiness assessment, and the resources entities may access, including training and outreach opportunities. The WSBA is committed to advancing diversity and inclusion within the legal profession. An inclusive environment encourages and incorporates different perspectives, ideas, and experiences. Our commitment to inclusion and equity starts internally and is based in what we call our "Inside-Out" Philosophy. WSBA's approach is to "walk our talk" by applying the principles of inclusion and equity to our own work. We have prioritized diversifying our staff and creating cultural competence. We also support our entities in learning about diversity in order to diversify their own membership and leadership.

WSBA Diversity and Inclusion

WSBA's diversity team is available to provide consultation on a variety of diversity, inclusion, and equity topics. We provide several tools, resources, and training for sections and other WSBA entities.

WSBA Online Tools

www.wsba.org/connect-serve/volunteer-opportunities/toolbox

- ▶ Diversity Dictionary
- ▶ Culture of Inclusion Philosophy
- ▶ Accessibility Toolkit
- ▶ Diversity Demographics Report

WSBA entities are asked to report on inclusion and equity efforts aimed at increasing awareness, developing competency, and facilitating non-biased decision making. As a part of tracking the progress each entity is making, the annual report asks WSBA entities how they have addressed diversity. The questions are meant to encourage WSBA entities to think about a variety of ways they can impact diversity, inclusion, and equity.

Diversity and Inclusion Team

Dana Barnett

*Diversity and
Inclusion Specialist*

206-733-5945

danab@wsba.org

Robin Nussbaum

*Inclusion and
Equity Specialist*

206-727-8322

robinn@wsba.org

Tyler Washington

*Diversity and Member
Services and Engagement
Programs Coordinator*

206-733-5934

tylerw@wsba.org

K. Joy Williams

*Diversity and Public Service
Programs Manager*

206-733-5952

joyw@wsba.org

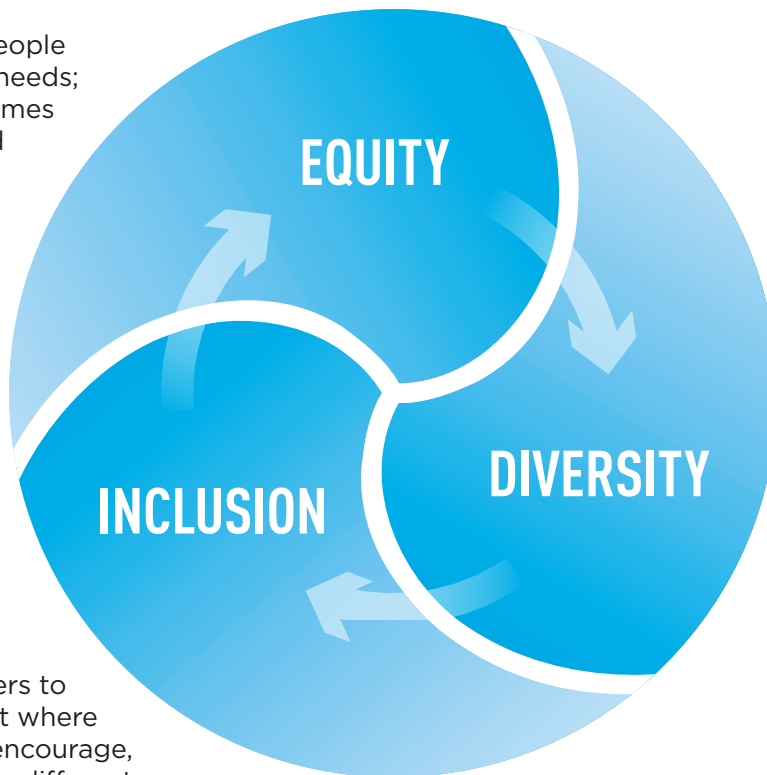
How to identify if a WSBA entity is ready to be inclusive

The pursuit of diversity, equity, and inclusion is a journey for every institution, department, team, group, and individual. Each path is uniquely rooted in a fundamental set of values, norms, and goals established by each entity. Below is a diagram highlighting definitions of major aspects of the journey. The WSBA Inclusion and Equity Specialist is available to assist entities in preparing for the journey, connecting them to resources, helping identify barriers, and developing strategies for creating a diverse, inclusive, and equitable environment within the entity.

