

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting

Saturday, March 13, 2021 | 10:00 a.m. – 2:30 p.m.

Via [Zoom](#) | Meeting ID: 999 6648 2245 | 888 788 0099 US Toll-free

AGENDA

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|-----|---|---|
| 1. | Welcome/Introductions/Minutes/Plan for the Day | Brian Neuharth, Chair (and all) |
| 2. | WSBA Updates | Julianne Unite, Staff Liaison |
| 3. | BOG Updates | Russell Knight, Governor At-Large representing New & Young Lawyers |
| 4. | BOG At-large Young Lawyer Interview and Selection Process | Julianne Unite |
| 5. | FY21 Budget Team | Brian Neuharth et. al |
| 6. | Break for lunch | |
| 7. | WYLC and Bar News Update | Alyssa Nevala, King County Member and Marye Scott, Pierce County Member |
| 8. | Representative Report Updates | All |
| 9. | Project Team Lead Assignments and Updates | Project Team Leads |
| 10. | Private shared drive | Brian Neuharth |
| 11. | BOG At-Large Bylaws Amendments Discussion | Julianne Unite |
| 12. | FY22 WYLC Applications/Recruitment Update | Julianne Unite |
| 13. | Adjournment | Brian Neuharth |

Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.

2020 - 2021 WYLC Meeting Schedule

November 14, 2020	Meeting: 10:00 am – 2:30 pm	Virtual
January 9, 2021	Meeting: 10:00 am – 2:30 pm	Virtual
March 13, 2021	Meeting: 10:00 am – 2:30 pm	Virtual
May 8, 2021	Meeting: 10:00 am – 2:30 pm	Virtual
July 17, 2021	Meeting: 10:00 am – 2:30 pm	Virtual/Portland, Or.
September 11, 2021	Meeting: 10:00 am – 2:30 pm	Virtual

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT – Fiscal Year At-A-Glance Calendar

October 1, 2020 – September 30, 2021 (FY21)

OCTOBER 2020			
	<i>Celebrate Pro Bono Month</i>		
1	FY2021 Begins		
22	WYLC MentorLink Mixer	4:00 – 5:30 p.m.	Virtual
NOVEMBER 2020			
	<i>ABA Midyear Delegate and Scholarship Award Kickoff?</i>		
13 – 14	BOG Meeting		Virtual
14	WYLC Meeting	10:00 am	Virtual
DECEMBER 2020			
	<i>ABA Affiliate Quarterly Reports due</i>		
31	<i>ABA Midyear Delegate and Scholarship Award Application deadline?</i>		
JANUARY 2021			
	<i>Celebrate national mentoring month</i>		
	<i>WYLC and Chair-elect application cycle opens</i>		
9	WYLC Meeting	10:00 am	Virtual/WSBA
9	<i>Select ABA Midyear delegate and scholarship recipients?</i>		
14 - 15	BOG Meeting		Virtual/WSBA Conference Center – Seattle
FEBRUARY 2021			
	<i>2020 committee application cycle closes</i>		
	<i>Identify FY2022 goals and projects for WYLC</i>		
	<i>ABA Annual Meeting Delegate and Scholarship Applications Open?</i>		
	<i>Public Service and Leadership Award Applications Open?</i>		
17 - 22	ABA Midyear Meeting		Chicago, IL
MARCH 2021			
	<i>BOG At-Large Young Lawyer Position Application Opens</i>		
	<i>Select new WYLC members incl. Chair-elect</i>		
	<i>ABA Affiliate Quarterly Reports Due</i>		
1	<i>Budget requests from WYLC due.</i>		
13	WYLC Meeting	10:00 am	Virtual/WSBA
18 - 19	BOG Meeting		Hotel RL, Olympia
APRIL 2021			
16 - 17	BOG Meeting		Davenport Hotel – Spokane
TBD	MentorLink Mixer	TBD	Virtual
MAY 2021			
	<i>BOG At-Large Young Lawyer Election</i>		
8	WYLC Meeting	10:00 am	Virtual/WSBA
8	<i>Select Public Service Leadership Award Recipients</i>		
8	<i>Select ABA Annual Meeting Delegate and Scholarship Award Recipients</i>		
20 - 21	BOG Meeting		WSBA Conference Center – Seattle
JUNE 2021			
	<i>New Committee appointments are made.</i>		
JULY 2021			
15	BOG Retreat		Hilton Portland Downtown - Portland
16 - 17	BOG Meeting		Hilton Portland Downtown - Portland
16	WYLC dinner with the BOG		TBD - Portland
17	WYLC Meeting	10:00 am	Virtual meeting/ Hilton Portland Downtown - Portland
AUGUST 2021			
	<i>Financial Focus CLE?</i>		
	<i>Annual Report Due</i>		
4 – 10	ABA Annual Meeting		Toronto, ON

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Washington Young Lawyers Committee DRAFT – Fiscal Year At-A-Glance Calendar

October 1, 2020 – September 30, 2021 (FY21)

20 - 21	BOG Meeting		TBD - Boise
SEPTEMBER 2021			
	<i>Identify FY22 project leads</i>		
11	WYLC Meeting	10:00 am	Virtual/WSBA
11	WYLC Year-End Social	TBD	TBD or Virtual
23 - 24	BOG Meeting		WSBA Conference Center – Seattle
30	FY21 Ends/Expense Reports Due		

DRAFT

WASHINGTON STATE BAR ASSOCIATION

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 2020: October 1, 2019 – September 30, 2020

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

Name of Committee or Board:	Washington Young Lawyers Committee
Chair:	Jordan Couch
Staff Liaison:	Julianne Unite
Board of Governors Liaison:	Russell Knight
Size of Committee:	18
Direct Expenses:	
Indirect Expenses:	
Number of Applicants for FY21 <i>(October 1, 2020 – September 30, 2021)</i>	
Purpose:	
<p>The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy.</p> <p>Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to encourage the interest and participation of:</p> <ol style="list-style-type: none"> 1) new and young lawyers and law students in the activities of the WSBA; 2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and upholding and supporting the Guiding Principles of the WSBA. 	
Strategy to Fulfill Purpose:	
<p>This year's focus on fulfilling the WYLC's purpose involves seven key areas:</p> <ol style="list-style-type: none"> 1. Outreach and communication; 	

2. Debt;
3. Public Service and Leadership;
4. Rural Practice Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY20 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership.

This year, the WYLC replaced subcommittees with project teams to address discrete issues. Project team members may involve constituents who are not members of the WYLC to help accomplish the project team goals.

2019-2020 Accomplishments and Work in Progress:

2019-2020 Goals:

Outreach and Communication

1. The WYLC tasked a specific member, Past Chair Kim Sandher, with keeping social media accounts updated with content to inform the public of the WYLC's activities.
2. Unfortunately, COVID-19 impacted the WYLC's ability to host socials/events/mixers as originally planned. Planned socials in Pierce County and Skamania were cancelled and no further socials are being planned until Washington's phased approach progresses. Meetings have taken place virtually via Zoom.

Debt

1. The debt project team presented a Loan Repayment Assistance Program (LRAP) bill to the WYLC. The WYLC voted to forward the bill to the WSBA's legislative affairs team. WYLC Chair-elect Brian Neuharth is currently identifying and reaching out to stakeholders for additional input.
2. The debt project team is researching alternative approaches to addressing debt, including income share agreements. The project team generally has met in alternating months to discuss findings.

Public Service and Leadership

1. The Public Service and Leadership Award (PSLA) exists to connect and recognize new and young lawyers that demonstrate values of public service and leadership. The WYLC received several applications and voted to honor four new or young lawyers this year with the PSLA. Current WYLC At-large member, and incoming Chair-elect Emily Ann Albrecht will write an article about the PSLA recipients for an upcoming Washington State Bar News issue.
2. WYLC Chair Jordan Couch was recognized as the WSBA Outstanding Young Lawyer APEX Award recipient this year.

Rural Practice Project

1. WYLC Access to Justice (ATJ) and Rural Recruitment and Retention (RRR) project team, led by WYLC member Alixanne Pinkerton, met with the BOG's rural practice project

stakeholders and staff regarding the results of their contacts with rural practitioners in Washington State.

2. The WSBA requested the WYLC to assist with research gathering for the rural practice project. WYLC will assist with a specific focus on what will help new and young lawyers in underserved rural areas. WYLC can connect with other groups who are already researching or involved with rural community outreach, to gain information helpful to the issue of legal access in rural communities in Washington State. WYLC could help identify who those entities are that WSBA should be connecting with who have information helpful to the rural practice project.

Northwest Regional Summit

1. After researching possibilities and value, the WYLC chose not to co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020.
2. Instead of a summit, the WYLC is working on establishing ongoing relationships with new and young lawyers in Oregon, Idaho, Montana, and South Dakota to collaborate on addressing the legal needs of rural areas.

ABA YLD Representation

1. The WYLC continued to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. No delegate spots went unfilled, maximizing Washington's voting power. Scholarship recipients reported to the WYLC regarding their experiences and identified additional ABA opportunities of value to new and young lawyers.
2. Current WYLC At-large member and incoming Chair-elect Emily Albrecht served as the ABA YLD District Representative for Washington and Oregon.
3. Due to the WYLC's work this past year, the WYLC was acknowledged as an ABA YLD "Star Affiliate" at the ABA Annual Meeting this summer, which recognizes young lawyers who go above and beyond the YLD, the legal profession, and/or the community on a national scale.

Preadmission Education Program (PREP)

1. The WYLC successfully worked with the WSBA in developing PREP materials.

2020-2021 Goals:

1. Debt – The WYLC will continue to coordinate with the WSBA's legislative affairs team in the hopes of having the LRAP bill considered in Olympia. Should there be delays in either presenting the bill or the bill actually being passed, the debt project team hopes present recommendations to the WYLC regarding Income Share Agreements. The project team also seeks to identify at least one new mechanism to address debt issues for research. The project team will review the need for a 2021 Financial Focus Series to help educate young lawyers. The need for a new installment will depend on identifying a new topic that has not been previously addressed.
2. PSLA — The WYLC will award four PSLAs to new or young lawyers and write an article for the *Washington State Bar News* magazine highlighting the impact of the new lawyer's work in the community.
3. ATJ/RRR– The WYLC will work on establishing ongoing relationships with new and young lawyers in Oregon, Idaho, Montana, and South Dakota to collaborate on addressing the legal needs of rural areas. The WYLC hopes to become involved in the Western States Bar Conference next year to better connect with rural states and

collaborate on solutions. The WYLC will also continue contributing to the WSBA’s rural practice project with research.

4. Outreach and Communication—It is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
 - a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks. The WYLC is exploring if new social media platforms are needed to better reach its intended audience as user preferences change over time.
 - b. When Covid-19 phase guidance permits, the WYLC will resume focusing on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
 - c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. ABA YLD representation – The WYLC’s budget for the next fiscal year provided more funding for ABA YLD scholarships to defray the costs of attending and ensure a full delegation is sent to every meeting. As long as Covid-19 restrictions remain in place, meetings are taking place virtually and scholarships may not be necessary.

Please report how this committee/board is addressing diversity, equity and inclusion:

How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?

- 1) A WSBA new member survey included demographic information to help the WYLC understand its constituency.
- 2) The WYLC is currently working on a proposed amendment regarding dress codes for in court appearances. WYLC members reached out to the WSBA Diversity Committee and they are supportive. The proposal has been submitted the WSBA for formal approval and submission to the Court.
- 3) WYLC members brought up the ABA’s Embracing Diversity Challenge Award. Sponsored by the ABA YLD, the Challenge recognizes and awards top young lawyer organization programs that increase diversity in the legal profession.

Please report how this committee/board is addressing professionalism:

Does the committee/board’s work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior? Other?

- 1) The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need.
- 2) The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so. We’ve focused on social media and closer interaction with the BOG. Unfortunately, WYLC was unable to meet with the BOG at Skamania due to Covid-19.

