

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Virtual Only Via Zoom

Saturday, May 8, 2021 | 10:00 a.m. – 2:30 p.m.

AGENDA

10:00 a.m.	Welcome/Introductions/Plan for the Day	Brian Neuharth, Chair (and all)
10:15 a.m.	BOG Updates	Russell Knight, Governor At-Large representing New & Young Lawyers
10:30 a.m.	BOG At-large Young Lawyer (Interview and discussion)	Brian Neuharth
11:00 a.m.	WSBA Updates	Curtiss Melvin and Julianne Unite, Staff Liaisons
11:15 a.m.	WYLC Membership Updates	Curtiss Melvin and Julianne Unite
11:30 a.m.	FY22 WYLC Applications, Recruitment and Recommendations	Curtiss Melvin and Julianne Unite
11:50 a.m.	WYLC and Bar News	Alyssa Nevala and Marye Scott, WYLC Members
12:00 p.m.	Break for lunch	
12:30 p.m.	Representative Reports	All
12:50 p.m.	Project Team Updates (ATJ/RRR, Awards, Bylaws, Debt)	Project Team Leads
1:30 p.m.	FY21 Budget Team	Brian Neuharth et al
1:45p.m.	Dress Code Rules	Jordan Couch, Past Chair
2:00 p.m.	July WYLC meeting	Curtiss Melvin and Julianne Unite
2:30 p.m.	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 2020-2021 Committee Roster

<p>Brian Neuharth, Chair brian@tacomaprobono.org Bar # 50263 Tacoma Pro Bono 621 Tacoma Ave S, Ste. 303 Tacoma, WA 98402 253.572.5134 ext. 117 Current Term: 10/1/2020-9/30/2021 Full Term: 10/1/2018-9/30/2022</p>	<p>Emily Ann Albrecht, Chair-elect eea@farrlawgroup.com Bar # 47299 2200 6th Ave Ste 600 Seattle, WA 98121-1849 206.617.7249 Current Term: 10/1/2020 -9/30/2021 Full Term: 10/1/2017 – 9/30/2023</p>
<p>Jordan Lee Couch, Immediate Past Chair jordan@palacelaw.com Bar # 49684 Palace Law Offices 4009 Bridgeport Way W, Ste. B University Place, WA 98466 253.267.8816 Current Term: 10/1/2020-9/30/2021 Full Term: 10/1/2017 – 9/30/2021</p>	<p>Laura King, At-large laurak@jgkmw.com Bar # 48165 1037 NE 6th St. Seattle, WA 98115 206.395.5182 Term: 10/1/2019 – 9/30/2022</p>
<p>Alyssa Nevala, King County Region anevala@pivotallawgroup.com Bar # 57146 Pivotal Law Group 1200 5th Ave Ste 1217 Seattle, WA 98101-3115 Current Term: 1/27/2021- 9/30/2022 Term: 1/26/2021 – 9/30/2022</p>	<p>Esther Hyun, Snohomish County Region ehyun20@gmail.com Bar # 52271 3535 Factoria Blvd SE Ste 310 Bellevue, WA 98006-1290 844.633.6254 Term: 10/1/2019 – 9/30/2022</p>
<p>Brandon Holt, Southeast Region bh@purcellfamilylaw.com Bar # 53433 7301 W. Deschutes Ave. Ste. E Kennewick, WA 99336 Current Term: 10/1/2020 – 9/30/2022 Full term: 7/5/2019 – 9/30/2022</p>	<p>Chelsie Elliott, Southwest Region celliot@navigatelawgroup.com Bar # 49865 Navigate Law Group 1310 Main Street Vancouver, WA 98660 360.216.1098 ext. 1002 Current Term: 10/1/2019-9/30/2022 Term: 10/1/2016 – 9/30/2022</p>
<p>VACANT, At-large (formerly Maha Jafarey, res. 4/21/2021) Term: 10/1/2018 – 9/30/2021</p>	<p>Marye Rebecca Scott, Greater Spokane Region marye@albrechtlawfirm.com Bar # 55540 Albrecht Law PLLC 5105 E. Third Avenue, Suite 101 Spokane Valley, WA 99212 509.495.1246 Term: 10/1/2020-9/30/2023</p>
<p>VACANT, North Central Region (formerly Andrew Van Winkle res. 2/7/2019) Term: 10/1/2020 – 9/30/2023</p>	<p>Zachary Bryant, Northwest Region zhb@mainstaylaw.com Bar # 50423 Mainstay Law, LLC 336 36th St #706 Bellingham, WA 98225-6580 360.671.6565 Term: 10/1/2020-9/30/2023</p>