WSBA's [Culture of Inclusion Philosophy](#) lists a number of helpful characteristics each WSBA entity should consider when preparing to conduct outreach to underrepresented groups. These characteristics are crucial to developing a welcoming atmosphere and retaining members from marginalized communities. Without the intentional development of an inclusive and equitable culture, efforts to increase sustainable representation of marginalized groups are unlikely to be successful.

DIVERSITY / EQUITY / INCLUSION JOURNEY

Equity is treating people fairly based on their needs; ensuring equal outcomes (beyond equality and equal opportunities).



Inclusion refers to an environment where people invite, encourage, and incorporate different perspectives, ideas, and experiences.

Diversity refers to meaningful representation of and equal opportunities for individuals who self-identify with those groups that are underrepresented in the legal profession based upon, but not limited to, disability, gender, age, familial status, race, ethnicity, religion, economic class, sexual orientation, gender identity, and gender expression. Statewide geographic diversity and area of practice shall also be given consideration.*

*Adopted by the WSBA Board of Governors in March 2010.

READINESS ASSESSMENT

Before engaging in broader outreach consider the questions below:

- 1 Has the entity invited the WSBA Inclusion and Equity specialist to conduct a training on implicit bias and microaggressions?
.....
If not, contact **Robin Nussbaum**
- 2 Has a majority ($\frac{3}{4}$) of the team taken the Harvard Implicit Bias Association Test?
.....
If not, contact **Robin Nussbaum**
- 3 Is the leadership ready to actively participate in cross-cultural relationship building with underrepresented groups?
.....
If so, contact **K. Joy Williams**

These questions are meant to support the front end work on the journey and act as a guide to the nonbiased decision-making necessary in the pursuit of equity.

The expectation is that each WSBA entity has intentionally prepared its decision makers and members to become a more diverse and inclusive membership.

OUTREACH

The diversity team is also available to help you with outreach. The diversity team will work with WSBA entity leadership to identify:

- ▶ Outreach goals (who is your target audience and why)
- ▶ Measurable outcomes for outreach efforts
- ▶ Type and level of support required to increase representation of members from marginalized groups (e-introductions, in-person meetings, etc.)
- ▶ WSBA hosted/sponsored events, meetings, or programs suited to support outreach goals

EXTERNAL RESOURCES

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition – thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit was founded in 1998 by three scientists – [Tony Greenwald](#) (University of Washington), [Mahzarin Banaji](#) (Harvard University), and [Brian Nosek](#) (University of Virginia).

- ▶ <https://implicit.harvard.edu/implicit/takeatest.html> (Also available on WSBA’s volunteer toolbox)

Special correspondent Charlayne Hunter-Gault speaks to Derald Wing Sue of Teachers College at Columbia University about the ways that everyday microaggressions can affect people.

- ▶ <https://youtu.be/mgvjnxr6OCE>

WSBA Diversity and Inclusion – Further Information

TO FIND OUT MORE ABOUT:	CONTACT:
<ul style="list-style-type: none"> ▶ A diversity consultation, training or presentation for my WSBA section, board, committee, etc. ▶ WSBA entity demographics 	<p>Robin Nussbaum 206-727-8322 robinn@wsba.org</p>
<ul style="list-style-type: none"> ▶ A diversity consultation, training or presentation for my law firm, legal organization, school, etc. ▶ WSBA membership research 	<p>K. Joy Williams 206-733-5952 joyw@wsba.org</p>
<ul style="list-style-type: none"> ▶ The WSBA Diversity Committee ▶ Submitting a diversity-focused publication (blog, <i>NWLawyer</i>) ▶ Outreach to Washington State’s minority bar associations (MBA) ▶ A diversity event or program 	<p>Dana Barnett 206-733-5945 danab@wsba.org</p>
<ul style="list-style-type: none"> ▶ Adding or updating an MBA or Diversity Section on WSBA.org 	<p>Tyler Washington 206-733-5934 tylerw@wsba.org</p>
<ul style="list-style-type: none"> ▶ Joining the WSBA Diversity Stakeholders listserv ▶ Submitting an event for WSBA Diversity Announcements (emailed every other week) 	<p>diversity@wsba.org</p>



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The Washington State Bar Foundation, a 501(c)(3) organization, is a separate entity from the WSBA. Its sole mission is to provide financial support for WSBA programs that promote diversity within the legal profession and enhance the public’s access to, and understanding of, the justice system. Tax-deductible contributions to the Foundation support WSBA’s diversity and inclusion events and programs.

