

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Saturday, September 12, 2020 at 10:00 a.m.

Via Zoom: <https://wsba.zoom.us/j/92882543597> | Via Phone: 888 788 0099 US Toll-free | Meeting ID: 928 8254 3597

AGENDA

- | | |
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| 1. Welcome/Introductions/Minutes | Jordan Couch, WYLC Chair (and all) |
| 2. BOG Update & Discussions | Russell Knight, At-Large Young Lawyer Governor |
| 3. WSBA Updates | Julianne Unite, Staff Liaison |
| 4. Rep Reports/Ideas for COVID era | Jordan (and all) |
| 5. Mentor Link Update | Esther Hyun, WYLC Member |
| 6. Project Updates/Assigning Lead/Status Memo | Project Leads |
| 7. Break for lunch | |
| 8. Project Updates continued | Project Leads |
| 9. FY20 WYLC Annual Report | Jordan & Brian N., Chair-elect et al |
| 10. BLM and the Legal Profession (what more should we as the WYLC be doing?) | All |
| 11. Rapid Eval: New Projects | Jordan et al |
| 12. Adjournment | Jordan |

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.

2019 - 2020 WYLC Meeting Schedule

November 9, 2019	Meeting: 10:00 am	WSBA Offices, Seattle
January 11, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
March 14, 2020	Meeting: 10:00 am	Tacoma Pro Bono, Tacoma
May 9, 2020	Meeting: 10:00 am	Virtual
July 25, 2020	Meeting: 10:00 am	Virtual
September 12, 2020	Meeting: 10:00 am	Virtual

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | WSBA Office, Seattle, WA
Saturday, July 25, 2020 | 10:00 a.m. – 2:32 p.m.
Meeting Minutes

Present In-Person or Phone: Alixanne Pinkerton, Brian Holden, Brian Neuharth, Catherine Holm (left at lunch), Chelsie Elliott (joined at 10:17am), Emily Ann Albrecht, Esther Hyun, Jordan Lee Couch, Kim Sandher, Laura King, Paula Kurtz-Kreshel, Zachary Davison

Absent: Benjamin Hodges (unexcused), Brian Holt (unexcused), Ian McCurdy (unexcused), Maha Jafarey (unexcused), Molly M. Winston (unexcused)

WSBA Staff: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant

Board of Governors (BOG): Governor Russell Knight (left at 10:35am)

Public: Efrain Hudnell

Welcome & Introductions

Jordan Couch, Washington Young Lawyers Committee (WYLC) Chair, called the meeting to order at 10:06 a.m. WYLC members introduced themselves and discussed events and exciting news since the last WYLC meeting.

Approval of May 2020 Meeting Minutes

On motion by WYLC Past Chair Kim Sandher and seconded by WYLC Member Catherine Holm, the WYLC by unanimous vote (12-0) approved the May 2020 meeting minutes.

BOG Updates & Discussions

Governor Russell Knight introduced himself as the At-large Governor on the Board of Governors (BOG) and BOG liaison to the WYLC. Governor Knight reported on BOG updates since the preceding WYLC meeting. He provided a summary of the most recent BOG meeting, explaining that there was not a lot of substance. The BOG voted to approve salary transparency to list on the WSBA website with generic titles and salary ranges with the intention of being transparent with where members dollars are being spent, but not showing specific staff members' salaries for privacy reasons. Jordan asked if the BOG had any larger measures being pushed, or if they were holding the line due to the COVID-19 pandemic.

Governor Knight responded that in person meetings take longer, as they engage with community, take lunch, and those items are not happening while doing virtual meetings which is enabling BOG to shorten their meetings overall. The BOG had proposed amending mission statement, then concluded that it was a rush to action, and since has been tabled indefinitely. Governor Knight clarified that the topic was not voted down, but that there will be no vote on it. Governor Knight does not anticipate any major

