

WASHINGTON STATE BAR ASSOCIATION

Draft WSBA Strategic Goals

Original Draft September 17, 2020 – Updated March 25, 2021

Goal 1: To provide relevant and valuable resources to help all of its members achieve professional excellence and success, in service to their clients and public, and to champion justice.

- Evaluate, improve, and expand member services programs.
- Enhance member awareness and increase member engagement in member benefits and services provided by WSBA.
- Increase member engagement with the WSBA.

Goal 2: To uphold and elevate the standard of honor, respect, and integrity among WSBA members in order to improve public confidence in the legal profession.

Goal 3: To promote access to justice and improve public confidence, trust, and respect of members of the public in our legal system and bar association.

- Advocate for a uniform court system.
- Advocate for reforms in the law to ensure justice for clients and the public.
- Design and implement a rural practice program which brings more legal professionals to serve rural communities.
- Explore avenues to increase pro bono and low bono services by members.

Goal 4: To promote diversity, equity, and inclusion in the legal system and profession

- Regularly evaluate and improve the culture, policies, procedures, and practices of the WSBA so members from communities who have been systemically oppressed can enter, stay and thrive in the legal profession.
- Partner with various stakeholders such as Minority Bar Associations and others to promote diversity, equity and inclusion within the profession.
- Provide resources and training that will assist WSBA leaders members, and staff to examine their work through an equity lens and advance diversity, equity and inclusion.

Goal 5: To manage the business of the State Bar Association in a prudent, efficient, and cost-efficient manner.

- Explore business practices that will maximize efficiency and productivity and enhance WSBA services to the members and the public.
- Explore cash reserves and investment strategies.
- Explore alternative opportunities for office space as we move to a more remote work environment.

Goal 6: Foster an organizational environment and culture that demonstrates a commitment to staff and embodies the organizational mission and stated values of the WSBA.

- Examine and implement recommendations from the Climate Survey to address the culture
- Engage in ongoing assessments to foster an environment that promotes and values employee feedback and input.
- Provide opportunities for the Board of Governors to increase communication and collaboration with the WSBA Executive Team and WSBA employees.