3) As above, the WYLC is currently working on a proposed amendment regarding dress codes for in court appearances.

Please report how this committee/board is incorporating new and young lawyers and/or their perspectives into its work:

How have you brought new and young lawyers into your decision making process? Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities? Other?

- 1) The WYLC is entirely made up of new and young lawyers.
- 2) Yes, the WYLC focuses entirely on these topic areas.

Please report how this committee/board is addressing the needs of the public:

How is the public impacted by your work? Has the committee/board sought input from the public, and/or communicated its work to the public? Other?

- 1) The public has interest in having competent representation. As new and young lawyers come in, the WYLC helps those lawyers navigate through difficult issues.
- 2) We have a project team dedicated to access to justice.
- 3) We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.
- 4) The WYLC continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
- 5) The WYLC encourages all new and young lawyers to participate in public service.

FY20 Demographics: To Be Completed by WSBA Staff

Gender:

Female x Male x Multi x Non-Binary x Transgender x Two-spirit x Not Listed x No response x

Ethnicity:

American Indian/Native American/Alaskan Native x	Asian x
Black/African-American/African Descent x	Hispanic/Latinx x
Middle-Eastern Descent x	Pacific Islander/Native Hawaiian x
White/European Descent x	Multi-Racial/Biracial x
Not Listed x	
No response x	

Sexual Orientation:

Asexual x	Gay, Lesbian, Bisexual, Pansexual or Queer x	Heterosexual x
Two-spirit x	Multiple orientations x	Not Listed x
		No response x

Disability:

Yes x No x No response x

New/young lawyer:

Yes x No x

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | Via Zoom Saturday, January 9th, 2021 | 10:00 a.m. – 2:00 p.m. Meeting Minutes

Present In-Person or Phone: Aaron Haynes, Alixanne Pinkerton, Brian Neuharth, Catherine Holm, Chelsie Elliott, Jordan Lee Couch, Laura King, Marye Scott, Zachary Bryant, Zachary Davison

Absent: Benjamin Hodges (Unexcused), Brandon Holt (Unexcused), Emily Ann Albrecht (Unexcused), Esther Hyun (Unexcused), Maha Jafarey (Unexcused), Riley Moos (Unexcused)

WSBA Staff: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant, Paris Eriksen – Volunteer Engagement Advisor (joined at 10:20 a.m, left at 10:40 a.m.), Kirsten Abel – Bar News Editor (joined at 10:30 a.m., left at 11:13 a.m.)

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

Other: Kyle McEntee (joined at 11:45), Alyssa Nevala.

Welcome/Introductions/Minutes/Plan for the Day

Washington Young Lawyers Committee (WYLC) Chair Brian Neuharth called the meeting to order at 10:03 a.m. WYLC members shared goals and resolutions for the upcoming year.

On motion by WYLC member Zachary Bryant (Zac B.), seconded by WYLC Immediate Past Chair Jordan Couch, the WYLC unanimously voted (10-0) to approve the November meeting minutes.

WSBA Updates

WSBA WYLC staff liaison Julianne Unite provided an update on the remote operations at WSBA. WSBA will continue to work remotely until at least March 2021. This will continue to impact WYLC matters such as any WYLC socials and other WYLC events that would normally be held in-person.

Julianne also provided an update on former WSBA Executive Director, Paula Littlewood's passing of cancer. Paula was the longest serving Executive Director at the WSBA, until her departure in 2019. Julianne offered WYLC members and those in attendance to share experience and/or memories with Paula.

Julianne reporting on two staffing updates at the WSBA. WSBA Education Programs Lead Devorah Signer Hill is no longer with WSBA as of December 31, 2020. The WSBA is looking to fill this position as quickly as possible. WSBA Legislative Affairs and Outreach Manager Sanjay Walklevar is no longer with WSBA. The WYLC's staff contact for legislative matters will be Russell Johnson until this position is filled.

Julianne provided a brief update on licensing renewals and encouraged members to renew their license if they have not done so already. The renewal deadline is February 1, 2021.

Julianne commented that Quarterly Contact email templates that went out WYLC members on January 8, 2021. Quarterly Contact emails have not been being sent out consistently. As such, Julianne reminded WYLC members to update the Quarterly Contact template with their relevant information and to send to their regional contacts.

Brian N. commented on Quarterly Contacts emails, and requested that representatives be sure that emails go out as it assists in both recruiting and outreach efforts.

The WSBA offices will be closed on January 18, 2021 and February 15, 2021 for holiday closures.

BOG Updates

Julianne provided updates in lieu of a report from Board of Governor's (BOG) Liaison Russell Knight, as Russell was not present at the meeting. The meeting agenda for BOG meeting is now posted online. They will begin the meeting with board training, facilitated by a third party trainer. The BOG is looking to approve the Executive Director (ED) contract, as the current WSBA ED is an interim position. The BOG meeting will also discuss proposed amendments to Bar Bylaws around inactive and active license fees, and swearing in of the At-large governor will take place on Saturday. Julianne reminded members that everyone should have received ballots, and if you have not voted please do. The WSBA staff was given a climate survey to complete, in response to a Supreme Court mandate, and these results will be discussed at the next BOG meeting scheduled for January 14-15. The future of work at WSBA, both short term and long term, included discussions on physical office space, and what other operations may look like moving forward. The Civil Rights Law Section and World Peace Through Law Section are asking the BOG for permission to sign onto a petition regarding immigrant children. WSBA Member Wellness Program Manager, Dan Crystal, will provide a presentation about the WSBA's member wellness program. The External Covid-19 task force will also provide updates during this meeting. Julianne also advised that BOG meetings are recorded, and available to watch at a later date if members desire.

BOG At-Large Bylaws Amendments

Paris Eriksen, Volunteer Engagement Advisor with WSBA provided an update on the BOG At-Large Bylaws amendments. The BOG is working on Bylaw amendments regarding the elections process for the At-large on the BOG. Paris reported that she is working to propose amendments to clarify the process and timing for electing the At-large governors. The Bylaws have gone to the BOG for first read in November, where they received good, constructive feedback and created small group to work with Paris for further updates. This topic should be on the BOG agenda for second read in March. Brian N. commented that running this as one election could produce higher turnout rate for applications. WYLC Member Aaron Haynes commented on having ranked choices, to allow for multiple positions; if someone was not selected for one position, they could potentially be selected for their second choice position. Paris commented that this ranking selection process has not come up, but has been voiced

elsewhere and she is happy to return this idea to the group. Julianne encouraged members to attend BOG meetings where this is being discussed, as they are open. There is no formal opinion that needs to be provided by the WYLC at this time. Paris echoed this, and encouraged participation in BOG meetings or providing feedback to Governor Knight. The current Bylaws provide about one month's time between application and needing to know candidates for inclusion on the ballot. Paris requested feedback on the timing of this process. Julianne provided additional context that the application deadline is April 20, and per the Bylaws, the WYLC then must forward a minimum of three candidates to WSBA for inclusion on the ballot within 1 month. This would leave the May WYLC meeting to being dedicated to interviews for the open position. The WYLC would either need to devote the regularly scheduled meeting to elections/interviews, or would need to schedule an additional/special meeting if the WYLC were to align with BOG meeting schedule and application deadlines. Interview questions must be developed, along with evaluation criteria, and this must be done prior to interviews and making recommendations for ballot. Julianne suggested the work of the WYLC to take 2 full meetings to accomplish this. Brian commented that he would rather solicit competitive candidates via 2 elections, rather than simplifying processes.

Brian N. moved to have a separate voting process for the At-large and Congressional BOG seats. Motion failed due to no second. This topic will be added to the agenda for March WYLC meeting for additional discussion.

Julianne asked that Paris provide any updates or changes to WYLC members before the upcoming March 13 meeting. Paris agreed and commented that the BOG meeting in March follows the WYLC meeting and that she should have some additional context before then.

Paris added that the Bylaws will not be amended before this year, so there will be two separate elections. Paris also commented that congressional seats one, four, five and seven south are open. Applications are due February 16, and elections for the congressional seats will be held March 15 – April 1. The deadline to submit an application for the Young Lawyer At-large seat is April 20. The President-elect application deadline is April 20, and is open for anyone to apply.

WYLC and Bar News

Kirsten Abel, Washington State Bar News Editor provided an update that staff and the Editorial Advisory Committee would like the WSBA's Bar News magazine to have a semi-regular column geared towards new and young lawyers. Kirsten added a "What New and Young Lawyers Want to Know" column could be helpful and well received. Kirsten provided a brief overview of what the column could look like: envisioning a column including a question and answer format; one question and one answer, or multiple if they were shorter. Answers could be solicited through the WYLC list serve or through WSBA social media and Take Note channels. Answers could come from authors recruited by WYLC members. Brian commented that his would be a great way for new WYLC members to contribute to our work and be involved. Jordan fully supports this idea. Alyssa Nevala also fully supports; feels that a Q&A format would be great. General consensus from WYLC members is that Q&A format would be great. Alyssa asked what the role would WYLC member taking point on this would be. Kirsten responded with what kind of questions would they answer, more practice oriented, but staying away from ethics as there is an ethics column as there is currently one being published. Kirsten advised that it would be up to the WYLC member involved, as to how much involved they wanted to be. Aaron suggested having the members alternate on given months for certain topics, proposed the idea of career advice such as transitioning

firms. WYLC Member Chelsie Elliot suggested question of the month, and having the member/attorney who is answering known in advance. Kirsten commented that they could run the question in one issue, and responses in the next issue. WYLC Member Marye Rebecca Scott commented that the Spokane County Bar Association does something similar, with interviews, with a blend of fun and advisory type questions. Marye commented that she would love to participate if this idea comes to fruition. Brian suggested having a project team dedicated this idea. Julianne commented that if there was an official project meeting, their actions regarding this project must come back to the full WYLC in order to vote/act on them. Alternatively, the WYLC could have members that are designated to work together on this with the Bar, but not as an official project team. Alyssa is interested in participating in this project and has ideas on how to solicit involvement and questions for this column. Zac B. asked procedural process, can they send out to list serves to recruit involvement. Julianne answered that individuals can act on this, however it must not exceed 9 members so that members are not doing something as the entire WYLC group. Julianne also commented that this would be great for rep reports and quarterly contacts. WYLC Member Laura King commented that she would be interested in assisting with this. Alyssa suggested reaching out to previous MentorLink mixer mentors. Julianne will verify that it is ok to share their contact information, if allowed by mentors.

Supreme Court Washington Bar Licensure Task Force

The Supreme Court wants to create a task force to look at bar licensure. The task force would include different members from diverse groups and backgrounds, including the young lawyer section of the bar. The WSBA's Interim Executive Director Terra Nevitt, indicated to Julianne that the young lawyer section would be interpreted as the WYLC, at minimum. Terra and WSBA President Kyle Sciuchetti would like to know if the WYLC would like to nominate a member to serve on this task force. Alternatively, the WYLC could also nominate someone who is not on the WYLC but qualifies as a young lawyer by definition. Terra is asking for a decision by the end of the today's meeting. WYLC Member Alixanne Pinkerton asked for clarification on whether the WYLC was voting to have a WYLC member serve on this task force, or if they were nominating Jordan individually as a young lawyer. Julianne commented that there is precedent set in other programs and volunteer positions for someone like Jordan to serve on the task force beyond his term as WYLC member, as he would still qualify as a young lawyer. WYLC Member Catherine Holm agreed that Jordan would be best to serve as an individual member, and that he could also return to provide updates on the task force after his term with the WYLC ends in September 2021. On motion by Zac B., seconded by Chelsie, and abstentions by Alixanne and Jordan, the WYLC by majority vote (8-0-2) approved to have Jordan represent the young lawyers task force related to Supreme Court licensure.

Break for lunch

Break for lunch at 11:50 a.m.; Brian called the meeting back to order at 12:05 p.m.