items coming up in the future. There is pressure on the BOG to ensure that not having a bar exam will only be during COVID; ultimately the decision is up to the Supreme Court. WYLC Member Emily Ann Albrecht asked Governor Knight to provide an overview of the “drama” going on with the board after seeing recent emails from President Mujumdar. Governor Knight explained that the primary content is from June meeting that Governor Carla Higginson made very inappropriate statements about minority bar associations and received a lot of blowback. The question is should the BOG take any action. The policy states for any accusation against sitting Governor, that the BOG is conflicted in taking action against them, and the Supreme Court recommends that an outside entity investigate and appoint appropriate action upon the Governor. Governor Knight confirmed that someone has been appointed, and that he anticipates action to be taken within one to two months’ time, which could be anywhere from public censorship of Governor Higginson’s comments up to removal. WYLC Chair-elect Brian Neuharth (Brian N.) asked Governor Knight on his opinion on the sundown of limited license legal technicians (LLLT) program and the diploma privilege. Governor Knight does not anticipate that Washington will have a LLLT program in the future, as the practice did not really work. The cost is astronomical for both the WSBA and the LLLTs, and there was not a lot of interest. The University of Washington no longer offers the LLLT educational program, which was the only school offering the classes required. There is not a supportable market for the program. There is hope to redirect funds from the LLLT program to other options for aiding low income population requiring legal assistance. WYLC Member Laura King asked if graduating students had the option of taking the bar exam. Governor Knight responded that this was correct and approximately 81 students are currently taking the summer exam as opposed to historical numbers of 600. The bar exam will be administered with social distancing guidelines in place, including staggered entrance times.

WSBA Updates

WSBA Member Services and Engagement (MSE) Manager and WYLC Staff Liaison Julianne Unite provided the following updates:

- **MSE Manager:** Julianne is now the MSE Manager and will be overseeing her original duties of new member programs, mentorship, rural outreach, insurance marketplace, in addition to the Sections Program, member benefits, and some practice management programs. WSBA will be hiring a new specialist to take over Julianne’s previous position. Julianne may not be attending WYLC meetings as regularly due to position change.
- **COVID-19 Task Force:** Kudos to Jordan and WYLC member/Chair-elect elect Emily Ann Albrecht for their contributions to the WSBA COVID-19 task for and drafting the Reopening Guide for Law Firms.
- **Bar Exam:** The 2020 bar exam will be held in two locations: Tacoma and Spokane with well thought-out plan for safety for both exam takers and staff. People are still taking the exam in person as they may not qualify for diploma privilege (only applies to graduates of accredited law schools), some job offerings are requiring the bar exam to be taken, and UBE requires it to transfer scores to other jurisdictions.
- **MentorLink Mixer:** The August 25 MentorLink Mixer has been cancelled due to COVID-19 restrictions. There is discussion and a potential goal of a virtual Mentor Link Mixer in the fall of

2020. Jordan asked if Efrain Hudnell would be interested in assisting with a Mentor Link program via Zoom and he responded that he would be very interested in helping.

- **At-Large BOG Seats:** WSBA Bylaws were amended this year to fill the At-large BOG seats through an election process. One of three of those seats is designated for new and young lawyers. The BOG used to appoint this person, but has since been changed to be elected by the membership. The first At-large Governor to be elected under this new process will be the Young Lawyer seat. Once there is an outline of how this process works, Julianne will update the WYLC.
- **WSBA CLE Opportunity:** The WSBA-CLE team has asked if anyone from the WYLC would be interested in putting on a virtual half-day program or could suggest speakers that normally wouldn't be accessible due to budget for in-person CLEs. Topics suggested were project management, team management, social media marketing and wellness topics. Jordan mentioned that Megan Zebaieh would be a great opportunity for an ethics speaker and that he would reach out.
- **Women's Voting Rights CLE:** The Legal Foundation of Washington (LFW) is asking if the WYLC would assist in marketing their upcoming CLE in September focusing on women's voting rights by using list serves and other contacts. LFW are not asking for speakers or financial support from the WYLC. WYLC Member Esther Hyun said that she supported the idea of WYLC assisting in marketing efforts for this topic. On motion by Jordan and seconded by Brian N., the WYLC by unanimous vote (12-0) agreed to support the LFW by assisting with marketing their CLE event.

New Appointments

Jordan reported that there are no new appointments at this meeting, but that they will be officially introduced and welcomed at their first meeting, which will be November 2020. They will also be invited to the September 2020 WYLC meeting.

