

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Virtual via Zoom

Monday, April 21, 2025, | 12:00 p.m. – 1:00 p.m.

[Via Zoom](#) | Meeting ID: 899 4611 1517 | Passcode 608920 | Call In 888-788-0099

### AGENDA:

- 1) **Welcome & Introductions; Approval of February Meeting Minutes** – Mason
- 2) **WSBA Updates** –Chelle, Jordan
  - a) BOG Meeting Updates
  - b) WSBA Updates
- 3) **AI Use Policy for External Parties** – Chelle
- 4) **FY26 Committee Openings and Application Process** – Chelle
- 5) **Bylaw Amendment Update** – Mason
  - a) **BOG/WYLC Meeting** – Mason
- 6) **June Meeting Date** - Mason
- 7) **Project Team Updates and Regional Reports** – All
  - a) **Financial Focus CLE** – Chawisa
  - b) **Mentorship Project Team** – Janta
  - c) **Public Service Leadership Award** – Alex
- 8) **WYLC July Legal Lunchbox Collaboration** – Chelle
- 9) **New ideas for Next Meeting** – All
- 10) **Adjournment** – Mason

# WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

## Washington Young Lawyers Committee Meeting | Virtual via Zoom Monday, March 17, 2025, | 12:02 p.m. – 1:02 p.m. Meeting Minutes

**WYLC Members Present In-Person or Phone:** Mason Ji, Aaron Haynes, Steven Brown, Janta Steele, Mackenzie Lloyd, Hanna Harrison, Chawisa Laicharoenwat, Matthew Rommelmann, Stephan Yhann, Michelle Hesse, Thomas Garvey

**WYLC Members Absent:** Adin Johnson (unexcused), Sydney Sherman (unexcused), Bethany Nolan (excused), Alexander Reaganson (unexcused), Makenzie Spinks (unexcused), Michelle Mendoza (unexcused)

**Board of Governors Liaisons:** Jordan Couch (departed 12:14 p.m.)

**WSBA Staff:** Chelle Gegax – WSBA Member Services and Engagement Specialist, Vanessa Sweeney – WSBA Member Services and Engagement Program Coordinator

### Welcome & Introductions; Approval of February Meeting Minutes – Mason

WYLC Chair, Mason Ji, opened the meeting at 12:02 p.m. and welcomed everyone in attendance. On motion by WYLC Member Hanna Harrison, seconded by WYLC Member Steven Brown, the WYLC unanimously approved the February WYLC Meeting minutes.

### WSBA Updates – Chelle, Jordan

WSBA Updates - Chelle

WSBA Member Services and Engagement Specialist Chelle Gegax shared we are currently waiting to hear from the Board of Governors (BOG) liaison to ensure they have the capacity for WYLC at the May meeting. The schedule would likely include a happy hour gathering on Friday evening, followed by dinner as a group or on our own. The WYLC will meet on Saturday separate from the BOG. The WYLC will present on Friday or Saturday, Chelle can submit a request for the preferred day. Mason noted materials need to be submitted by March 20. Chelle commented that meeting with the project team offline to discuss individual schedules can be done soon.

BOG Meeting Updates – Jordan

WYLC Member/BOG Liaison Jordan Couch shared recent updates from the BOG, including agenda items of interest from the upcoming March 21-22 BOG Meeting. The BOG recently issued a statement in response to executive orders filed against Washington lawyers; this is an ongoing topic

that is being monitored. Public defender case load standards will be a conversation with the board again, however there isn't a proposal or a plan. The DEI Council will be presenting a first read for the Equity and Justice plan. A proposal will be presented to add public members to the BOG; many states have public members, historically, this is something that was sanctioned by the supreme court and is returning after the BOG killed the recommendation years ago. There will be FY26 budget and fiscal policy discussions with a focus on creating a presumptive annual dues increase based on the cost-of-living adjustment in Washington, the BOG can decide to discount it. Another policy to be addressed is adjusting the hardship exemption for license fees. The proposed policy includes having one exemption to cover all circumstances and increasing the hardship level while allowing to utilize the exemption three times instead of two. If anyone has comments to be shared with BOG, reach out to Jordan.

### FY26 Budget Planning Update – Alex, Mason

Mason indicated the budget can be found on page seven of the meeting materials. The budget planning project team met and concluded to keep the FY26 budget the same. If there is a decision to adjust, e.g. more scholarships, there will be budget allocated this way. There is time to finalize the budget as it is not due until later in the year. Chelle noted, funds that were allocated for CLE scholarships has been changed to 'Awards' to allow the committee greater flexibility in spend. Outreach and events remains at \$5000, with the majority of this spend for the recent WYLC swag order. Since this is not an annual recurring expense, it doesn't make sense to increase and reduce elsewhere. If a after bar exam social event is held in July, outside sponsors will be necessary to cover alcohol, catering, and venue costs. WYLC Member Stephan asked whether reallocating funds would require BOG approval, and Chelle confirmed that it would, however there isn't much to reallocate from. If several people attend the BOG meeting in May a large portion of the \$15,000 will be used for travel expenses. Mason proposed if there is extra from that line item the committee can vote to seek BOG approval to reallocate as needed. Mason is confident county bars will support for future social events. For the recent February after bar exam social, Tacoma Pierce County Bar Association (TPCBA) agreed to pay \$500 for alcohol, while the King County Bar Association (KCBA) agreed to pay \$501 and capped it at \$1200. The final cost didn't exceed \$500 so KCBA did not need to contribute. In addition to the anticipated July social, the hope is to hold an event with the law schools. Mason suggested seeing what sponsors are available to partner with in July, and review May BOG travel expenses before making decisions to reallocate funds. Chelle shared that the swag order has arrived and due to reduced storage space at the WSBA offices, asked if any committee members are available to store the swag boxes. Stephan and Mason offered space in their garages.