Law School Transparency Discussion re: Debt

Guest Speaker, Kyle McEntee, provided an overview of what his organization is up to, and hoping to spark inspiration in WYLC members. Kyle is the co-founder of Law School Transparency and serves as the Executive Director. Kyle started this organization to end deceptive employment statistics put out by law schools, with overstated salaries & employment statistics. Brian pointed out that there is a trolley dilemma – Biden Administration considering student loan forgiveness. Brian also asked who are the WYLC's

constituents—current young lawyers or future students, who possibly haven't enrolled in law schools yet? Kyle commented that this is a common debate with all bar associations that he has spoken to. Julianne added that per WSBA Bylaws, definition of "young lawyer" gives some guidance regarding who the WYLC should focus on: it mentions young lawyers (already in profession) and law students. Argument could be made that law students would include pre-law students. Brian commented that overall mission of Law Student Transparency overlaps with the mission statement of the WYLC. Brian would argue that based on mission statements, it would extend to pre-law students. Jordan commented that it is important to include those that will be constituents in upcoming years. Brian also asked what would be the best use of WYLC resources moving forward? Partnering with bar associations, to have something funded by 1-2 corporate sponsors, bar associations would supply attendees, to create involvement. Law School Transparency is putting a lot of work into how to fund their vision and will need help in changing stakeholder opinions, perhaps there would be a WYLC group to go to different schools and educate and promote what's going on, and encourage them to commit resources. However, these ideas are still in the development stage. Brian asked WYLC members if the group had any questions for Kyle; no questions at this time.

Representative Report Updates

Aaron commented that the ABA Midyear conference is coming up, and will be held virtually at no cost. He is coordinating with WYLC Chair-elect Emily Albrecht regarding the duties of the WYLC ABA At-large member and will provide more of an update at the next meeting. Brian asked if the WYLC had delegates for this conference. Julianne advised that delegates were usually appointed through the scholarship process, but now that the conference is free, scholarship process must be redefined. Julianne suggested the WYLC could recruit delegates via website and/or list serve, but that the WYLC does not officially select the delegates since that would require a meeting and a vote. Aaron stated that delegate applications are due to the ABA at end of January. Jordan offered to be a delegate, if needed. Brian encouraged all committee members to join the meeting, as it is a great opportunity for involvement. Brian also offered to serve as a delegate if Aaron was not able to find other applicants.

WYLC Member Catherine Holm had no updates to provide at this time.

Marye had no updates for her region, but anticipates having things to report back on for the March WYLC meeting.

Zac B. shared that the first local bar meeting for Whatcom County was done via zoom, which provided an opportunity to engage again. No additional updates at this time.

WYLC Member, Zachary Davison (Zach D.), reported that the King County Bar Association recently conducted a survey gathering constituents input for what they want to pursue for volunteer work during the age of COVID, which showed a surprising amount of interest. The King County Bar Association is working on connecting those interested with opportunities.

Project Team Lead Assignments and Updates

- **ABA Scholarship Team**: Brian asked if there was anyone who was taking the lead on ABA Scholarship project. Aaron volunteered. On motion by Zac B. and seconded by Brian, with abstentions from Aaron, and no opposed, by majority vote (9-0-1) approved to have Aaron be the project lead on the ABA Scholarship Project. Julianne commented historically, WYLC would

approve delegates through the scholarship program. Since there is no scholarship this year, it must be determined how delegates are selected. On motion by Jordan, seconded by Marye, the WYLC by unanimous (10-0) vote approved to suspend the ABA Scholarship until there are costs associated with attending the ABA meetings.

- **Access To Justice/Recruitment Retention Retirement (ATJ/RRR) Project team:** Alixanne provided an update on the WSBA rural practice project. There was a grand total of 41 external stakeholder brainstorming participants, including members from all three law schools, BOG members and rural practitioners from across the state. Alixanne also shared an idea to start a rural practice committee of the WSBA. This could help to create a more formal and permanent entity to help implement ideas through brainstorming sessions and research for the project. Brian asked for interested parties for this project team, Zach B. said he will be joining. He will be replacing Jordan's involvement in this project team.
- **Debt:** Catherine reported that she will not be able to take the lead on this project team. Brian asked if there was any interest on taking the lead on this project, no WYLC members offered to lead, so Brian will remain lead on the debt project team. Julianne stressed that it would be a lot of work to chair both the WYLC and the debt project team and suggested a co-lead. Julianne also commented on confirming who was involved in which project team. Brian asked if anyone was interested in taking the lead, based on Julianne's input, or co-chairing with Brian. There were no offers to chair. Jordan offered to co-chair debt with Brian. Brian asked if there was anyone who wanted to involve as a team member. Catherine and Alyssa offered to join. Zac B. and Chelsie both expressed interest in this project team, but are happy to move elsewhere if needed.
- **Bylaws and Governance:** Project lead will be Zach D. and Marye and Chelsie offered to assist. Zach Davison reported that they would gather additional feedback regarding the WYLC name change. This has been done since the last meeting, and feedback seen does not change previous impression of changing the name. The feedback received was that people were not as concerned about using the word young in the title. The previous consensus for the definition change was to remove age requirement, and change 5 year limit to 10 years and to change years of practice in any state, changed to years of practice in Washington State. Zach will put together a draft to include in meeting materials for the March meeting, to be included in the meeting minutes and will connect with Julianne offline.
- **Dress Code:** Jordan will remain project lead.
- **Social Media:** Jordan will lead and Laura will assist.
- **ABA Scholarships:** Julianne commented that WYLC would approve delegates through the scholarship program. Since there is no scholarship for the Midyear, it must be determined how delegates are selected going forward if there is no scholarship to be awarded.
- **Public Service Leadership Awards (PSLA):** Julianne commented that historically, the Project Team for ABA also included PSLA. Aaron offered to take lead on this, in addition to the ABA scholarship. Julianne commented that due to the May meeting being devoted to BOG At-large interviews, the PLSA would need to be pushed further into the year and applications reviewed voted on at the July WYLC meeting. Julianne encouraged Aaron to reach out to WYLC Member Riley Moos directly, as Riley expressed interest in this project team at the last WYLC meeting.
- **FY21 Budget Team:** Julianne commented that there is a need to create a project team for next year's budget team. Traditionally it is the chair and the chair elect, but also open to other

committee members. This team will work directly with Julianne to create a proposal, and the Project team will present to the WYLC at the March meeting. Brian commented that it is important to note that unspent budget items be accounted for, and noted that there are external factors impacting this, such as COVID, as majority of WYLC budget is dedicated to meeting expenditures such as meals. Julianne also asked that someone from FY21 budget team meet with her to reforecast the current budget based on current expenses and impacts. Julianne will schedule time for Brian, Emily, Julianne, and Chelle to meet and discuss.

FY21 Committee Applications

Julianne provided an update on committee applications. Alyssa N. was recommended to serve as King County Representative, in the current vacant role. The WYLC does not have the final say on the appointment as it is subject to final approval from BOG nominations committee, who will be meeting later in January to review and approve. Once approved, Alyssa will be an official voting member of the WYLC.

Traditionally committee applications open in January. This is being delayed to March. The Peninsula region, King County secondary, At-large position, South Central region, Greater Olympia positions will be up for applications for this coming cycle.

Additionally, chair-elect applications will be accepted at the same time as the regional and At-large positions. Julianne also commented that continuations of terms are not automatic, as such, interested parties must re-apply for positions if they are interested in continuing service.

March Meeting Agenda Items

Brian asked for additional items to be included on the March meeting agenda. Julianne commented that developing the criteria and the interview process for the At-large position discussed in Paris's update is essential to March meeting. A Bar News update is to be included on the March meeting. All other items can be emailed to Brian before the March agenda is finalized.

Adjournment

On motion by Aaron, seconded by Alixanne, the WYLC by unanimous vote (10-0) adjourned the meeting at 2:00 p.m.

WASHINGTON STATE BAR ASSOCIATION

WSBA Board of Governors At-Large Young Lawyer: Timeline and Process

The Washington Young Lawyers Committee (WYLC) per the WSBA Bylaws WSBA Bylaws Art.VI.C.3.b.¹ shall recommend at least three candidates for inclusion on the ballot to elect the At-large Young Lawyer governor position. Below outlines the timeline and process to recommend candidates for election.

Position: At-Large (Young Lawyers) | **Term:** Oct. 1, 2021 – September 2024

WHEN	WHAT	WHERE	NOTES
March	Application Opens and Outreach	Online	WSBA staff leads this effort. WYLC should also connect with their networks.
March 13	WYLC Meeting	Virtual/Seattle	<ul style="list-style-type: none"> Determine interview questions and criteria for assessing qualified candidates. Identify WYLC recommendation team* members.
April 20	Applicant materials due to WSBA.	Online	
April 23	Initial review of materials by WSBA staff. Materials sent to recommendation team. Recommendation may also meet to virtually discuss/prepare for the interview process.	Email	Staff will assemble materials and verify candidates are eligible before disseminating to committee members.
May 5	May BOG Meeting Materials Deadline	Email	
May 8	WYLC Meeting/Candidate interviews/Recommendations finalized	Virtual/Seattle	<ul style="list-style-type: none"> Materials for candidates will be included in the meeting packet sent out to the full WYLC. The WYLC will interview each candidate in 15-20 minute segments. Candidates are requested to

¹ Prior to 2021, the BOG At-large young lawyer seat was appointed by the Board of Governors after nominations from the WYLC. In 2020, the WSBA Bylaws were amended to have the At-large position elected by young lawyer members. More specifically, the role of the WYLC, recommendations, and elections process are as follows: “The Washington Young Lawyers Committee shall forward at least three candidates to the BOG who qualify as Young Lawyers as defined by Article XII(B) of these Bylaws as of December 31 in the year of the election. The BOG shall then place all candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these bylaws. If the Washington Young Lawyers Committee forwards less than three candidates the BOG may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these bylaws.” WSBA Bylaws Art.VI.C.3.b.

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			<p>not attend each other's interviews and to not attend the WYLC's discussion of candidates.</p> <ul style="list-style-type: none"> • Following the interviews, there will be a discussion of all candidates. (question as to whether this can be done in "executive session). • The WYLC will vote to recommend the candidate(s) for inclusion on the ballot.
May 10	Recommended candidates for the ballot forwarded to WSBA	Email	WSBA staff will prepare memo/materials and send to BOG and Executive Director
May 20 - 21	May BOG Meeting	Seattle	
June	At-large elections open	Online	
June	At-large elections close	Online	
June	Winner announced		WSBA staff will email candidates of results and publish results online

2021 Board of Governors At-Large Young Lawyer member recommendation process and criteria

*Recommendation Team - Responsibilities

1. Washington Young Lawyer Committee members volunteer for the At-large Young Lawyer Governor seat recommendation team to be the lead in the recommendation and interview process.
2. WSBA staff will email all materials to the recommendation team on April 23 for review. The recommendation team may also need to meet virtually to determine the candidate interview process/outreach.
3. Recommended candidates for inclusion on the ballot will be announced immediately. No preference between or among candidates will be shared with others outside the WYLC. A memo with the recommended candidates will be submitted to the Executive Director for review and inclusion on the ballot.
4. WSBA staff will contact all other candidates and notify them of their application status.

Criteria for Board of Governors At-Large Young Lawyer

Criteria	Always (3)	Often (2)	Seldom (1)	None (0)
Understands the various issues facing new and young Lawyers				
Works toward promoting diversity in the legal profession				
Shows initiative, leadership, and responsibility				
Engages with the legal community				
Establishes collaborative relationships				
Experience with other volunteer leadership roles				
Understands WSBA Mission and the role of the Bar				

To: Applicants for the BOG At-large young lawyer position

Date: On/after April 20, 2021

Subject: Response Requested: WSBA At-large BOG Position Interview and Next Steps

Dear [name],

Thank you for applying for the At-large Board of Governor (BOG) position representing new and young lawyers. The Washington Young Lawyer Committee (WYLC) is inviting you to attend a virtual interview before they make recommendations for the candidates to be included on the election ballot.