Representative Reports and Ideas for COVID-19 Era

- WYLC Member Zachary Davison reported that it is hard to connect to people via Zoom, to the same extent that you would in person overall.
- WYLC Member Chelsie Elliott reported that COVID is still hampering things. She is encouraging people to attend the check-ins with the judges who provide information on what is happening and where we are going on a monthly basis. Chelsie said that approximate attendance from Clark County Bar is about 50 for these check-ins. She is still trying to connect and meet with newer attorneys so they feel connected to the WSBA. Jordan asked if the WYLC was able to help organize a mixer (similar to MentorLink Mixers) like a happy hour with guided conversations. Zachary responded that he thought this would be really appealing, but to limit break out rooms to no more than seven to keep things on focus. Jordan asked if WYLC should do statewide/local event, and Chelsie and Zachary responded both options would probably be popular. Brian N. asked how this would be marketed – Facebook advertisement? Jordan responded that it could be advertised similar to MentorLink Mixer. Esther suggested having different topics such as different legal careers and attracting younger attorneys interested in these paths with corresponding guest speakers. WYLC Member Paula Kurtz-Kreshel suggested that a draw may be

firms that are actively hiring, and discussing what they're interested in and going over their needs for positions that are available, but not via an actual hiring process. Julianne suggested possibly doing a hybrid CLE/mixer, with maybe a 30-minute CLE before the breakouts. Julianne said that WSBA could support this idea and there is a process/timeline in place that she could share with the WYLC on how long it takes to accomplish. Jordan asked if attendance was higher with CLE component, Julianne responded that based on CLE/MentorLink Mixer events in the past and survey feedback, attendance was not higher for events with a CLE. Jordan asked if anyone would like to take the lead on this idea/project – Esther responded that she would be happy to take this on. Jordan asked Efrain if he would like to join in with Esther, due to his connections with newer lawyers. Efrain said yes. Jordan, Esther, and Efrain will work with Julianne to plan and implement this mixer event.

Project Updates

- **ABA:** Emily reported on the ABA Annual Meeting being virtual this year and it will be no cost, accessible to all. She is excited that this is going to be free so that it is easier for people to access and to prepare better for future in-person meetings.
- **New Member Survey:** Julianne reported that the survey was sent to over 19,000 members, which included those who recently transitioned out of new membership. Internal staff team, including Julianne and WSBA Member Services and Engagement Administrative Assistant Chelle Gegax, as well as others at the WSBA are looking for trends within the survey results, and ways to present data summary. Julianne then highlighted some questions that may be of interest particularly to the WYLC. This information will be presented to the WYLC in a more digestible format for WYLC feedback in another meeting. Julianne also reported that we missed an opportunity in the survey to ask about potentially renaming the Young Lawyers to something more encompassing of the group. Emily asked if it was possible to do smaller scale survey regarding people's thoughts on the definition and further probing questions regarding types of emails people like to receive and their interactions with social media. Julianne said yes, to come up with a proposal, and use the survey data to support the proposal. Jordan suggested giving the option for members to vote for the rename of the WYLC to gain buy in.

Break for Lunch at 11:47am

Jordan called the meeting back to order at 12:32pm.

Project Updates (cont.)

- **Debt:** Brian N. reported that similar to legislature that was considered approximately 14 years, his project team drafted a proposed Loan Repayment Assistance Program (LRAP) bill for legislature. Brian N. also discussed a conversation about having state funds used for endowment. This draft bill is what would be sent to WSBA Legislative Committee. Other issues that will come up could be not requiring current attention are how to fund endowment, how to make up the committee. Other states are having difficulties in keeping the endowment funded.

For the purposes of today, Brian N. would like to submit the bill draft to the WSBA Legislative Committee, to keep this project moving, so that it can be put forward to the BOG and have any current issues addressed. On motion by Brian N., and seconded by Brian H., the WYLC by unanimous vote (11-0) approved sending a draft bill and resolution to WSBA for further review. Jordan suggested that the WYLC get involved with the WSBA and ask for a task force to be created to address issues with the student loan debt issue. Jordan further suggested having a minimum of three WYLC members on the task force, as this problem is having negative impacts on careers, access to justice, career availability, etc. Jordan also suggested that it would be easier to obtain buy in from the WSBA, by admitting that this is larger than the WYLC, and would be better accomplished in a team effort between the WYLC and WSBA. Jordan recommended having a focus group that would look to how to help resolve the debt issue for law students, including WYLC members, law school representatives, and BOG members. On motion by Jordan, and seconded by Kim, the WYLC by unanimous vote (11-0) approved a recommendation to the BOG that a task force be created comprised of three young lawyers, one WYLC member, and one member of each law school with a goal of reducing law school debt by approximately 50% in each category.