Riley Moos, Pierce County Region riley.moos@teamchild.org Bar # 52780 Riley Nicole Norris Moos PO Box 1512 Tacoma, WA 98401-1512 253.204.2761 Term: 10/1/2020 – 9/30/2023	Aaron Haynes, At-large aaron@montoyalegal.com Bar # 54134 4301 Tieton Dr Yakima, WA 98908-3348 United States 509.895.7373 Term: 10/1/2020 – 9/30/2023
Catherine Holm, Greater Olympia Region catherine@wa-food-ind.org catholm@live.com Bar # 52560 1415 Harrison Ave NW, Ste. 101 Olympia, WA 98502 360.753.5177 ext. 104 Term: 10/1/2018-9/30/2021	Zachary Davison, King County Region ZDavison@perkinscoie.com Bar # 47873 700 Stewart St, Ste. 15229 Seattle, WA 98101 360.303.6012 Current Term: 10/1/2018 – 9/30/2021 Full Term: 10/1/2017-9/30/2021
Benjamin Hodges, Peninsula Region Ben.hodges@foster.com benhodges0@gmail.com Bar # 49301 Foster Pepper PLLC 1111 3 rd Ave, Ste. 3000 Seattle, WA 98101 206.447.6282 Term: 10/1/2018 – 9/30/2021	Alixanne Pinkerton, South Central Region Alixanne.Pinkerton@co.yakima.wa.us Bar # 52884 Yakima Prosecuting Attorney’s Office 128 N. Second Street Yakima, WA 98901 509.574.1229 Term: 10/1/2018 – 9/30/2021

Russell Knight, BOG Liaison rknightbog@gmail.com Bar # 40614 Smith Alling PS 1501 Dock St Tacoma, WA 98402-3209 253.627.1091 Term: 10/1/2020– 9/30/2021	Curtiss Melvin, Staff Liaison curtissm@wsba.org Washington State Bar Association Advancement Department 1325 4 th Ave, Ste. 600 Seattle, WA 98101
WA Young Lawyers Committee List Serve WSBA New & Young Lawyers List Serve	wylcommittee@list.wsba.org newlawyers@list.wsba.org

2020-2021 WYLC Meeting Schedule

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May 8	Meeting: 10:00 a.m – 2:30 p.m.	Virtual/TBD
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2021 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 21 or 22	Initial review of materials by WSBA staff. Materials sent to recommendation team.	Email	Staff will assemble materials and verify candidates are eligible before disseminating to committee members.
April 22	Recommendation team meets virtually to discuss/prepare for interview process.	Virtual	Optional
April 23	Recommendations team finalizes materials, processes, etc.	Email	
April 26	Invitation to applicants, interview questions, and criteria	Email	Staff will email the applicant(s) an invitation to attend the WYLC May meeting, interview time, and copies of criteria and interview questions.
May 3	BOG Executive Committee (EC) Meeting	Virtual	BOG EC to discuss possibility of recommending additional candidates for inclusion on the election ballot.

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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			Recommend that someone from Recommendations team is present at meeting.
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 not attend each other's interviews and to not attend the WYLC's discussion of candidates. 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 21-22 for review.
3. The recommendation team may meet virtually to determine and lead the candidate interview process.
4. 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 on May 10, 2021.
5. WSBA staff will contact all other candidates and notify them of their application status.

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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				

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Washington Young Lawyers Committee

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

The preferred candidate would have:

- 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

Interview with candidate: _____

Prepared questions:

1. Tell us about yourself and why are you interested in this position?
2. What is your familiarity with the WSBA and the WYLC?
3. How would you use this position to advance the mission of the WSBA? (and/or, what makes our mission meaningful to you)?
4. Share an example of a time you were given feedback and how you incorporated it into your work?
5. What is your communication style when part of a group brainstorming ideas or discussing complex topics?

6. Have you served on any other boards? What did you accomplish and what did you learn from the experience?

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

8. Describe a time you disagreed with a peer/colleague/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?

9. What do you perceive the biggest challenges facing young lawyers to be over the next 3 years?
 - a. How would you support diversity, equality and cultural understanding throughout the legal community?
 - b. What should the bar association do to address the high amount of debt and reduced job prospects for new lawyers?
 - c. Do you think the bar is doing enough to increase access to justice for people with moderate incomes?