### Bylaws Amendment – Mason

Mason stated that the goal for today is to finalize the materials in preparation for submitting to the BOG team on Thursday, March 20, for the May meeting. Mason continued, in 2023 the WYLC presented to the BOG a proposal to update the bylaws definition of New Lawyers. The BOG provided feedback which has been integrated into the definition (found on page 12 of the meeting materials). This will be the second read where the BOG can vote to adopt. There are three

highlighted areas to consider. First, New and young lawyers as defined in definition. Mason asked whether the committee is comfortable with including “new and young” or just “new lawyers” or keep as “young lawyers?” The goal is to be as inclusive as possible, e.g., people who made a career change and may not be as young as other new lawyers. WYLC Member Aaron Haynes noted a consideration: if an individual practices in another state for 20 years, then comes to Washington this makes someone a ‘new’ Washington lawyer. Mason clarified, identifying the ‘5 years under Washington practice’ was based on BOG feedback. Aaron raised a concern stating the group been known as Washington Younger Lawyers, and scrapping “young,” is a broader rebrand and disconnect between the name and definition of its members. Mason stated if a revision of the name of the committee is desired, that is a separate proposal for the BOG. At this time, the goal is to limit the amendment to the definition only. The committee voted via Zoom poll for ‘new and young’ - 10 out of 11 votes for using ‘new and young’, the majority favors keeping ‘new and young’ in the definition. The next vote via Zoom poll is regarding 5 years versus 10 years, proposing a change to the length of time, and/or the jurisdiction. There was concern that the wording is confusing. In response, a suggestion was made to change the order of the two instances. Stephan provided a suggested draft of the definition via the chat, after discussion and wordsmithing, Janta added an edited version of the definition via the chat. (included below). Discussion continued and clarifications were made that ‘new and young’ includes up to ten years and can include both brand new and seasoned attorneys. Aaron motioned to approve Janta’s version of the definition, Steven second. 6 votes for, 2 against, 1 abstain. Motion passes.

*Text from the chat:*

*Stephan Yhann*

*Active lawyer member of the Bar will be considered New and Young Lawyers until the 31st day of December:*

*(a) For lawyers whose first admission to practice in a U.S. Jurisdiction was the to the Washington State Bar, the 10th year of practice in Washington state or;*

*(b) For lawyers previously licensed as an attorney in another U.S. jurisdiction and who are subsequently admitted to practice in Washington State, either the later of:*

*(i) their 10th year of practice following their admission to the WSBA or,*

*(ii) for those members who have practiced for at least 6 years before admission to the WSBA, the fifth year following their admission to the Washington State.*

*Janta Steele*

*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 anniversary when such member was first licensed in any jurisdiction, including Washington, or the fifth year after the anniversary when such member was first licensed by the Washington State Bar Association, whichever is later.*

Iowa YLD MoU Discussion – Mason

Mason discussed the Iowa Young Lawyer Division's memorandum of understanding (MoU) (page 13 of the materials). In a previous committee meeting, it was noted that the WYLC's MoU with the Iowa YLD has expired. Iowa has eliminated their working group for this and is no longer involved, renewing the MoU likely won't garner much participation from their side. Mason asked if the committee would like to keep it or drop it and determine taking it up again at a later date. Aaron suggested dropping it as Iowa has already dropped it. Janta asked the MoU achieved. Chelle answered, its goal was to create national transparency around student loan debt, however there was not a lot of movement from our side, as this was around the same time WYLC faced quorum issues. A motion was proposed to not renew, Aaron moved the motion, Stephan seconded, all in favor.

### Project Team Updates and Regional Reports – All

Financial Focus CLE - Chawisa

WYLC Member Chawisa Laicharoenwat shared the finalized Financial Focus CLE topic: Insurance Basic for Lawyers - what you need to know about malpractice, disability, and health insurance to protect yourself and your practice.

### New Ideas for Next Meeting – All

Janta requested a meeting be scheduled after internal feedback review for mentorship program, Chelle confirmed this will be done.

Future lawyer engagement follow-up.

The next meeting is April 21, 2025, via Zoom.

### Adjournment – Mason

Mason adjourned the meeting at 1:02 p.m.