For more information, or to make a donation, contact:
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Interrupting and Mitigating Implicit Bias

Only 5% of our brain is doing active explicit processing. The other 95% of what we are doing is being determined unconsciously. Remember that biases come from schemas and heuristics—mental shortcuts that help us process information and make a million little decisions all the time. We might be more familiar with “demographic bias,” which is about the social messages and stereotypes we hold about certain groups of people. However, it isn’t simply racism, sexism, etc. but rather a series of connections in our brains that lead to all sorts of biases. In fact, there are 150+ named biases. And these biases are helpful and adaptive. They allow us to use previous information and experiences to inform new decisions. They are cognitive shortcuts that allow our brains to function. They can also prevent us from receiving new information, inhibit us from considering all options, or cause us to make illogical decisions. The 150+ biases can be roughly categorized into five types: similarity, expedience, experience, distance, and safety.

Interruption and Mitigation Strategies

Each type of bias can be interrupted or mitigated with different strategies. **Interruption** strategies are those that prevent the bias from being enacted. **Mitigation** strategies reduce the effects of the bias.

Similarity: This type of bias is most likely to show up in “people decisions.” To counter similarity bias, look for ways to build connection and reduce difference.

1. Remove identifying information from materials for hiring promotion, scholarships, etc.
2. Find shared values with people who seem different. You can also look for or create similarities.

Expedience: Expedience bias is especially likely to occur when people are in a hurry or cognitively depleted; people tend to take the easy path. To counter expedience bias, you need to slow down and engage in more cognitive effort.

1. Slow down!
2. Engage in “if..., then...” planning.
3. Encourage rationalized decision-making and process identification. Lay out decision-making logic step-by-step.

Types of Biases

Similarity

These are positive associations for those who are like you and negative associations with those that are unlike you.

Expedience

These are mental shortcuts that help us make quick and efficient decisions.

Experience

This is the belief that we see reality clearly and correctly and that anyone who sees it differently is incorrect. We have a strong conviction that our intuition is correct.

Distance

We value things that are closer to us more. This can be “closer” in terms of space, time, or even ownership.

Safety

It seems that our decisions are generally more driven by negatives than positives (i.e. bad is stronger than good).

Demographic: The social messages we all receive and the stereotypes we are taught about people based on where they live, their race, gender, age, ability, religion, etc.

Experience: This is one of the hardest biases to overcome because it is so hard to realize that the way we see things isn't the only way to see them. To counter experience bias, seek outside input and feedback and aim for greater objectivity.

1. Practice perspective taking. Imagine yourself and the issue from other people's perspectives.
2. Invite "outsiders" to offer their perspectives on issues or decisions.

Distance: To counter distance bias, you need to take distance out of the equation when analyzing outcomes and resources. Evaluate all options as if they were equally close to you in distance, time, or ownership.

1. First, make sure to consciously understand the full value of each option and then *consciously* deliberate on time, distance, and resources.
2. Not to say time, distance, and resources shouldn't factor into the equations, but that they should factor in consciously rather than unconsciously influence your decision.

Safety: Safety biases are mostly likely to occur in making decisions about risk and return. To counter safety bias, try to create greater distance between you and the situation.

1. Separate the self. Imagine you are making the decision for someone else.
2. Imagine the decision has already been made and you are not looking back at the pros and cons more objectively.

Demographic: This type of bias shows up under each of the other categories, but there are some specific strategies to help interrupt or mitigate the systems that rely on demographic biases to reinforce dominance and marginalization.

1. Engage with counter-stereotypical examples of marginalized groups before meeting with people from those groups (the positive effect is short term so this must be in immediate proximity to the meeting).
2. Seek out the voices of marginalized people. Listen and learn from their life experiences and use that knowledge to question your own narratives. Engage in an active practice of self-awareness.
3. Build authentic relationships across difference.

Other Strategies: There are a myriad of other strategies that may help generally. There are considered some of the best practices when it comes to reducing bias in decision-making.