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

Question Bank

1. In your opinion, what do you think is the biggest issue facing the WSBA over the next couple of years?
2. How would you promote and encourage professionalism and civility in the legal profession?
3. 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)
4. 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?

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

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

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

One (1) of application for the position was 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.
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Enclosures

- Criteria and Interview Questions

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

Region Represented: King County

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

There is still an informal initiative to explore ways to connect young lawyers with other constituents. People are also looking forward to recommencing in person events as soon as possible.

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

I attended a speed networking event during which I connected with new constituents and informed them about thee WYLC.

3. Any feedback from constituents on WYLC activities?

Constituents are still hungry for networking opportunities.

4. Is there anything you need from the WYLC?

Nope!

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Member: Aaron Haynes

Region Represented: ABA At-Large Rep

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

Not at this time.

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

Not at this time.

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

Member: Alyssa Nevala

Region Represented: King County Representative

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

The King County Bar Association is conducting a 2021 survey to help determine its members' preferences for the coming year.

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

No.

3. Any feedback from constituents on WYLC activities?

No, activities haven't been held as the COVID-19 shutdowns continue.

4. Is there anything you need from the WYLC?

No.

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Washington Young Lawyers Committee

WYLC Representative Report

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- *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: Chelsie Elliott

Region Represented: Southwest

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

The Clark County Superior Court has revived 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. We are specifically targeting young lawyers that might need additional experience.

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

Yes, and it was not successful. I brainstormed with CCBA YLS social chair about events and getting the word out about the WYLC but nothing has materialized.

3. Any feedback from constituents on WYLC activities?

Not that I have heard.

4. Is there anything you need from the WYLC?

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Washington Young Lawyers Committee

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Member: Marye Scott

Region Represented: Greater Spokane

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?

The SYLD Gonzaga Membership Outreach Event in early April.

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.

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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?

If any local young lawyers are looking to get any good experience, the upcoming tsunami of potential evictions in June/July will lead to some good low-bono and pro-bono opportunities through Law Advocates and the NW Justice Project to represent underrepresented individuals and help with access to justice issues

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?

Not really. Guidance from the WSBA on when covid restrictions will be lifted for meetings/events.

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Washington Young Lawyers Committee

WYLC Representative Report

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Member: Aaron Haynes

Project: Awards

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

The project team updated the 2021 Public Service and Leadership Award as follows: (1) recipients now have an option to purchase a WSBA Deskbook at a value up to \$250.00 if they do not want to use the award to attend a WSBA-CLE, (2) nominators no longer need to submit a nominee's resume with the application, and (3) the new application deadline is July 5, 2021.

The project team also worked on creating the application and criteria for the new WYLC CLE Scholarships for New and Young Lawyers. Given that the WYLC did not use the \$5,000.00 budgeted for ABA conferences this year, the money will be offered to new and young lawyers, as defined by the WSBA by-laws, for scholarships to attend a WSBA CLE. The scholarships will be first come-first serve, limited to one per member, and capped at \$275. WYLC Representatives will not be eligible to apply for a scholarship this year.

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

The project team will launch the CLE Scholarships.

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 Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2020-2021 Public Service and Leadership Award. Each award recipient will be eligible to receive a credit, which must be used within one year of receiving the award, to either attend one free (or no-cost) WSBA-CLE program of up to six credits total, or to purchase a WSBA Deskbook at a value up to \$250.00. The award recipient's name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the "young lawyer" definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and any supplemental materials that the nominee would like the WYLC to consider to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the July 17, 2021 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date:		
Nominee Name:		
Firm/Employer:		
Mailing Address:		
City:	State:	Zip Code:
Phone:	Fax:	E-Mail:
WSBA No.	Year Admitted to Practice In Washington:	
Nominator's Name:	Relationship to Nominee:	

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Describe the nominee’s leadership in his or her local community:

How has the nominee promoted and/or contributed to the legal profession and community?

Describe a situation in which the nominee has “gone above and beyond”?

Additional information:

Submit nomination and any supplemental materials to newmembers@wsba.org

Washington Young Lawyers Committee FY21 Continuing Legal Education (CLE) Scholarships for New and Young Lawyers

The Washington State Bar Association (WSBA) and the Washington Young Lawyers Committee (WYLC) have prioritized a total of \$5,000.00 for new and young lawyers to attend a WSBA CLE through September 30, 2021. New and young lawyers may apply for a scholarship to attend one WSBA CLE up to a maximum cost of \$275.00. The scholarships are intended to encourage new and young lawyers to seek out and attend CLEs early in their careers and defray costs for those who have not yet realized their peak earning potential.