Your **20-minute interview** with the WYLC is scheduled for Saturday, May 8, at **XX:XX** via Zoom. Please reply to this email to confirm you will be available to attend at the aforementioned date and time listed above. Once we receive your confirmation, I will send you the Zoom meeting link and instructions.

Attached is additional information about the application and recommendation process. The WYLC will be recommending at least three candidates for inclusion on the election ballot. If you have any further questions about the process, feel free to reach out to me.

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Washington Young Lawyers Committee

Criteria to consider applicants for the BOG At-large position for new/young lawyers

The preferred candidate would have:

- Understanding of and ability to fulfill time commitment
 - One sign is prior volunteer or board experience
- Involvement in and connection to young lawyer communities
- Experience in collaborative environments
- Leadership experience
- Commitment to WSBA's mission

Interview with candidate: _____

Prepared questions:

Tell us about yourself and why are you interested in this position?

How would you use this position to advance the mission of the WSBA? (and/or, what makes our mission meaningful to you)?

Share an example of a time you were given feedback and how you incorporated it into your work?

This nomination process is to complete the term of Sean Davis. Whoever is selected would be eligible to apply for a full three- year term. Do you plan to apply to serve the full four years, why or why not?

What is your communication style when part of a group brainstorming ideas or discussing complex topics?

Commented [JU1]: Current criteria is:
• Understands the various issues facing new and young lawyers
• Works toward promoting diversity in the legal profession
• Shows initiative, leadership, and responsibility
• Engages with the legal community
• Establishes collaborative relationships
• Experience with other volunteer leadership roles
• Understands WSBA mission and role of the Bar

What do you understand the time commitment to be, and what is your plan to ensure your work allows for it?

When thinking about the BOG, what will success look like to you?

Describe a time you disagreed with a decision maker on a project you were part of. How did you approach discussing the topic and how did you collaborate on the project once the final decision was made?

What do you perceive the biggest challenges facing young lawyers to be over the next 3 years?

Is there anything you wish to bring to our attention that we didn't ask you about?

(If they have served on another board, perhaps a question related to it): What were some of the most interesting experiences you have had related to boards, and some of the most important things you have learned? OR, On other boards on which you have served, what do you feel were some of your notable contributions?

QUESTIONS for Candidate Forum 3/3/15

In your opinion, what do you think is the biggest issue facing the bar over the next couple of years?

The future of the legal profession is changing in many ways. In your opinion, what are the most significant changes ahead, and what can or should the bar do to better prepare its members?

Given your experience and background, what do you see as the greatest strength and/or contribution you would bring to the board?

Since there is more than one candidate running for the open position in your district, tell me what sets you apart, and why you would be the best choice for voters in your district?

How would you promote and encourage professionalism and civility in the legal profession?

How would you support diversity, equality and cultural understanding throughout the legal community?

What should the bar association do to address the high amount of debt and reduced job prospects for new lawyers?

Do you think the bar is doing enough to increase access to justice for people with moderate incomes?

How would you communicate with your district and create opportunities for receiving input as a BOG member?

Do you think the bar association and the profession does enough to ensure ethics and professionalism in the legal field?

What one change would you make in our profession if you could?

Are you familiar with the Governance Task Force Report and what are your views on its recommendations?

What is your philosophy/approach to representing young lawyers while having the responsibility of making decisions based on the best interest of the entire organization?

WASHINGTON STATE BAR ASSOCIATION

AT-LARGE BOG POSITION – SPECIAL ELECTION 2020

Interview Question and Criteria

PROCESS: Interviews will take place on Saturday, November 7th via Zoom. Every applicant will be interviewed by the WSBA Diversity Committee. Interviews will be approximately 15 minutes each.

INTERVIEW QUESTIONS:

1. What is your understanding of the purpose of the At Large role and how do you intend to fulfill the obligation of the role? (Ask after reading and/or giving them the By-Law description for the position.)
2. Can you describe how the issues of diversity, equity and inclusion have impacted your personal and professional life with at least one specific example?
3. Please share an example of how you've demonstrated your commitment to diversity, equity and inclusion.
4. General Rule 12.2 provides that the WSBA should strive to promote diversity and equality in the legal profession and courts. How can the legal profession be more inclusive to underrepresented members? How do you think the Board of Governors should carry out this responsibility under 12.2? (Ask after reading and/or giving them the text of GR 12.2)
5. The Board of Governors recently supported the requirement that one of the mandatory ethics credits must be in equity, inclusion, and the mitigation of bias in the legal profession. What are your thoughts about this requirement or if you were tasked with explaining this requirement, what would you say in support of it and its purpose?
6. Diversity, equity, and inclusion means different things to different people. People also have different and sometimes competing ideas about how the goals around these issues can be accomplished. As a member of the BOG, when you are advancing an idea or goal around one of these issues, how would you respond to a situation where other BOG members did not appear to be supportive of such? Please share an example of when you had to present your perspective on diversity, equity and inclusion to people who had an opposing or different viewpoint.
7. On June 4, 2020, our Washington Supreme Court issued a letter in response to the growing public outcry for social justice and called upon the legal profession take individual and collective action towards address issuing of racism in our legal system. Can you share your reflections on this letter and whether it has had any personal impact upon you?
8. What do you think about the mission statement and the prioritization of serving the public?
9. Do you have any questions for us?

SELECTION CRITERIA:

The ideal candidate:

- Has lived experienced as a member from an underrepresented community
- Demonstrates an understanding of the racial injustices in the legal profession and system and wants to heed the Supreme Court's call to action about racial justice
- Demonstrates a commitment to diversity, equity and inclusion in the legal profession

- Demonstrates initiative, leadership, and responsibility
- Has an ability to advocate for diversity, equity and inclusion in an environment where there are opposing views
- Demonstrates a clear understanding of the WSBA Mission and the role of the Bar

WASHINGTON STATE BAR ASSOCIATION

WSBA Board of Governors Special Election Virtual Candidate Forum

November 17, 2020 | 4:30 – 6:00 p.m. | via Zoom

Forum Questions

1. What is your understanding of the role of a member of the WSBA Board of Governors?
2. What is your understanding of the purpose of the At Large role and how do you intend to fulfill the obligations of the role?
3. Please share an example of how you've demonstrated your commitment to diversity, equity and inclusion.
4. On June 4, 2020, our Washington Supreme Court issued a letter in response to the growing public outcry for social justice and call upon the legal profession take individual and collective action towards addressing issues of racism in our legal system. In what ways can the WSBA act in response to this call to action?

WASHINGTON STATE BAR ASSOCIATION

To: WSBA President, President-elect, Immediate Past-President, Executive Director, and Governors
From: Washington Young Lawyer Committee
Re: Recommendations for the 2021-2024 At-Large Young Lawyer Governor Ballot
Date: May 10, 2021

ACTION: Include [NAMES] on the 2021 – 2024 Board of Governor At-Large Young Lawyer governor ballot.

The Washington Young Lawyers Committee (WYLC), pursuant to Art.VI.C.3.b. of the WSBA Bylaws, recommends # members to be included on the ballot for the election to the Board of Governors At-large Young Lawyer seat for the 2021-2024 term.

of applications for the position were received, all of which were reviewed by the WYLC. At the May 8, 2021 meeting, the WYLC interviewed the candidates and voted to recommend the following # candidates for inclusion on the ballot for election by young lawyer members of the WSBA (listed in alphabetical order):

NAME	Bar No.
------	---------

Enclosed please find applications and letters of support for the 2021-2024 At-Large Young Lawyer Governor candidates.

Enclosures

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 WSBA.
- The WSBA's Chief Financial Officer is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January 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 WSBA programming.

About the WYLC Budget

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

G/L Account #	Expense Name	FY20 YE	FY21 Budget	FY21 Reforecast Budget	Actual FY21 YTD*	Est. FY22
50095	WYLC CLE Comps	\$ 0	\$1,000	\$ 1,000	\$ 0	\$ 1,000
55266	WYLC Outreach Events	\$ 96.51	\$2,500	\$ 1,500	\$ 0	\$ 2,500
58525	WYLC ABA Scholarship	\$ 500	\$5,000	\$ 5,000	\$ 0	\$ 5,000
55270	WYL Committee	\$ 767.08	\$12,500	\$ 8,000	\$ 0	\$12,500
	Totals	\$ 1,363.59	\$21,000	\$21,000	\$ 0	\$21,000

*As of January 31, 2021.

- Line item 50095 is for the CLE comps for the Public Service Leadership Award recipients. In the past few years, recipients have not been redeeming their free CLE benefit. The WYLC may want to consider whether to continue to offer this as a benefit or change what is offered.
- Line item 55266 allocates funding for outreach events. In FY20, fiscal year the WYLC planned to host two outreach events in conjunction with the two meetings outside Seattle and one end of year outreach event in September. However, due to the COVID-19 pandemic, outreach events

did not occur. For FY21, the pandemic continues to impact in-person events and the WYLC may reconsider using these funds in a different way.

- Line item 58525 allocates the ABA Scholarship Awards. In the past, the WYLC awarded up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC increased the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates and/or increase the award amounts for recipients. However, in FY21, the ABA meetings were free and virtual so the WYLC may reconsider what to do with these funds in the future.
- Line item 55270 allocates meeting costs, which currently includes three out of Seattle meetings. Generally, the WYLC hosts two - three outside of Seattle meetings in a year. Overall, this cost went down significantly in FY20 due to the COVID-19 pandemic and transition to virtual only meetings. Starting in FY20, this also included an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings. In FY21, due to the pandemic, the WYLC has been meeting virtually with no costs incurred to date. The reforecast FY21 number assumes the WYLC may be able to meet in person in Portland, OR with the Board of Governors in July 2021.

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 Julianne Unite by **March 13, 2021**. This request must include the following information:

1. What is the change/request?	
2. What is the amount? <ul style="list-style-type: none"> ○ 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	

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 Brian Neuharth (brian.neuharth@hotmail.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: Aaron Haynes

Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

The ABA YLD passed a resolution at the Mid-Year Conference to establish a National Young Lawyers Week (NYLW) to celebrate the contributions, importance, diversity, and leadership of the young lawyer within the legal profession and community. More information can be found here:
https://www.americanbar.org/content/dam/aba/administrative/young_lawyers/meetings/2021/midyear/21-9yl.pdf

The ABA YLD has not set a date for when the week will occur, but it is an opportunity for the WYLC to coordinate with the ABA YLD to celebrate young lawyers in Washington.

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

Beyond participating in the NYLW, not at this time.

3. Is there anything you need from the WYLC?

Not at this time.

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

Member: Alixanne Pinkerton

Region Represented: South Central

1. Are there any initiatives with the local young lawyers we should know about?

Not at this time.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

Not at this time.

3. Any feedback from constituents on WYLC activities?

Not at this time.

4. Is there anything you need from the WYLC?

Not 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: Catherine Holm

Region Represented: Greater Olympia

1. Are there any initiatives with the local young lawyers we should know about?

Nope – still no activities due to COVID

2. Any recruitment actions were taken in the last 2 months? Were they successful?

N/A

3. Any feedback from constituents on WYLC activities?

N/A

4. Is there anything you need from the WYLC?

N/A

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: Chelsie Elliott

Region Represented: Southwest

1. Are there any initiatives with the local young lawyers we should know about?

The Clark County Superior Court is reviving the pro se docket volunteer program. We need volunteers that are available Wednesday afternoons to sit in on the pro se family law dockets and help the Commissioners fill out orders.

2. Any recruitment actions were taken in the last 2 months? Were they successful?
3. Any feedback from constituents on WYLC activities?
4. Is there anything you need from the WYLC?

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: Marye Scott

Region Represented: Greater Spokane

1. Are there any initiatives with the local young lawyers we should know about?

The Spokane Young Lawyers Division (SYLD) has been discussing different ways to get more involved in public service. The first step is to reach out to the new Volunteer Lawyer Program Coordinator.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

SYLD is working on putting together a 3L focused panel in the spring at GU Law. The hope is to provide valuable insight into what it means to be a young lawyer, answer any questions the students may have, and recruit future members for the SYLD.