- **ATJ/RRR:** WYLC Member Alixanne Pinkerton reported that they had been working with WSBA stakeholder group working on rural outreach. Alixanne further reported that the group discussed challenges and positives of working in rural communities. Brian N. suggested an avenue of increasing availability of technology, such as e-filing, as a way to encourage more practice in rural areas. Jordan mentioned seeing if the ABA had any resources available that may help, flagged to WYLC members who attending the ABA annual meeting to see if there are others who are also working on this same type of project. Julianne reported that the one of the highest needs communicated by practitioners the WSBA spoke to from the rural counties spoke to was family law.
- **Bylaws & Charter:** Paula reported that she liked the idea of putting out a name change via a survey to support a efforts of a more inclusive name for the WYLC. Kim asked that rather than changing the name, focusing on explaining what the WYLC is and that it means “young” in career, not necessarily age, and perhaps having a mission statement that would advertise that better. Paula said that getting rid of the age restriction would be less discriminating. Jordan commented that outside feedback dictates more toward changing the definition. Kim commented that if the goal is inclusivity, then it should be considered to change name and definition. Jordan proposed to email quarterly contact recipients to pull feedback regarding suggestions for new name of the WYLC. Zachary moved to amend the WSBA Bylaws to 1) remove the age requirement and 2) change the admission to practice restriction of “any jurisdiction” to Washington state. Kim Seconded and Esther opposed. Discussion occurred regarding the “Washington state” restriction. Esther reported that it feels that opening up to Washington limits attorneys who are trying to represent and serve. Kim commented that because Washington is very different than a lot of other states, even seasoned attorneys will need a place for resources and they would still be considered as new to their career IN Washington. Julianne recommended bringing all Bylaws amendments to the BOG at once. On

motion by Kim and seconded by Paula, the WYLC by unanimous vote (11-0) approved tabling this discussion until the next WYLC meeting.

- **Dress Code:** Jordan reported on the dress code proposal based on existing rule, which addresses the needs for courts and judges to update themselves and have gender neutral dress codes and requirements. Jordan asked for feedback on the proposal. Brian N. asked why social and economic status are included. Jordan replied that the WSBA Diversity Committee stated that a lesser styled suit may imply lesser class or have comments from judges. Emily responded that the proposal was great as-is and they should move forward. On motion by Brian N. and seconded by Kim, the WYLC by unanimous vote (11-0) approved submitting the dress code proposal to the appropriate WSBA group for further review.
- **Awards:** Julianne reported that the nomination materials for the Public Service Leadership Award were redacted in the meeting materials. In total, the WYLC received nine nominees. Julianne then read aloud a redacted letter of support for nominee #3 that was sent post-application deadline. The WYLC then decided to ask each member to vote for their top four nominees and those results were as follows: Nominee #1: 10 votes, Nominee #2: eight votes, Nominee #3: eight votes, Nominee #4: two votes, Nominee #5: nine votes, Nominee #6: one vote, Nominee #7: five votes, Nominee #8: one vote, Nominee #9: zero votes. On motion by Emily and seconded by Brian N., the WYLC by unanimous vote (11-0) awarded the PSLA nominees # 1, 2, 3, 5.

FY20 WYLC Annual Report

Jordan stated that the annual report is not finished. Julianne reported that final draft is due to WSBA by Aug. 21. On motion by Kim, seconded by Emily, and abstentions by Jordan and Brian N. the WYLC by majority vote (9-0-2) approved to have Jordan and Brian N. draft the annual report.