## **WSBA AI Use Policy for External Parties**

As Artificial Intelligence (AI) and AI-based tools continue to develop every day and their potential risks and benefits mount, it’s crucial that we anchor ourselves to our purpose: to serve the public and members of the Bar, to ensure the integrity of the legal profession, and to champion justice. We acknowledge that external parties may use AI to benefit their work with WSBA and this policy sets out requirements regarding that AI usage. Our responsible AI approach is our commitment to the ethical use of AI and aims to ensure that our AI usage aligns with our mission and values.

### **External AI Tools During Meetings/Events**

- External parties (i.e., vendors, volunteers, meeting attendees) using an AI recording or notetaking tool **must** ask the staff liaison in advance (at the time the meeting is scheduled), so participants have a meaningful opportunity to decide whether to participate.
- **Failure to notify in advance:** If external parties fail to notify the staff liaison in advance, they **must** notify all event participants at the start of the meeting. Notice provided by the AI tool fulfills the notification requirements, i.e., “this meeting is being recorded.”
- **Failure to notify:** Failure to provide this notification will result in the meeting’s termination (if hosted by WSBA) or termination of WSBA’s participation (if hosted by an external party).
- **AI tool as meeting participant:** If the AI tool is a meeting participant requesting entrance to a meeting, the meeting liaison must verify the identity of the individual who enabled the tool and notify all participants to get consent before letting the AI in.
- **No assigned staff liaison:** If no staff liaison is assigned, the external party **must** still notify WSBA invitees of the AI recording in advance, must provide WSBA access to the recording, and WSBA has the right to ask the external party to delete the recording at the external party’s end.
  - o Failure to provide this notification or following these steps will result in the termination of WSBA’s participation.

**Consent on WSBA’s behalf:** Staff liaisons, on behalf of WSBA, may consent to a meeting being recorded, provided **no** sensitive or confidential WSBA information will be shared and/or discussed. Recording meetings with sensitive or confidential content is **prohibited**.

### **External AI Generated Content**

We acknowledge that external parties may use AI to produce WSBA-business content. External parties should review these considerations to help ensure responsible and ethical AI use.

#### **COMMUNICATION**

- External parties need to cite the use of generative AI: reading or viewing AI content without noting its use can be jarring, misleading, and feel inauthentic.
- External presenters who submit potentially copyright materials (*i.e. CLE materials, committee presentation materials, etc.*) **must** disclose AI usage as follows:

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- All images and videos created by any AI system must be attributed to the appropriate Generative AI system.
- If text generated by an AI system is used substantively in a final product, attribution to the relevant AI system is required.
- All attributions should include the name of the AI system used and a HITL (human-in-the-loop) assertion (which should include the person who reviewed and edited the content).

**Sample language:** *Some material in this publication was generated using [insert AI tool] and was reviewed for accuracy by [insert name].*

## CONSIDERATIONS

- **BE WARY OF BIASED CONTENT**
  - Research indicates that algorithms can be biased against some groups, compounding systemic discrimination.
    - We want to ensure that these technologies do not harm vulnerable populations.
    - Think about how racial and ethnic minorities, women, non-binary, people with disabilities, or others could be portrayed or impacted by the content generated with AI assistance.
- **ACCURACY**
  - While AI can rapidly produce clear prose, the information and content might be outdated, inaccurate, or even made up.
    - The user is responsible for verifying that the information is accurate by independently researching claims and content made by the AI tool (look for inaccurate details, including links and references to events or facts).
  - There are also reputational and legal risks of relying on incorrect and biased information.
    - Monitor and verify outputs before using them, check sources, and be mindful about when generative AI use is inappropriate.

## AI Use for Accommodations

If AI use is needed to accommodate a disability, the external party **must** notify the staff liaison in advance of the meeting. The staff liaison will then work with the Accommodations team to ensure proper measures are in place that also comply with this policy.

## XII.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 year** after the ~~anniversary year in which~~ when such member ~~first~~ was first licensed by the Washington State Bar Association or the **tenth year** after the anniversary when such member was first licensed in any jurisdiction ~~admitted to practice as a lawyer in any state, including the Washington State Bar Association,~~ whichever is later.

### View results

Respondent

10 Anonymous

08:09

Time to complete

1. What is your name? \*

Ariel Cook

2. Which Region are you representing? \*

- Pierce County
- Southwest Region
- Northwest Region
- King County
- Peninsula Region
- South Central Region
- North Central Region
- Greater Olympia Region
- Snohomish County
- Greater Spokane Region
- Southeast Region

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

Not that I know of at this time

4. Any recruitment actions taken since the last meeting? Were they successful?

No actions taken yet

5. Any feedback from constituents on WYLC activities?

In February, when I asked people if they were going to the WYLC social that occurred, there wasn't a single other person that knew it was happening. People said they wished there was a more obvious way of learning about events--I only knew about it from the tiny blurb in that month's Bar News, which I got the day before the event.

6. What recruitment actions do you plan to take in the next two months? How will they be successful?

I'd love to chat with the committee about whether we could have a social media presence. I would be glad to put the time and effort into starting and maintaining an Instagram account, which I think would be the most popular and appropriate platform to reach young and new lawyers. If approved, I think a social media page would connect the Committee to many new and young lawyers that would otherwise not be aware of our activities and opportunities.

7. Is there anything you need from the WYLC?

Nope! Looking forward to meeting everyone!