3. Any feedback from constituents on WYLC activities?

Not that I am aware.

4. Is there anything you need from the WYLC?

Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

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- 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: Riley Moos

Region Represented: Pierce County

1. Are there any initiatives with the local young lawyers we should know about?

Pandemic related-restrictions and health/safety concerns continue to have an impact. Specifically, young lawyers who have relocated during the pandemic were looking for ways to get connected (virtually) with other young attorneys in the Pierce County area, especially those relocating from out of state, as it has been harder to find connections during COVID restrictions. I connected individuals with TPCBA (the local bar association) and the minority bar association, as well as directing them to WYLC page on the WSBA site.

TPCBA clinics have remained virtual. TPCBA has mentioned a drop off in volunteer attorneys for clinic, specifically the adult criminal record expungement clinic. Therefore, this clinic has not been happening during the pandemic, but referrals still demonstrate a need. May be worthwhile to see if new, young lawyers have the ability and capacity to volunteer for the clinic.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

I plugged the WYLC at two virtual events for law students. I am unsure about the success, but attendees were made aware of the WYLC and its activities.

3. Any feedback from constituents on WYLC activities?

No feedback received.

4. Is there anything you need from the WYLC?

Nothing needed at this time.

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: Zachary Bryant

Region Represented: Northwest

1. Are there any initiatives with the local young lawyers we should know about?

Not at this time. Covid-19 continues to have significant impacts. Continue to strongly suggest volunteer opportunities should be stressed, especially to access to justice initiatives as a way for young and new lawyers to integrate themselves into their community and local bar

2. Any recruitment actions were taken in the last 2 months? Were they successful?

n/a

3. Any feedback from constituents on WYLC activities?

n/a

4. Is there anything you need from the WYLC?

n/a

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WYLC Chair Brian Neuharth (brian.neuharth@hotmail.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: Zachary E. Davison

Region Represented: King County

1. Are there any initiatives with the local young lawyers we should know about?

I believe I reported on this last meeting, but there is a strong desire by King County constituents to get involved in the community and provide pro bono services. Local organizations are currently looking for ways to connect willing volunteers with opportunities. One initiative is the “help desk” program at the King County Courthouse. This program is still in development, but may provide an opportunity for our constituents soon.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

I invited one new person to our upcoming meeting. If she shows up, then my recruiting was a success!

3. Any feedback from constituents on WYLC activities?

No.

4. Is there anything you need from the WYLC?

No.

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 Brian Neuharth (brian.neuharth@hotmail.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: Aaron Haynes

Project: Awards

1. What did the project team do in the last 2 months?

The project team took no action the last two months.

2. What does the project team plan to do in the next 2 months?

Update the ABA YLD scholarship process given that the conferences are currently virtual. Set application deadline and announcement date for Public Service & Leadership Awards, which may coincide with National Young Lawyers Week.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Not at this time.

4. Anything additional you would like to share?

Not at this time.

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 Brian Neuharth (brian.neuharth@hotmail.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

Project: RRR/ATJ

1. What did the project team do in the last 2 months?

Currently, this project is focusing on supporting the WSBA's Rural Practice Project. The project is currently in the process of attempting to become a new WSBA committee. A proposal presentation will occur during the April 16th -17th BOG meeting.

2. What does the project team plan to do in the next 2 months?

The project is discussing categories of solutions for some of the main issues concerning rural recruitment with external stakeholders for feedback. There are several feedback sessions scheduled in March and April.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Perhaps official support from the WLC for the creation of the WSBA Rural Practice Committee.

4. Anything additional you would like to share?

Not at this time.

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 Brian Neuharth (brian.neuharth@hotmail.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: Zachary E. Davison

Project: Bylaws and Governance Project

1. What did the project team do in the last 2 months?

Drafted cover memo and proposed amendments to Section XII of bylaws (attached).

2. What does the project team plan to do in the next 2 months?

Finalize memo, proposed amendments, and submit package to BOG.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Depending on feedback on draft memo and amendment, we may need additional research and analysis.

4. Anything additional you would like to share?

Nope.

TO: WSBA Board of Governors
FROM: Washington Young Lawyers Committee
Julianne Unite, Member Services and Engagement Manager
RE: WSBA Bylaws Amendments—Proposed Changes Young Lawyer Title and Definition
DATE: March 13, 2021

ACTION: Approve proposed WSBA Bylaws Amendments to Section XII. Young Lawyers

1. Introduction and Summary of Request

Over the past year and a half, the Washington Young Lawyers Committee (WYLC) has discussed the benefits of and drawbacks to amending Section XII of the Bylaws (the “Bylaws”) of the Washington State Bar Association (WSBA). This discussion was, in part, a response to initiatives from other jurisdictions around the country to expand the notion of what it means to be a “new” or “young” lawyer. As a result of this discussion, the committee has determined that an amendment to Section XII will serve its constituents and further the WSBA’s Guiding Principles. Specifically, the purpose of this proposed amendment is to (1) promote diversity and inclusion within the bar; (2) enhance member engagement; and (3) extend reach of the WYLC’s programming and services to members wishing to benefit from those programming and services.

Section XII, currently titled “Young Lawyers,” includes two subsections, one that lists the “Purpose” of Section XII and another that lists the “Definition” of who is considered “Young Lawyers” for purposes of qualifying for WYLC membership and participating in certain activities.¹ The current version of Section XII is as follows:

XII. YOUNG LAWYERS

A. PURPOSE

There will be a member segment within the Bar identified as “Young Lawyers” for the purposes of encouraging the interest and participation of (i) new and young lawyers and law students in the activities of the Bar; and (ii) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and (iii) upholding and supporting the Guiding Principles of the Bar.

¹ For some WSBA programming, e.g., New Member Education (NME), the WSBA uses a separate new lawyer definition that will be unaffected by this proposed Bylaw amendment.



B. DEFINITION

Active lawyer members of the Bar will be considered Young Lawyers until the last day of December of the year in which the member attains the age of 36 years or until the last day of December of the fifth year after the year in which such member first was admitted to practice as a lawyer in any state, whichever is later.

As written, Section XII excludes categories constituents who would benefit from the WYLC's programming and services but, due to immutable circumstances not currently accounted for under the rule, would not qualify as a "Young Lawyer". In support of a potential amendment, the WYLC polled its constituents to obtain additional feedback and assess support for a broader, more inclusive version of Section XII that promotes diversity and inclusion within our legal community. In response to the results of the poll, as well as its ongoing discussion, the WYLC concluded that Section XII should be amended to provide broader coverage to new and young attorneys within Washington State. Specifically, the WYLC proposes an amendment to Section XII that: (1) changes the term "Young Lawyers" to "New and Young Lawyers"; (2) removes the currently imposed age restriction of 36 years old; and (3) extends the years of practice requirement to 10 years.

2. Discussion

a. History and Approach of Other Jurisdictions

During its September 14, 2019, a WYLC committee member reported that the American Bar Association had recently voted on changing the definition of a "young lawyer" and notified the WYLC that other jurisdictions were assessing similar changes throughout the country. The WYLC began discussing whether the WSBA's of "Young Lawyers" should be modified in response to a broader initiative across all jurisdictions. In doing so, the committee looked at narrower examples, such as the definition of "young lawyers" the [American Bar Association](#) imposes, as well as broader examples, such as the definition used in [New York](#) (no age restriction; open to "attorneys admitted 10 years or less"). Other jurisdictions, including the neighboring [State of Oregon](#) ("[e]very lawyer who has practiced six years or less, or is 36 years old or younger (whichever is later) is automatically a member of the ONLD"), take an intermediate approach. The committee noted that the current version of Section XII tracks the narrowest definition of "young lawyers" that the committee could find.

The committee also considered other initiatives to promote the inclusion of "new" and "young" lawyers in other organizations, including the King County Bar Association's recent initiative to change the name of its "Young Lawyers Division" to "New Lawyers Division"—with a stated mission of "further[ing] the objectives of new and aspiring lawyers by representing the diverse interests of the Division's members to the Association and the legal community, creating opportunities for continuing legal education, mentoring, and networking, as well as addressing the needs of the community through pro bono and volunteer service."

Through this process, the WYLC identified an opportunity to revise Washington’s definition of “young lawyers”, garnered preliminary support for the project, and began charting a course to determine what, if any, amendments to Section XII the WYLC should propose.

b. Stakeholder Feedback

As an initial step, the WYLC resolved to determine whether its constituents felt that an amendment was needed. On June 1, 2020, the WYLC surveyed its new members about a potential revision to the WSBA’s definition of “Young Lawyer.” The pertinent survey questions, and the corresponding responses, were as follows:

Question	Response (%)		
	Yes	No	No Opinion
Q30. Should the WSBA consider amending the WSBA definition of a young lawyer to remove the age restriction and extend the years of practice to 10 years?	<u>49.55%</u>	20.47%	29.97%
Q31. Does the current WSBA's young lawyer definition accurately reflect your understanding of a "young lawyer"? ²	<u>41.84%</u>	32.64%	22.55%
Q32. Should the age restriction (36 years or younger) remain in the definition of WSBA young lawyer?	18.34%	<u>55.92%</u>	25.74%
Q34. Should the WSBA young lawyer name and definition align with the definition of a WSBA member, which includes lawyers, limited license legal technicians (LLTs), and limited practice officers (LPOs)?	28.57%	<u>36.31%</u>	35.12%

In addition to these questions, the survey asked whether “the years of practice (5 years or less) be extended in WSBA’s definition of a young lawyer and, if so, to how many?” (**Q33**) 25.82% of respondents said no. 3.26% of respondents said yes, to six (6) years. 8.61% of respondents said yes, to seven (7) years. 6.53% of respondents said yes, to eight (8) years. 0.30% of respondents said yes, to nine (9) years. 27.89% of the respondents said yes, to ten (10) years. 24.93% of respondents had no opinion.

The committee also received unsolicited feedback from other members of the bar in support of a proposed amendment. For example, we received notification that international attorneys who recently moved to Washington State are interested in participating in the WYLC’s networking programs as part of their job hunt. Yet, many of these members do not qualify under the existing definition, since they are over age 36 and have been licensed to practice law in their foreign jurisdiction for greater than five years. Through its outreach and discussion with other WSBA members, the committee broadly observed that, although there may only be a handful of constituents who fall at the margins of the existing version of Section XII (and who would thus benefit from a more inclusive definition), those individuals feel strongly about their need to be included within the purview of Section XII.

² 2.97% of respondents stated that they do not understand the definition of “young lawyer.”

c. WYLC Analysis

The poll results, as well as the committee's informal discussions with constituents, reflected popular support for an amendment to Section XII. At its next meeting, the WYLC conferred on a series of tentative changes designed to implement the feedback it received. Specifically, the WYLC solicited discussion and debate on the following proposals:

1. Current definition should be amended to reflect constituent responses to Q30 and Q31. Amendments should remove age restriction and extend years of practice to 10 years pursuant to responses to Q30.
2. Remove "until the last day of December of the year in which the member attains the age of 36 years or" and ", whichever is later" to reflect constituent responses to Q30 and Q32.
3. Replace "fifth" with "tenth" to reflect constituent responses to Q30 and Q33.
4. No change to "[a]ctive lawyer members of the Bar" (emphasis added) pursuant to constituent responses to Q34.

The WYLC also discussed whether (1) the phrase "first admitted to practice as a lawyer in **any state**" (emphasis added) should be changed to "first was admitted to practice as a lawyer in Washington state" and (2) whether the term "Young Lawyer" should be revised to be more inclusive and less age-focused.