FY21 Meeting Dates

Julianne reported that the July WYLC meeting is typically scheduled to coincide with the July BOG meeting, but the BOG dates and locations for FY21 have not yet been set. Proposed dates for FY21 (Oct. 1, 2020-September 30, 2021) WYLC meetings follow current practice of every other second Saturday of the month starting in November, with the caveat that we may not be able to physically meet in-person due to COVID restrictions. Brian N. asked if anyone has any issues with meeting set up, time, etc. Emily responded that she appreciates productivity of today's meeting (as an example) it is not the same experience as in person and people would participate in a more genuine way if it were in person. Brian N. responded that he is also in favor of doing in person meetings and shares same sentiments as Emily. Julianne will communicate FY21 dates to newly appointed WYLC members with locations as TBD, and Zoom will be available at all meetings moving forward. Brian N. asked if dates were able to be changed in the future if voted on by WYLC. Julianne replied yes, but some restrictions may have different requirements due to the Open Public Meetings Act and that this could be discussed in more detail in the future, if needed. On motion by Brian N. and seconded by Jordan, the WYLC by unanimous vote approved the proposed WYLC meeting schedule for FY21.

Rapid Eval: New Projects

- **Employment support:** Jordan reported that he was hoping to discuss employment support for lawyers new to the profession during current economy and COVID, as well as employment in general. This topic did not make today's agenda, so it will be added to the agenda for September.
- **Black Lives Matter:** Esther asked about discussing Black Lives Matter and systemic racism in the legal community. Kim responded that the BOG has created an equity and injustice work group with representatives from minority bar associations, and that she could ask if a WLYC representative should be a part of this committee.
- **Other:** Jordan asked for any further agenda items for September, no responses.

Adjournment

On motion by Esther and seconded by Kim, the WYLC by unanimous vote (11-0) adjourned the meeting at 2:32 p.m.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY20)

OCTOBER 2019			
	<i>Celebrate Pro Bono Week (Oct. 20 – 26)</i>		
	<i>ABA Midyear Meeting Delegate and Scholarship Applications Open</i>		
1	FY2020 Begins		
NOVEMBER 2019			
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
22 - 23	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2019			
	<i>ABA Affiliate Quarterly Reports due</i>		
31	<i>ABA Midyear Delegate and Scholarship Award Application deadline</i>		
JANUARY 2020			
	<i>Celebrate mentorship month</i>		
	<i>Committee application cycle opens</i>		
	<i>ABA Annual Meeting Delegate and Scholarship Applications Open</i>		
	<i>Public Service and Leadership Award Applications Open</i>		
11	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
11	<i>Select ABA Midyear delegate/scholarship recipients</i>		
16-17	BOG Meeting		WSBA Conference Center – Seattle
22	MentorLink Mixer	12:00 – 1:30 pm	WSBA Conference Center – Seattle
31	<i>Identify and select chair-elect for FY20</i>		
FEBRUARY 2020			
	<i>2020 committee application cycle closes</i>		
	<i>Identify FY2021 goals and projects for WYLC</i>		
6	Open Sections Night - CANCELLED	5:00 – 7:00 pm	WSBA Conference Center – Seattle
12-17	ABA Midyear Meeting		Austin, Texas
MARCH 2020			
	<i>Select new WYLC members</i>		
	<i>ABA Affiliate Quarterly Reports Due</i>		
14	WYLC Meeting	10:00 am – 2:30 pm	Tacoma Pro Bono - Tacoma and Zoom
14	WYLC Social - CANCELLED	3:00 – 5:00 p.m.	7Seas Taproom & Brewery - Tacoma
14	<i>Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff</i>		
19-20	BOG Meeting		Hotel RL, Olympia
APRIL 2020			
6	<i>WYLC Status Report Due to BOG</i>		
17-18	BOG Meeting		WSBA Conference Center – Seattle
MAY 2020			
20	WYLC Chair Meeting with BOG Exec. Cmte.	9:00 – 10:00 a.m.	WSBA - Seattle
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle and Zoom
9	<i>Select Public Service Leadership Award Recipients</i>		
9	<i>Select ABA Annual Meeting Delegate and Scholarship Award Recipients</i>		
14-15	BOG Meeting		Bellwether Hotel, Bellingham
JUNE 2020			
	<i>New Committee appointments are made.</i>		
24	<i>Skamania Lodge booking due date</i>		
JULY 2020			
23	BOG Retreat - RESCHEDULED		Virtual meeting
24	BOG Meeting		Virtual meeting
24	WYLC dinner with the BOG - CANCELLED		CANCELLED
25	WYLC Meeting	10:00 am – 2:30 pm	Virtual meeting
29 – Aug. 4	ABA Annual Meeting		Virtual meeting

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY20)