Eligibility requirements

Award recipients must meet the “young lawyer” definition in the WSBA Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age. FY21 scholarships are limited to one per applicant, and if awarded a scholarship, an applicant is not eligible to receive a second FY21 scholarship.

Qualifying CLEs

The scholarships are only available to cover WSBA Store CLEs, including both on-demand and live seminars. If a scholarship applicant wishes to use a scholarship to attend a live CLE, the application must be submitted at least two (2) weeks in advance of the CLE date.

Selection Process

Scholarships will be awarded on a first come-first serve basis, subject to availability of funds. If awarded a scholarship, WSBA will notify the recipient and register the recipient for the requested CLE.

Application Process

Applicants must complete the application form (see pg. 2) and submit the form to newmembers@wsba.org.

For more information, contact newmembers@wsba.org.

Please complete the application on pg. 2

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Application for FY21 Washington Young Lawyers Committee (WYLC) Continuing Legal Education (CLE) Scholarship

Name: _____ Email: _____

Bar No.: _____ Phone No.: _____

Mailing Address:

Are you a "young lawyer" as defined by the WSBA Bylaws (Yes/No)? _____

Have you already received a FY21 WYLC Continuing Legal Education Scholarship (Yes/No)? _____

What type of WSBA CLE would you like to receive a scholarship for:

Live Seminars

On Demand

Which WSBA CLE would you like to receive a scholarship for? Please note that for live CLEs, applications must be received at least two (2) weeks before the WSBA CLE delivery date:

Seminar Name: _____

Seminar Date: _____

Seminar Product Code: _____

Seminar Tuition Fee: \$ _____

Signature _____

Date _____

Please return your completed application by email to: newmembers@wsba.org.

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Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

Please submit report electronically to the
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Julianne Unite (julianneu@wsba.org).

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- 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?

Unfortunately I do not have an update as I have not been able to attend many of the WSBA Rural Practice Project Team meetings due these last two months. My college has been out on medical leave so I have been so swamped at work that there has been little time for other projects.

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

There is a WSBA Rural Practice Project Team Meeting on May 10, 2021 at 12:00 PM.

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: Zachary E. Davison

Project: Bylaws and Governance

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

Finalized memo and supporting papers regarding name/definition change, to be voted on at the upcoming meeting.

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

TBD

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

With the name/definition project complete, will need to brainstorm our next initiative (and determine which members want to participate).

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: May 8, 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 WYLC has determined that an amendment to Section XII will serve its constituents and further the WSBA’s Guiding Principles; the WSBA’s mission to serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice; and Washington GR 12.2. Specifically, the purpose of this proposed amendment is to (1) promote diversity and inclusion within the bar and facilitate access to justice; (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

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



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 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". Examples of situations where constituents might be excluded include, but are not limited to, WYLC membership, WYLC awards and scholarships, Young Lawyer Liaison to Sections program, and eligibility for the At large Young Lawyer Governor seat. In support of a potential amendment, the WYLC surveyed 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 survey, 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. With these changes, other sections of the Bylaws referring to "Young Lawyers" would need to be revised to reflect the updated term "New and Young Lawyers". These sections include Section VI.A.2.b., Section VI.C., Section VI.F.2., and Section XI.F.4. The WYLC further recommends that use of the acronym "WYLC" be replaced with "WNYLC."

2. Discussion

a. History and Approach of Other Jurisdictions

During its September 14, 2019, a WYLC 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 WYLC 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 WYLC noted that the current version of Section XII tracks the narrowest definition of "young lawyers" that the WYLC could find.

The WYLC 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 WSBA’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 WSBA 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.

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

The WYLC also received unsolicited feedback from other members of the WSBA 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, such as the Mentor Link Mixer, as part of their job hunt. Yet, many of these members do not qualify under the existing definition, since they are over age 36 or have been licensed to practice law in another jurisdiction for greater than five years. Through its outreach and discussion with other WSBA members, the WYLC 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.

c. WYLC Analysis

The survey results, as well as the WYLC's outreach efforts and 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" pursuant to constituent responses to Q34 and the majority's preference against expanding the definition to include LLLTs and LPOs.

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.