Committee members largely favored extending the "years of practice" requirement to ten years and removing the age restriction altogether. A concern was raised that, by removing the age restriction and extending the "years of practice" requirement, we would defeat the purpose of what it means to be a young lawyer. Committee members noted that other services and programming are available to constituents who do not fit within Section XII's current restrictions. Other members noted that, if someone within this category wished to participate in a WYLC event, or utilize a new member benefit, there was no significant reason to deny them that opportunity—particularly since the WYLC rarely meets its capacity at outreach events under the existing version of Section XII. The consensus was that, in practice, there appears to be little downside to offering these opportunities to a larger segment of the WSBA and offering "new" and "young" lawyer services and benefits to a broader group of attorneys.

The WYLC raised the practical implications (and shortcomings) of maintaining an age restriction and shorter "years of practice" requirement. For example, a new attorney admitted to the bar at the age of 37 would automatically be precluded from relying on the age-component of the existing Section XII.B. for purposes of leveraging the benefits of the WYLC. Although the committee noted that the "years of experience" component was designed to protect against this scenario, the committee discussed additional circumstances in which the existing language might be unfairly restrictive. For example, a person admitted to the bar at 37, has a child at age 38, and chooses to withdraw from practice for the next five years, would be precluded from receiving new member privileges of the WYLC upon returning to practice—even though this person could still benefit from those privileges and new member services.

Through this discussion, the committee observed that the current restrictions might therefore impose restrictions on less advantaged segments of the Bar, such as attorneys providing for single-parent households, attorneys tending to an elderly or sick family member, attorneys experiencing chronic illnesses or other medical conditions, and other

attorneys whose life circumstances might require them to step away from their practice during the period in which they would qualify under the existing version of Section XII. In these scenarios, a person returning to practice after the age of 36 and after five years of admittance would unfairly be precluded from enjoying certain new member benefits and services.

The committee also considered situations in which the “[a]ctive lawyer members of the Bar” component of Section XII.B. might be unduly restrictive. For example, a person over the age of 36 might relocate to Washington after being barred in another state for over five years. Although that person might benefit from WYLC services, including for example networking events and opportunities to meet local attorneys who are also new to the legal community, they would be excluded from participation under the existing definition.

The committee unanimously agreed that the term “Young Lawyers” should be modified to more accurately reflect the other proposed changes to Section XII and to be less age-focused. Committee members agreed that, even under the existing version of Section XII, an attorney who is not necessarily young (because they did not enter the legal profession until later in life), but who qualifies under the “years of experience” prong, might either feel excluded under the existing terminology or not be aware that they qualify for the corresponding benefits and programming. Comparatively, the committee could not identify any legitimate reason to maintain the existing terminology, so long as the amended terminology accurately reflects the intended membership.

Finally, the WYLC believes that the pros and cons of the proposed amendment should be weighed in the context of the ongoing COVID-19 pandemic. New and young lawyers entering the legal market are faced with unique challenges that attorneys did not experience in the pre-pandemic world. The committee observed that, in the “remote” and “virtual” world we currently live in, a larger segment of the bar is likely looking for more opportunities to network with peers, develop mentorship relationships, and provide volunteer services. By providing services to a larger segment of the bar, the WYLC can fill this projected need.

d. Implementation Implications and Fiscal Impact of Proposed Amendment

The committee discussed whether an amendment to cover a broader segment of the WSBA might overextend the WYLC’s resources and require budget changes. The WYLC does not currently foresee the need for additional Outreach Events, increased scholarships, or changes to meeting costs as a result of the proposed amendment. For these reasons, the WYLC does not currently anticipate any increase in any of the three expense line items associated with the WYLC (55266 WYLC Outreach Events; 58525 WYLC ABA Scholarship; 55270 WYL Committee). Should the proposed Bylaw amendment be implemented, the WYLC will endeavor to fill one of its seats with a member who qualifies within the newly amended language (e.g., an attorney over 36 years and who has been practicing between five and ten years). The WYLC anticipates questions from constituents concerning the amendment and will be prepared to address those questions.

3. Proposed Amendment & Rule Compliance

The proposed amendment agreed upon by the WYLC, reflected in redline, is enclosed as **Exhibit A**. A clean copy of the proposed amendment is attached as **Exhibit B**. The changes reflected in these enclosures are intended to

address the considerations discussed above. If adopted, other references in the Bylaws to “Young Lawyer(s)” will need to be updated to “New and Young Lawyer(s)”.

This Bylaw Amendment was approved by the WYLC on March 13, 2021 with [#] dissenting votes. Section XVI. Amendments of the WSBA Bylaws governs the next steps of this proposed amendment. Under Subsection A., the Bylaws “may be amended by the BOG at any regular meeting of the BOG” “All proposed bylaw amendments must be posted on the Bar’s website and presented for “first reading” at least one BOG meeting prior to the meeting at which the BOG votes on the proposed amendment, and the BOG will not vote on any proposed bylaw amendment at the meeting at which the amendment is originally proposed” Section XVI.B.

The WYLC respectfully requests that, in compliance with the requirements of Section XVI, the BOG post the proposed amendment to the Bar’s website and present for “first reading” at least one BOG meeting prior to the meeting at which the BOG votes on the proposed amendment. Please let me know if you have any questions or concerns, or need anything else from the WYLC.

Thank you,

Zachary E. Davison

Project Lead for WYLC Bylaws and Governance Project

(206) 359-6739

zdavison@perkinscoie.com

DRAFT

Exhibit A

XII. NEW AND YOUNG LAWYERS

A. PURPOSE

There will be a member segment within the Bar identified as “New and Young Lawyers” for the purposes of encouraging the interest and participation of (i) new and young lawyers and law students in the activities of the Bar; and (ii) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and (iii) upholding and supporting the Guiding Principles of the Bar.

B. DEFINITION

Active lawyer members of the Bar will be considered New and Young Lawyers ~~until the last day of December of the year in which the member attains the age of 36 years or~~ until the last day of December of the fifth-tenth year after the year in which such member first was admitted to practice as a lawyer in any Washington state, ~~whichever is later~~.

Exhibit B

XII. NEW AND YOUNG LAWYERS

A. PURPOSE

There will be a member segment within the Bar identified as “New and Young Lawyers” for the purposes of encouraging the interest and participation of (i) new and young lawyers and law students in the activities of the Bar; and (ii) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and (iii) upholding and supporting the Guiding Principles of the Bar.

B. DEFINITION

Active lawyer members of the Bar will be considered New and Young Lawyers until the last day of December of the tenth year after the year in which such member first was admitted to practice as a lawyer in Washington state.

TO: WSBA Board of Governors
FROM: Paris A. Eriksen, Volunteer Engagement Advisor
Terra Nevitt, Executive Director
DATE: February 23, 2021
RE: Second Reading/Action: Amendments to WSBA Bylaws regarding the At-Large positions

ACTION: Approve proposed amendments to the WSBA Bylaws, Article VI. ELECTIONS

As discussed at the November 2020 Board meeting, Article VI regarding the Board election provides a clear timeline for the congressional district position but does not provide the same level of detail for the At-Large positions. The Board voted to create a subgroup to review the draft amendments and elections processes. Governors Hunter Abell, Sunitha Anjilvel, and Russell Knight provided input to this proposal over the course of two meetings and several email communications. Governor Williams-Ruth provided initial input but withdrew from the subgroup and is not a collaborator on the final recommendation.

To summarize, the subgroup agreed to the following updated amendments:

- two application deadlines,
- one election timeline, and
- clarifying language regarding eligibility disputes.

The subgroup felt strongly, in particular to avoid confusion and voter fatigue, that all stipulated Board positions should be placed on one ballot with one election timeframe. However, given the additional procedures required for the At-Large positions, the subgroup agreed it would be reasonable and more equitable to set the At-Large application deadline in advance of the congressional deadline. This provides the opportunity for those who do not meet the criteria set forth by the respective Committees the opportunity to consider service in a congressional district position or as president-elect if desired and eligible. Lastly, the subgroup sought to clarify more explicitly, that the ultimate arbiter of any eligibility disputes would be the Board of Governors.

The following amendments carry-over from the November 2020 version:

- remove reference to appointment process for the At-Large positions,
- expand the reference to an election to be inclusive of both Congressional and At Large positions, unless the distinction is necessary,
- modify timelines and,
- include copy edit changes throughout for consistency.

Note: a ‘calendar view’ of the shift in the overall Board elections timeline set forth in these amendments.

	FEB	MAR	APR	MAY	JUNE
CURRENT Congressional District Elections	Feb. 15 Application Deadline	Voting March 15 – April 1			
CURRENT At Large Appointment			Apr. 20 Application Deadline	Appointed by BOG at May or June meeting	
REVISED PROPOSAL At-Large Positions		March 15 Application Deadline	April 23 Candidates Identified by Committee		Voting June 1 - 15
Congressional District Positions				May 1 Application Deadline	

Background

In April 2020, the Washington Supreme Court approved amendments to the WSBA Bylaws regarding Article IV. Governance and Article VI. Elections. The approved amendments included, 1) changes to the Governor At-Large positions from appointed by the Board to elected by WSBA members and, 2) the candidates for two of the At-Large positions to be identified by the Washington Diversity Committee.

However, remnants of the previous processes remain in Article VI. These remnants include, 1) an appointment process and requisite deadline for the At-Large positions and, 2) a requisite timeline for the congressional district elections that does not include the At-Large positions nor account for the aforementioned committee’s obligations within the Bylaws. Therefore, the goal of the amendments is to address the need to align processes and modify the overall timeline for Governor elections.

The amendments include feedback from the staff liaisons for both the Diversity and Washington Young Lawyers Committees. The Washington Diversity Committee and Washington Young Lawyers Committee are aware of the need to update the Bylaws to clarify the election process. The Chair(s) of both committees have received these amendments and been invited to provide feedback. Additionally, given that the draft timeline may overlap with some section elections, feedback has been solicited from section leaders.

Incl.,

WSBA Bylaws Article VI. ELECTIONS draft amendments, updated redline

WSBA Bylaws Article VI. ELECTIONS draft amendments, updated clean copy

VI. ELECTIONS

A. ELIGIBILITY FOR MEMBERSHIP ON BOARD OF GOVERNORS

1. **Governors from Congressional Districts:** Any Active member of the Bar, except a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply for election as Governor from the Congressional District, or geographic regions within the Seventh Congressional District, in which such person resides.

Members that have served as Governors for more than 48 consecutive months at time of filing an application, are not eligible to be nominated or apply for election or appointment as Governor from the Congressional District, At- Large Governor position, or geographic regions within the Seventh Congressional District, in which such person resides, for a period of 36 months after the conclusion of that term of service. Any disputes regarding the eligibility of a member to serve on the Board of Governors shall be addressed by the Board of Governors.

2. **At Large Governors:** There will be a total of three At Large Governor positions.
 - a. **Two At Large (“Member At Large Governor”) Positions:** Any Active member of the Bar, except a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply.
 - b. **One Young Lawyer (“Young Lawyer At Large Governor”) Position:** Any Active lawyer member of the Bar who qualifies as a Young Lawyer as set forth in these Bylaws, except for a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply.
3. **Filing of nominations and applications** must be in accordance with this Article.

B. NOMINATIONS AND APPLICATIONS

1. Applications for the Board of Governors must be for one position only and filed in the office of the Bar not later than 5:00 p.m., on the 1st day of May of the year in which the election is to be held. If this day falls on a day in which the office of the Bar is closed, the deadline will be 5:00 p.m. of the following business day.
2. Applications for the position of President-elect must be filed by the deadline set forth in the notice published in the Bar’s official publication and posted on the Bar’s website; notice must be given not less than 30 days before the filing deadline.
3. In the event no application is made for a seat, the position will be treated, advertised, and filled by Board appointment until the next election cycle only, in which the position will be included in the election cycle for the remainder of the term.