AUGUST 2020			
1-4	ABA Annual Meeting		Virtual meeting
5	Financial Focus CLE - CANCELLED		
21	Annual Report Due		
25	MentorLink Mixer – Postponed to Oct. 22, 2020		Virtual
28-29	BOG Meeting		Virtual meeting
SEPTEMBER 2020			
	Identify FY21 project leads		
12	WYLC Meeting	10:00 am – 2:30 pm	Virtual meeting
12	WYLC Social	TBD	Virtual social
17-18	BOG Meeting		WSBA Conference Center – Seattle
30	FY20 Ends/Expense Reports Due		

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee 2019-2020 Committee Roster

<p>Jordan Lee Couch, Chair jordan@palacelaw.com Bar # 49684 Palace Law Offices 4009 Bridgeport Way W, Ste. B University Place, WA 98466 253.267.8816 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2017 – 9/30/2021</p>	<p>Brian Neuharth, Chair-elect brian@tacomaprobono.org Bar # 50263 Tacoma Pro Bono 621 Tacoma Ave S, Ste. 303 Tacoma, WA 98402 253.572.5134 ext. 117 Current Term: 10/1/2019-9/30/2020 Term: 10/1/2018 – 9/30/2022</p>
<p>Kim Sandher, Immediate Past Chair ksandher@pivotalawgroup.com Bar # 42630 Pivotal Law Group 1200 5th Ave., Ste. 1217 Seattle, WA 98101 206.340.2008 Current Term: 10/1/2019-9/30/2020 Full Term: 10/1/2015 – 9/30/2020</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>VACANT, King County Region (formerly Paula Kurtz-Kreshel r. 9-3-20) Term: 10/1/2019 – 9/30/2022</p>	<p>Esther Hyun, Snohomish County Region ehyun20@gmail.com Bar # 52271 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: 10/1/2019 – 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 Full Term: 10/1/2016 – 9/30/2022</p>
<p>Emily Ann Albrecht, At-large emilyalbrechtattorney@gmail.com Bar # 47299 1411 E Alder St Unit B Seattle, WA 98122 206.617.7249 Term: 10/1/2017 – 9/30/2020</p>	<p>Molly M. Winston, Greater Spokane Region molly.m.winston@gmail.com molly_winston@fd.org Bar # 50416 Federal Defenders of Eastern Washington & Idaho 10 N. Post St., Ste. 700 Spokane, WA 99201 509.624.7606 Term: 10/1/2017 – 9/30/2020</p>
<p>VACANT, North Central Region (formerly Andrew Van Winkle r. 2-7-19) Term: 10/1/2017 – 9/30/2020</p>	<p>Ian McCurdy, Northwest Region imccurdy@adelstein.com Bar # 45524 Adelstein, Sharpe & Serka LLP 400 N Commercial St Bellingham, WA 98225 360.671.6565 Term: 11/21/2017 – 9/30/2020</p>
<p>Brian Holden, Pierce County Region brian@felixadvocates.com Bar # 52780 Felix Advocates PLLC</p>	<p>Maha Jafarey, At-large mahajafarey@hotmail.com Bar # 50639 10650 NE 9th Pl, Unit 2027</p>

1435 W Valley Hwy N. Auburn, WA 98001 206.429.5259 Term: 10/1/2019 – 9/30/2022	Bellevue, WA 98004-5077 425.471.9923 Term: 10/1/2018 – 9/30/2021
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
Anthony Sterling, Alternate Bar # 53424	Scott Ugelstad, Alternate Bar # 52521
Kaelin Brodie, Alternate Bar # 54493	

Russell Knight, BOG Liaison rknightbog@gmail.com Bar # 40614 Smith Alling PS 1501 Dock St Tacoma, WA 98402-3209 253.627.1091 Term: 10/1/2018 – 9/30/2019	Julianne Unite, Staff Liaison julianneu@wsba.org Washington State Bar Association Advancement Department 1325 4 th Ave, Ste. 600 Seattle, WA 98101 206.727.8258
WA Young Lawyers Committee List Serve	wylcommittee@list.wsba.org
WSBA New & Young Lawyers List Serve	newlawyers@list.wsba.org