WYLC 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. WYLC members noted that other services and programming, such as discounts on CLEs for new members, 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 program, 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 and WSBA, such as WYLC membership, WYLC awards and scholarships, Young Lawyer Liaison to Sections program, and eligibility for the At large Young Lawyer Governor seat. Although the WYLC noted that the “years of experience” component was designed to protect against this scenario, the WYLC discussed additional circumstances in which the existing language might be unfairly restrictive. For example, a person admitted to the WSBA 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 lawyer 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 WYLC observed that the current restrictions might therefore impose restrictions on less advantaged segments of the WSBA, 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 WYLC 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 receiving information and updates and these events and opportunities under the existing definition. The WYLC agreed that, for this reason, the triggering event should be when a lawyer is first admitted to Washington state, rather than a different state.

The WYLC 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. WYLC 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 WYLC 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 WYLC 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 WYLC discussed whether an amendment to cover a broader segment of the WSBA might overextend the WYLC's resources and require budget changes. As of December 31, 2020, 8,387 lawyers qualified under the existing definition of "Young Lawyer." Had the proposed amendment been in place at that time, 11,941 lawyers would qualify as a "New and Young Lawyer". 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). Although new WSBA members receive a discount on licensing within their first few years of practice, the WYLC is not proposing any change to that policy at this time. Should the proposed Bylaws 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 May 8, 2021 by a majority vote of [#] with [#] dissenting votes and [#] of abstaining 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.

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 Scholarships, Donations, and Grants	\$ 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	\$15,500	\$ 0	\$21,000

*As of March 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. In FY21, the WYLC expanded to the CLE benefit to include Deskbooks.

- 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 was historically for 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 voted on 3/13/2021 to use these funds for CLE scholarships for new and young lawyers. In FY22, the WYLC will determine other possible ways to disburse scholarship funds, which may include scholarships to attend ABA meetings, CLE scholarships, and other donations/grants.
- 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 **May 14, 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	

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DRAFT

TO: Committee on Professional Ethics
FROM: Washington Young Lawyers Committee
DATE: 3/13/2021
RE: RPC's and Dress Code

ACTION/DISCUSSION : To review and submit this proposal to the Board of Governors

- Overview: The WYLC is recommending a new rule to be added to the RPCs, RPC 8.6 Courtroom Dress and Decorum. This request arose out of a conversation among new and young lawyers around local rules and judicial conduct that reinforces harmful sex and gender stereotypes and has a discriminatory impact on lawyers from traditionally marginalized backgrounds. In surveys done by the WYLC, gender-based courtroom attire rules which exist in various WA counties and which are enforced by judges throughout the state have had harmful impacts on the career decisions and advancement of numerous lawyers, exacerbating the profession's historical diversity issues. Based on these survey results and conversations with new and young lawyers, the WYLC voted to propose this rule change. This proposed change to the RPCs will be made in conjunction with a recommended amendment to CJC 2.3.
- Stakeholder Analysis
 - In addition to communication with new and young lawyers, WYLC members communicated with the WSBA's Diversity Committee and the Solo and Small Firm Section. Both entities were supportive. The recommended language for RPC 8.6 and CJC 2.3 was presented to the Diversity Committee and feedback was solicited from the Diversity Committee on multiple occasions for any recommended changes. The Diversity Committee did not recommend any changes.
 - This proposal fits squarely into the WSBA's mission. Diversity in this profession is essential for serving justice, integrity, the public, and our members. Promoting diversity, equity, and inclusion, requires us to take down barriers that prevent historically marginalized groups from fully accessing the opportunities the legal profession provides.
- Risk Analysis (*If applicable*)
 - This rule complies with GR12.
 - The largest risk is likely that this rule will be applied inconsistently and disputes could arise over the proper application of the rule. To help reduce this risk, the proposed rule contains language directly copied from similar provisions in CJC 2.3.
- Fiscal Impact Analysis (*If applicable*)
 - This proposal is not likely to have any notable impact on WSBA resources or budget. Administration of this new RPC would fall under the existing WSBA disciplinary structures.

- Implementation Analysis (*If applicable*)
 - The WYLC would like this proposal to be implemented as soon as possible.
 - There are currently no similar RPCs in any other states. The WSBA would have the honor of leading the country in its efforts at equity and inclusion. Although being the first means we have less information about possible pitfalls, the CJC already has similar provisions regarding conduct and communication in courtrooms that have been implemented without substantial hurdles.