C. ELECTION OF GOVERNORS

1. Election of one Governor from each Congressional District and for the At-Large positions will be held every three years as follows:
 - a. Third, Sixth, Eighth Congressional Districts and the North region of the Seventh Congressional District and one At Large Member Governor – 2014 and every three years thereafter.
 - b. First, Fourth, Fifth Congressional Districts and the South region of the Seventh Congressional District and one At Large Young Lawyer Governor – 2015 and every three years thereafter.
 - c. Second, Ninth and Tenth Congressional Districts and one At Large Member Governor – 2013 and every three years thereafter.
2. Voting in the Election of Governors will be conducted in the following manner:
 - a. Eligibility to Vote. All Active members, as of May 1st of each year, are eligible to vote in the BOG election. For Congressional Districts, all Active members are eligible to vote in the BOG election for their district, subject to the election schedule shown above. Active members residing in the State of Washington may only vote in the district in which they reside. Active members residing outside the State of Washington may only vote in the district of the address of the agent they have designated within the State of Washington for the purpose of receiving service of process as required by APR 13, or, if specifically designated to the Executive Director, within the district of their primary Washington practice.
 - b. Ballots. On June 1st of each election year, the Executive Director will ensure delivery of ballots containing the names of all candidates for Governor for each District and At Large Governor seats in which an election is to be held to each Active member eligible to vote.. Elections will be conducted electronically using a secure process (“electronic voting”). Active members who are eligible to vote in an election may request a paper ballot to be used in place of the electronic ballot. Electronic ballots will be sent to active members eligible to vote in an election, and will include information about how to vote by electronic voting. Should any Active member eligible to vote fail to receive a ballot, or receive a defective ballot, the member may obtain a replacement ballot by furnishing proof of eligibility to the Executive Director, and upon returning the defective ballot if the member received a paper ballot.
 - c. Voting Procedure. Each Active member eligible to vote in the election may vote in one of the following ways. Each member has only one vote. Only one vote will be counted from any member who inadvertently votes both by paper ballot and by electronic means:
 - 1) By paper ballot. Paper ballots will be available upon request. The member must submit the request by June 1st and cause the envelope containing the ballot to be delivered to the office of the Bar by no later than 5:00 p.m. (PDT) on June 15th of that election year. Alteration of or addition to the ballot, other than the marking of the member's choice, invalidates the ballot.
 - 2) By electronic voting. Voters will be sent links to their ballots via email. Voting must be completed by no later than 5:00 p.m. (PDT) on June 15th of that election year.

- d. Voting System. In any election for membership on the BOG, if there is only one qualified candidate nominated, then that candidate will be declared elected. If there are only two candidates for a position, then the candidate receiving the highest number of votes will be declared elected. If there are more than two candidates, and if no candidate receives more than 50% of the total vote, the two candidates receiving the highest number of votes will participate in a run-off election. In the event of a tie for the second highest vote total, all candidates who are tied will participate in the run-off election along with the candidate who received the most votes.

If a run-off election is necessary, the Executive Director in consultation with the President will designate the date for delivering the ballots and the deadline for voting, which will be no later than 5:00 p.m. (PDT), June 30th. The candidate receiving the highest number of votes will be declared elected.

- e. Checking and Custody of Ballots. The Executive Director will maintain custody of all satisfactorily identified and signed paper ballot envelopes, segregated as to position. The paper ballot will remain in the custody of the Executive Director until counted. Any paper ballots not enclosed in an envelope, satisfactorily identified and signed, will not be counted.
- f. Electronic votes must be verified and securely stored by the online voting vendor.
- g. Counting of Ballots. Paper ballots will be counted by the Executive Director or their designee under the supervision of the Election Board, and electronic ballots will be counted by the online voting vendor. The ballot verification process will be supervised by an Election Board of not less than three Active members appointed by the President. At least two members of the Election Board must be present (in person or by video conference) at any count of paper ballots. Any Active member of the Bar may be present at such count of paper ballots.

The Executive Director will establish and follow a procedure that will ensure that no member's vote is counted more than once.

Promptly upon determination of the election results, the Election Board will forward the results to the Executive Director, who will notify each candidate as promptly as reasonably possible of the result of the election and publicly announce the election of the successful candidates. Official written notice of the election results also will be emailed to each candidate.

- h. Retaining Ballots. All paper ballots and identifying return envelopes must be retained in the custody of the Executive Director. The elections vendor must retain the electronic voting data, and maintain an auditable trail of the election, for no less than 90 days after the close of the election.
- i. If no challenge to the ballot count has been made after 90 days, the ballots and identifying return envelopes may be destroyed, and the Executive Director will notify the vendor to destroy the data and auditable trail for that election.

3. Eligibility Requirements: Election of At Large Governors

At-Large Governors shall be elected by the Members as follows:

- a. Member At Large Governors: After notice of the position has been adequately provided to all members, the Diversity Committee shall forward at least three candidates who have the experience and knowledge of the needs of those members whose membership is or may be historically underrepresented in governance, or who represent some of the diverse elements of the public of the State of Washington, to the end that the BOG will be a more diverse and representative body than the results of the election of Governors based solely on Congressional Districts may allow. Underrepresentation and diversity may be based upon, but not be limited to age, race, gender, sexual orientation, disability, geography, areas and types of practice, and years of membership, provided that no single factor will be determinative. The Executive Director shall then place all candidates forwarded by the Diversity Committee on the ballot to be elected by all eligible voting members. If the Diversity Committee forwards less than three candidates by April 23rd, the Executive Director shall notify the BOG, which may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Diversity Committee on the ballot to be elected by all eligible voting members.
- b. Young Lawyer At Large Governor: The Washington Young Lawyers Committee shall forward at least three candidates to the BOG who qualify as Young Lawyers as defined by Article XII(B) of these Bylaws in the year of the election by April 23rd. The BOG shall then place all candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these Bylaws. If the Washington Young Lawyers Committee forwards less than three candidates the BOG may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these Bylaws.

D. ELECTIONS BY BOARD OF GOVERNORS

1. Office of President-Elect.

The BOG will elect an Active lawyer member of the Washington State Bar Association to serve as President-elect. The election shall take place during a BOG meeting not later than the 38th week of each fiscal year, and will be by secret written ballot. The President-elect will take office upon the incumbent President-elect becoming President or upon vacancy of the office of President-elect.

If at the time of election, no President-elect in the preceding three years was an individual whose primary place of business was located in Eastern Washington, the President-elect must be an individual whose primary place of business is located in Eastern Washington. For purposes of these Bylaws, "Eastern Washington" is defined as that area east of the Cascade mountain range generally known as Eastern Washington. In any year where the President-elect must be an individual from Eastern Washington and no qualifying application is received within the timeframe allowed, the President will advise the BOG, and the BOG, at any regular meeting or special meeting called for that purpose, will establish procedures to re-open and extend the application period or otherwise address the issue. Such action by the BOG may include waiver of any geographic limitation for the year in question.

2. Treasurer

The Treasurer must be a current lawyer Governor and will be nominated and elected by the BOG at the second to the last regularly scheduled BOG meeting of the fiscal year. The Treasurer will be elected by simple majority of Governors voting. In the event there is more than one nomination, the vote will be by secret written ballot.

3. Election Procedures for President and President-elect

Elections of President and President-elect elections, and any other elections held by the BOG under these Bylaws, are conducted as follows:

- a. Notice of the position will be advertised in the Bar's official publication and on the Bar's website no less than 30 days before the filing deadline and must include the closing date and time for filing candidate applications.
- b. Following expiration of the closing date and time identified, all candidate names will be posted publicly.
- c. The BOG may appoint a committee to recommend candidates to the BOG from all who have submitted their applications for a position in a timely manner.
- d. All recommended candidates, or others as determined at the discretion of the BOG, will be interviewed in public session of the BOG's meeting. Candidates who are competing for the same position must not be present for each other's interviews.
- e. Discussion of the candidates will be in public session but candidates will be asked by the President not to be present.
- f. Election of candidates will be conducted by secret written ballot.
- g. If no candidate for a given position receives a majority of the votes cast, the two candidates receiving the highest number of votes will be voted on in a run-off election. In the event of a tie for the second highest vote total, all candidates who are tied will participate in the run-off election along with the candidate who received the most votes. The candidate with the most votes in the run-off will be deemed the winner.
- h. Ballots will be tallied by three persons designated by the President, one of whom will be the Executive Director.
- i. Proxy votes are not allowed; however, a Governor who participated in the interview and discussion process by electronic means may cast a vote telephonically via a confidential phone call with the Executive Director and the other persons designated by the President to count the ballots.
- j. The elected candidate will be announced publicly following the vote. However, the vote count will not be announced and all ballots will be immediately sealed to both the BOG and the public and remain in the custody of the Executive Director for 90 days, when they will be destroyed.

Sections E, F and G are unchanged.

VI. ELECTIONS

A. ELIGIBILITY FOR MEMBERSHIP ON BOARD OF GOVERNORS

1. Governors from Congressional Districts: Any Active member of the Bar, except a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply for election as Governor from the Congressional District, or geographic regions within the Seventh Congressional District, in which such person resides.

Members that have served as Governors for more than 48 consecutive months at time of filing ~~or an~~ application, are not eligible to be nominated or apply for election or appointment as Governor from the Congressional District, At-Large Governor position, or geographic regions within the Seventh Congressional District, in which such person resides, for a period of 36 months after the conclusion of that term of service. Any disputes regarding the eligibility of a member to serve on the Board of Governors shall be addressed by the Board of Governors.

2. At Large Governors: There will be a total of three At Large Governor positions.
 - a. Two At Large (“Member At Large Governor”) Positions: Any Active member of the Bar, except a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply.
 - b. One Young Lawyer (“Young Lawyer At Large Governor”) Position: Any Active lawyer member of the Bar who qualifies as a Young Lawyer as set forth in these Bylaws, except for a person who has previously served as a Governor for more than 48 consecutive months, may be nominated or apply ~~for election as an At Large Governor.~~

~~Members that have served as an At Large Governor for more than 48 consecutive months at time of filing or application, are not eligible to be nominated or apply for election or appointment as an At Large Governor from the Congressional District, At Large Governor position or geographic regions within the Seventh Congressional District, or in which such person resides, for a period of 36 months after the conclusion of that term of service.~~

3. Filing of nominations and applications must be in accordance with this Article.

B. NOMINATIONS AND APPLICATIONS

1. Applications for the Board of Governors ~~elected from Congressional Districts~~ must be for one position only and filed in the office of the Bar not later than 5:00 p.m., on the 15th-1st day of February-May of the year in which the election is to be held. If this day falls on a day in which the office of the Bar is closed, the deadline will be 5:00 p.m. of the following business day.
- ~~2. Applications and nominations for At Large Governor positions must be filed in the office of the Bar not later than 5:00 p.m. on the 20th day of April of the year in which the election or nomination is to be held.~~

~~3-2.~~ Applications for the position of President-elect must be filed by the deadline set forth in the notice published in the Bar's official publication and posted on the Bar's website; notice must be given not less than 30 days before the filing deadline.

~~4-3.~~ In the event no application is made for a ~~Congressional District~~ seat, the position will be treated, advertised, and filled by Board appointment as an at-large position for that until the next election cycle only, in which the position will be included in the election cycle for the remainder of the term.