2019 – 2020 WYLC Meeting Schedule

November	Meeting: 10:00 a.m	WSBA Offices, Seattle
January	Meeting: 10:00 a.m	WSBA Offices, Seattle
March	Meeting: 10:00 a.m	Tacoma Pro Bono, Tacoma
May	Meeting: 10:00 a.m	Virtual
July	Meeting: 10:00 a.m	Virtual
September	Meeting: 10:00 a.m	Virtual

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee Proposed Meeting Dates and Locations

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

- Saturday, November 14, 2020 (Virtual)
- Saturday, January 9, 2021 (Virtual and WSBA Office* in Seattle)
- Saturday, March 13, 2021 (Virtual and WSBA Office* in Seattle)
- Saturday, May 8, 2021 at (Virtual and Peninsula* or Spokane* Region)
- Saturday, July 10 or late July, 2021 (Virtual and Northwest Region*, Olympia*, or BOG location*)
- Saturday, September 11, 2021 at (Virtual and WSBA Office* in Seattle)

**physical meeting locations are subject to change given ongoing pandemic*

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:	\$15,000
Indirect Expenses:	\$63,620
Number of Applicants for FY21 <i>(October 1, 2020 – September 30, 2021)</i>	6
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 and 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.

<p>Please report how this committee/board is addressing diversity, equity and inclusion: <i>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?</i></p>
<ol style="list-style-type: none"> 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.
<p>Please report how this committee/board is addressing professionalism: <i>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?</i></p>
<ol style="list-style-type: none"> 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.
<p>Please report how this committee/board is incorporating new and young lawyers and/or their perspectives into its work: <i>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?</i></p>
<ol style="list-style-type: none"> 1) The WYLC is entirely made up of new and young lawyers. 2) Yes, the WYLC focuses entirely on these topic areas.
<p>Please report how this committee/board is addressing the needs of the public: <i>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?</i></p>
<ol style="list-style-type: none"> 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 (9)

Transgender

Non-Binary

Male (5)

Two-spirit

Not Listed

No Response (4)

Multi

Ethnicity:

American Indian/Native American/Alaskan
Native

Asian (1)

Middle-Eastern Descent

White/European Descent (11)

Not Listed (1)

Black/African-American/African Descent (1)

Hispanic/Latinx (1)

Pacific Islander/Native Hawaiian

Multi-Racial/Biracial (2)

No Response (2)

Sexual Orientation:

Asexual

Two-Spirit

Multiple Orientations

No Response (11)

Gay, Lesbian, Bisexual, Pansexual or Queer (2)

Heterosexual (5)

Not Listed

Disability:

Yes

No (14)

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 Jordan Couch (jordan@palacelaw.com) and
Julianne Unite (julianneu@wsba.org).

WYLC Focus Areas:

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

Member: Alixanne Pinkerton

Region Represented: South Central

1. 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.

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Member: Catherine Holm

Region Represented: Greater Olympia Region

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

No, all of our events have been cancelled until further notice. The only thing that may happen is that the Thurston County young lawyers division chair reached out for support if we do a Zoom swear in, if we have anyone who took the bar and passed it in our area.

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

None

3. Any feedback from constituents on WYLC activities?

None

4. Is there anything you need from the WYLC?

Nope!

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Member: Chelsie Elliott

Region Represented: Southwest

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

1. COVID is hampering things...
- 2.
- 3.

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

1. Clark County Free Virtual Legal Clinic; Every Thursday; 5:00 pm to 7:00 pm
- 2.
- 3.

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

All CCBA events are cancelled until further notice. However, they have started their Nuts and Bolts virtual series again – starting with “Systemic Racism in the Legal System.”

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Member: Esther Hyun

Region Represented: Snohomish

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

None.

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

None.

3. Any feedback from constituents on WYLC activities?

None.

4. Is there anything you need from the WYLC?

None.

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Member: Ian P. McCurdy

Region Represented: NW Region

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

Pretty quiet up here in Bellingham the past couple of months!

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

Conferred with a recent admittee (Spring 2020) who is opening up her own practice; discussed logistics and advised of resources.

Exchanged emails with older attorney regarding mentoring newer attorneys given lack of in-person contact between most people now and inability for organic mentorship relationships to arise.

3. Any feedback from constituents on WYLC activities?

None.

4. Is there anything you need from the WYLC?

Nothing at this time!