1. Make important decisions in groups.
2. Create a culture where it is acceptable to identify potential bias and reward efforts to address it.
3. Encourage people to disagree (civilly), "check" each other, and present alternate options.
4. As a leader, encourage people to challenge you.
5. Pay attention to who speaks (and gets heard) and who doesn't and consider ways to make speaking at meetings more equitable.
6. Intentionally seek out other perspectives.
7. Debate yourself from the opposing viewpoint.
8. Avoid making important decisions when you are overwhelmed, stressed, tired, or emotionally activated.
9. Practice mindfulness.
10. When decisions get tough, make it a question of what best aligns with organizational values.
11. Make these practices systemic and the cultural norm!

Theme	Microaggression	Message
<p>Alien in Own Land When Asian Americans and Latino Americans are assumed to be foreign-born.</p>	<p>Asking an Asian co-worker, "Where are from? No, where are you <i>really</i> from?"</p> <p>Telling an American born Latino they speak such good English.</p>	<p>You are not American.</p>
<p>Ascription of Intelligence Assigning a degree of intelligence to a person of color on the basis of their race.</p>	<p>A co-worker responds with surprise when an Asian American talks about struggling with math in high school.</p> <p>Telling an African American "You are so articulate."</p>	<p>All Asians are smart and good at math.</p> <p>It is unusual for people of color to speak standard English and with intellect.</p>
<p>Color Blindness Statements which indicate that a person does not want to acknowledge race.</p>	<p>When a staff member of color attempts to discuss being the only person of color on staff and feeling alienated and dismissed by her co-workers, a staff member says, "Do you think you're being a little too sensitive? We should emphasize similarities, not people's differences."</p> <p>When a staff member confides in a colleague that he thinks another staff person is treating him badly because of his race, the colleague replies "I don't think "Mike" would do something like that. He seems to treat everyone the same regardless of race."</p>	<p>Race and culture are not important variables that affect people's lives.</p> <p>Your racial experiences are not valid.</p>
<p>Criminality/Assumption of Criminal Status A person of color is presumed to be dangerous, criminal, or deviant on the basis of their race.</p>	<p>Blacks and Latino staff are consistently asked to show identification while their white colleagues are not.</p>	<p>You are a criminal.</p>
<p>Denial of Individual Racism A statement made when whites renounce their racial biases.</p>	<p>A new hire asks her supervisor if race is addressed in the organization. The supervisor replies, "Race does not affect the way we work with one another. We treat everyone the same."</p> <p>A staff brings up racism with her manager. She replies, "I totally understand. As a woman, I face discrimination too."</p>	<p>Your racial/ethnic experience is not important.</p> <p>Your racial oppression is no different than my gender oppression.</p>
<p>Myth of Meritocracy Statements which assert that race does not play a role in succeeding in career advancement or education.</p>	<p>A co-worker says to a colleague, "This is America. Anyone can succeed if they work hard enough."</p> <p>When a staff member of color complains about being passed over for promotion, his colleague replies, "Maybe if you work harder you'll get promoted next time."</p>	<p>People of color are lazy and/or incompetent and need to work harder.</p> <p>If you don't succeed, you have only yourself to blame (blaming the victim).</p>

Theme	Microaggression	Message
<p>Pathologizing Cultural Values/ Communication Styles The notion that the values and communication styles of the dominant/white culture are ideal.</p>	<p>A Black man speaks loudly with affect when engaging in discussion with co-workers. One of the co-workers complains to her supervisor saying she is fearful and sees his behavior as inappropriate.</p> <p>An Asian or Native American descent has trouble maintaining eye contact with his supervisor. The supervisor assumes he is being disrespectful.</p>	<p>Assimilate to dominant culture.</p> <p>Leave your cultural baggage outside.</p>
<p>Second-Class Citizen Occurs when a white person is given preferential treatment as a consumer over a person of color.</p>	<p>White staff members get called on more often and are more frequently asked their opinions in staff meetings.</p> <p>A white person is served first by the office staff when a person of color arrives before them.</p>	<p>Whites are more valued than people of color.</p> <p>White students are more valued than students of color.</p>
<p>Environmental Microaggressions Macro-level microaggressions, which are more apparent on a systemic level.</p>	<p>The magazines in the lobby and pictures on the wall are geared towards white dominant culture.</p> <p>White people are the protagonists of all of the required reading in class.</p>	<p>You don't belong/Only white people can succeed.</p> <p>You are an outsider/You don't exist.</p>

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