~~5-4.~~

C. ELECTION OF GOVERNORS

1. Election of one Governor from each Congressional District and for the ~~at~~At-large positions will be held every three years as follows:
 - a. Third, Sixth, Eighth Congressional Districts and the North region of the Seventh Congressional District and one At Large Member Governor – 2014 and every three years thereafter.
 - b. First, Fourth, Fifth Congressional Districts and the South region of the Seventh Congressional District and one At Large Young Lawyer Governor – 2015 and every three years thereafter.
 - c. Second, Ninth and Tenth Congressional Districts and one At Large Member Governor – 2013 and every three years thereafter.
2. Voting in the Election of Governors will be conducted in the following manner: from ~~Congressional Districts~~
 - a. Eligibility to Vote. All Active members, as of ~~March~~May 1st of each year, are eligible to vote in the BOG election. For Congressional Districts, all Active members are eligible to vote in the BOG election for their district, subject to the election schedule shown above. Active members residing in the State of Washington may only vote in the district in which they reside. Active members residing outside the State of Washington may only vote in the district of the address of the agent they have designated within the State of Washington for the purpose of receiving service of process as required by APR 13, or, if specifically designated to the Executive Director, within the district of their primary Washington practice.
 - b. Ballots. On ~~March~~June 1st~~5th~~ of each election year, the Executive Director will ensure delivery of ballots containing the names of all candidates for Governor for each District and At Large Governor seats in which an election is to be held to each Active member eligible to vote in that District. Elections will be conducted electronically using via a secure process website ("electronic voting"). Active members who are eligible to vote in an election may request a paper ballot to be used in place of the electronic ballot. Electronic ballots will be sent to active members eligible to vote in an election, and will include information about how to vote by electronic voting. Should any Active member eligible to vote fail to receive a ballot, or receive a defective ballot, the member may obtain a replacement ballot by furnishing proof of eligibility to the Executive Director, and upon returning the defective ballot if the member received a paper ballot.

- c. Voting Procedure. Each Active member eligible to vote in the election may vote in one of the following ways. Each member has only one vote. Only one vote will be counted from any member who inadvertently votes both by paper ballot and by electronic means:
 - 1) By paper ballot. Paper ballots will be available upon request. The member must submit the request by June 1st and, after marking a ballot, place the ballot in the envelope marked "Ballot," place that envelope in the envelope directed to the Bar, print or type the member's name, sign the outside of the envelope, and cause the envelope containing the ballot to be delivered to the office of the Bar by no later than 5:00 p.m. (PDT) on April-June 15th of that election year. Alteration of or addition to the ballot, other than the marking of the member's choice, invalidates the ballot.
 - 2) By electronic voting. Voters will be sent links to their ballots via email. Voting must be completed by no later than 5:00 p.m. (PDT) on April 1st June 15th of that election year.
- d. Voting System. In any election for membership on the BOG, if there is only one qualified candidate nominated, then that candidate will be declared elected. If there are only two candidates for a position, then the candidate receiving the highest number of votes will be declared elected. If there are more than two candidates, and if no candidate receives more than 50% of the total vote, the two candidates receiving the highest number of votes will participate in a run-off election. In the event of a tie for the second highest vote total, all candidates who are tied will participate in the run-off election along with the candidate who received the most votes.

If a run-off election is necessary, the Executive Director in consultation with the President will designate the date for delivering the ballots and the deadline for voting, which will be no later than 5:00 p.m. (PDT), June 30th. 10 days after the date the ballots are delivered. The candidate receiving the highest number of votes will be declared elected.

- e. Checking and Custody of Ballots. The Executive Director will deposit-maintain custody of all satisfactorily identified and signed paper ballot envelopes, in receptacles segregated as to Districts position. The receptacles-paper ballot will remain in the custody of the Executive Director until the ballots are counted. Any paper ballots not enclosed in an envelope, satisfactorily identified and signed, will not be counted.
- f. Electronic votes must be verified and securely stored by the online voting vendor.
- g. Counting of Ballots. Paper ballots will be counted by the Executive Director or their designee under the supervision of the Election Board in the office of the Bar, and electronic ballots, if any, will be counted by the online voting vendor and certified. The election-ballot verification process will be supervised by an Election Board of not less than three Active members appointed by the President. At least two members of the Election Board must be present (in person or by video conference) at any count of paper ballots. Any Active member of the Bar may be present at such count of paper ballots.

The Executive Director will establish and follow a procedure that will ensure that no member's vote is counted more than once.

Promptly upon determination of the election results, the Election Board will forward the results to the Executive Director, who will notify each candidate as promptly as reasonably possible of the result of the election and publicly announce the election of the successful candidates. Official written notice of the election results also will be emailed to each candidate.

- h. Retaining Ballots. All paper ballots and identifying return envelopes must be retained in the custody of the Executive Director. The elections vendor must retain the electronic voting data, and maintain an auditable trail of the election, for no less than 90 days after the close of the election.
- i. If no challenge to the ballot count has been made after 90 days, the ballots and identifying return envelopes may be destroyed, and the Executive Director will notify the vendor to destroy the data and auditable trail for that election.

3. Eligibility Requirements: Election of At-Large Governors

At-Large Governors shall be elected by the Members as follows:

- a. Member At Large Governors: After notice of the position has been adequately provided to all members, the Diversity Committee shall forward at least three candidates who have the experience and knowledge of the needs of those members whose membership is or may be historically underrepresented in governance, or who represent some of the diverse elements of the public of the State of Washington, to the end that the BOG will be a more diverse and representative body than the results of the election of Governors based solely on Congressional Districts may allow. Underrepresentation and diversity may be based upon, but not be limited to age, race, gender, sexual orientation, disability, geography, areas and types of practice, and years of membership, provided that no single factor will be determinative. The ~~BOG~~Executive Director shall then place all candidates forwarded by the Diversity Committee on the ballot to be elected by all eligible voting members. If the Diversity Committee forwards less than three candidates by April 23rd, the Executive Director shall notify the BOG, which may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Diversity Committee on the ballot to be elected by all eligible voting members.
- b. Young Lawyer At Large Governor: The Washington Young Lawyers Committee shall forward at least three candidates to the BOG who qualify as Young Lawyers as defined by Article XII(B) of these Bylaws ~~as of December 31~~ in the year of the election by April 23rd. The BOG shall then place all candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these ~~bylaws~~Bylaws. If the Washington Young Lawyers Committee forwards less than three candidates the BOG may, at its option, select additional qualifying candidates on its own or place only those candidates forwarded by the Washington Young Lawyers Committee on the ballot to be elected by a vote of all Young Lawyer Members as defined in section XII(B) of these ~~bylaws~~Bylaws.

D. ELECTIONS BY BOARD OF GOVERNORS

1. Office of President-Elect.

The BOG will elect an Active lawyer member of the Washington State Bar Association to serve as President-elect. The election shall take place during a BOG meeting not later than the 38th week of each fiscal year, and will be by secret written ballot. The President-elect will take office upon the incumbent President-elect becoming President or upon vacancy of the office of President-elect.

If at the time of election, no President-elect in the preceding three years was an individual whose primary place of business was located in Eastern Washington, the President-elect must be an individual whose primary place of business is located in Eastern Washington. For purposes of these Bylaws, "Eastern Washington" is defined as that area east of the Cascade mountain range generally known as Eastern Washington. In any year where the President-elect must be an individual from Eastern Washington and no qualifying application is received within the timeframe allowed, the President will advise the BOG, and the BOG, at any regular meeting or special meeting called for that purpose, will establish procedures to re-open and extend the application period or otherwise address the issue. Such action by the BOG may include waiver of any geographic limitation for the year in question.

2. Treasurer

The Treasurer must be a current lawyer Governor and will be nominated and elected by the BOG at the second to the last regularly scheduled BOG meeting of the fiscal year. The Treasurer will be elected by simple majority of Governors voting. In the event there is more than one nomination, the vote will be by secret written ballot.

3. Election Procedures for President and President-elect

Elections of ~~At Large Governors,~~ President and President-elect elections, and any other elections held by the BOG under these Bylaws, ~~except elections for the position of Treasurer,~~ are conducted as follows:

- a. Notice of the position will be advertised in the Bar's official publication and on the Bar's website no less than 30 days before the filing deadline and must include the closing date and time for filing candidate applications.
- b. Following expiration of the closing date and time identified, all candidate names will be posted publicly.
- c. The BOG may appoint a committee to recommend candidates to the BOG from all who have submitted their applications for a position in a timely manner.
- d. All recommended candidates, or others as determined at the discretion of the BOG, will be interviewed in public session of the BOG's meeting. Candidates who are competing for the same position must not be present for each other's interviews.
- e. Discussion of the candidates will be in public session but candidates will be asked by the President not to be present.
- f. Election of candidates will be conducted by secret written ballot.
- g. If no candidate for a given position receives a majority of the votes cast, the two candidates receiving the highest number of votes will be voted on in a run-off election. In the event of a tie for the second highest vote total, all candidates who are tied will participate in the run-off

election along with the candidate who received the most votes. The candidate with the most votes in the run-off will be deemed the winner.

- h. Ballots will be tallied by three persons designated by the President, one of whom will be the Executive Director.
- i. Proxy votes are not allowed; however, a Governor who participated in the interview and discussion process by electronic means may cast a vote telephonically via a confidential phone call with the Executive Director and the other persons designated by the President to count the ballots.
- j. The elected candidate will be announced publicly following the vote. However, the vote count will not be announced and all ballots will be immediately sealed to both the BOG and the public and remain in the custody of the Executive Director for 90 days, when they will be destroyed.

Sections E, F and G are unchanged.

Process for recommending the WYLC Chair-elect in 2021

The WYLC begins the recommendations process for the chair-elect position as early as December each year but can also align with the WYLC member recommendations timeline; 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.

Application Process for Chair-elect position:

WYLC members interested in the Chair-elect position must email the current WYLC Chair and Staff Liaison expressing their interest. After the WYLC Chair and Staff Liaison confirm receipt, the applicant must complete an online application form through their myWSBA.org profile and upload a resume and cover letter.

Recommending the Chair-elect:

The WYLC recommendations team (formerly referred to as the “nomination/nominating team/committee”, consists of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will meet to review application materials and recommend the chair-elect for the following fiscal year (FY). The recommendation is subject to the approval of the BOG.

WSBA policies and bylaws information on recommending 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 2019)

The nominating committee of the Washington Young Lawyers Committee will nominate a Chair-elect from the committee no later than April 1 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 through the standard committee recruitment process. After appointment, the chair-elect will serve a total of three years on the committee: year one as Chair-elect, year two as Chair, and year three as Immediate Past Chair.

Process for recommending WYLC members in 2021

Roles on the WYLC recommendations team:

The recommendations team is made up of the WYLC leadership team, which includes the Chair, Chair-elect, Immediate Past Chair, the Board of Governors (BOG) 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 BOG Liaison and Staff Liaison will each have one vote, and the Immediate Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the recommendations. There is no limit on alternates that can be recommended and all members of the recommendation team should provide the names of people they would like to see listed as alternates.

Positions to fill:

- Chair-elect
- Peninsula Region
- King County
- South Central
- Greater Olympia
- North Central
- At-Large

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 recommendations 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:

- TBD

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

FY21 Recommendation of FY22 WYLC Members

Recommendation Team Roles:

The recommendation team is made up of the WYLC Immediate Past Chair, Chair, Chair-elect, the Board Liaison, and the Staff Liaison. The team will seek to reach consensus on the person to be recommended for each position, in addition to identifying alternatives for positions. 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 Immediate Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the recommendations. All members of the recommendation team should provide the names of people they would like to see listed as alternates. There is no limit on alternates that can be nominated.

Positions to Fill:

Region/Position	FY21 WYLC Member	Counties	Applicants/Candidates	Recommendation
Chair-elect	Emily Ann Albrecht	N/A		
Peninsula Region	Benjamin Hodges	Clallam, Grays Harbor, Jefferson, Kitsap, and Mason		
South Central	Alixanne Pinkerton	Yakima, Kittitas, and Klickitat		
Greater Olympia	Catherine Holm	Lewis and Thurston		
North Central	Vacant	Chelan, Douglas, Ferry, Grant, and Okanogan		
At-Large	Maha Jafarey	N/A		

Assessing Applicant Qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). Below is a criteria check list to help the recommendation team in selecting committee members.

Criteria	Always (3)	Often (2)	Seldom (1)	None (0)
Understands the various issues facing new and young lawyers				
Works toward promoting diversity and inclusion in the legal profession				
Shows initiative, leadership, and responsibility				
Engages with the legal community				
Establishes collaborative relationships				
Experience with other volunteer leadership roles				
Understands WSBA’s Mission and the role of the Bar				

In addition, the recommendation team should take into consideration the strengths of 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.

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