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Member: Kim Sandher

Region Represented: Social Media/Communications At-Large Rep

1. What are the upcoming publication/speaking opportunities for new & young lawyers?

ABA YLD is accepting resolution ideas. The deadline to submit policy ideas is October 19, 2020:

https://americanbar.qualtrics.com/jfe/form/SV_6QhpcCjQ0B1guHz

Above the Law

2. Any updates on our social media?

We have 1,703 likes

The leadership team discussed posting individual members of this committee on the Facebook page to introduce them and their role.

3. Is there anything you need from the WYLC?

Pictures of members to post

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Project Lead Roles and Responsibilities

Volunteer leaders are vital to the efficient and effective work produced by the Washington Young Lawyers Committee. Your contributions of time and expertise to serving as a lead on a project team are one of our most important and valued resources.

WYLC Focus Areas: *The Washington Young Lawyers Committee 1) supports new/young lawyers as they transition into practice; 2) connects new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and 3) serves as a resource for new/young lawyers through outreach and leadership.*

Project Lead Expectations

We expect project leads to be familiar with:

- WSBA's mission, goals, and strategic priorities,
- WSBA's current committee policies,
- WYLC's annual report, and
- understanding the wealth of programs and products that are offered by WSBA to serve our new/young lawyer members.

What are you responsible for?

Project leads are responsible for:

- keeping the WYLC Chair and staff liaison apprised frequently of the project team's work,
- serving as the main point of contact for the project and external entities,
- presenting project team updates and action items at WYLC meetings,
- scheduling project team meetings,
- developing project team meeting agendas,
- preparing items for project team,
- taking project team meeting notes,
- conducting effective and efficient project team meetings,
- delegating responsibilities,
- handling administrative responsibilities,
- actively participating in the work of the project team by volunteering to take assignments, and
- preparing a status memo to transfer to future WYLC leadership at the end of the fiscal year that outlines project(s) worked on the past year, research gathered, accomplishments, outstanding items, and next steps.

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- 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?

Team members made contact with legal entities through the country regarding the development of various rural incubator programs.

Team members also met with the BOG's Rural Outreach Project stakeholders and staff regarding the results of their contacts with rural practitioners in Washington State.

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

With the WYLC's permission, we will participate in Phase III-Ideation of the project.

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

At this point, the WYLC will need to decide if we are going to continue to participate in the this project as it moves onto the Phase III. Ideally, WYLC will allow members of the team to continue to work with the BOG through the Ideation phase.

4. Anything additional you would like to share?

We appreciate it when the WYLC asks us questions about this project and provides additional insight. WYLC members have presented questions that have been added to our research endeavors that will ultimately help develop this program.

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Member: Brian Neuharth

Project: Debt

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

Sent LRAP draft bill to law school deans for input at legislative affairs request.

Clyde Shavers wrote a memo regarding income share agreements.

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

It is hoped ISAs will be on a WYLC agenda further discussion by the end of the calendar year.

Continue working with the WSBA lobbying team on LRAPs

Identify a new mechanism to address law school debt for further research and discussion (possibly a more aggressive approach).

Support approval of a new debt taskforce outside of the WYLC to broaden appeal to more stakeholders.

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

A new project team leader should step up, as Brian will step down to focus on WYLC chair duties.

4. Anything additional you would like to share?

Everything is on fire and I have a cabin reservation. Who do I sue?

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Member: Emily Ann Albrecht
Region Represented: ABA At-Large Rep

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

The ABA YLD A Seat at the Table Initiative, which encourages young lawyers to get more involved in many ways,

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

The ABA YLD Fall Conference 2020 will take place virtually on October 7-9, 2020.

3. Is there anything you need from the WYLC?

Not at this time. 😊

with their communities, educating them on what it takes to run for office, serve on local, state and nonprofit boards and commissions, and to advocate on behalf of issues of importance to young lawyers and the legal profession.

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Member: Emily Ann Albrecht
Project: Awards Committee

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

Announce the recipients of the 2020 Public Service Leadership Awards.

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

currently working on our article about PSLA award recipients for NWLawyer to be published in November.

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

it is not clear yet whether the ^{ADK} YLD Fall conference will have a fee for registration, but we should discuss in case it does re: Scholarships, etc.

4. Anything additional you would like to share?

Not at this time. 😊