

**Diversity Committee Meeting Final Minutes**  
September 12, 2020 – 10:00 AM to 12:30 PM

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The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities, which highlight the numerous societal benefits of a diverse law profession.

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**Members:** Laura Wulf, Serena Sayani, Laura Johnson, Gov. Sunitha Anjilvel, Andrea Jarmon, Carly Summers, Allison Ross, Chelsea Brisbois, Gov. Alec Stephens

**Absent:** Gov. Jean Kang, Lisa Mansfield, Nam Nguyen, Gov. Hunter Abell, Yuping Wang, Allison Ross

**Staff:** Diana Singleton, Tyler Washington, Paris Erickson

**Call to Order, Welcome and Approval of Minutes** – Laura Wulf called the meeting to order at 10:26AM. Carly Summers moved to pass the July meeting minutes, Serena Sayani seconded, and the minutes passed unanimously.

**Board of Governors Report** – Gov. Sunitha Anjilvel provided the BOG report. Lisa Mansfield will no longer serve as At-Large Governor due to her appointment as municipal court judge. The At-Large position is open and Sunitha stated that the election process should follow the recent bylaw change where the Diversity Committee puts forward a slate of candidates to the BOG.

Sunitha shared that there is no longer a discussion about potentially changing the WSBA mission statement. The MBAs have not yet received a response, as requested, to their letter to the BOG regarding comments made at the June 2020 BOG meeting. Rajeev Majumdar had stated that he would invite the MBAs to a BOG meeting, but due to a change in the BOG schedule, the invite has not yet been extended.

The BOG has completed DEI training that was well attended. BOG President-Elect Kyle Sciuchetti has committed to making DEI training a larger goal over the next two years.

Andrea Jarmon wrote in Zoom chat "Statements of commitments to training are one thing..action/policy review/etc reflect that are training is another."

**At-Large Position Election Process** – The committee discussed the At-Large election process. There was uncertainty if the BOG would appoint an At-Large Governor or if there would be an election due to Lisa declining the nomination. The bylaws state that the BOG can appoint a governor if there is a resignation during the term but does not mention process regarding a nominee declining before the term starts.

Paris Erickson explained that this will be the first time the diversity committee navigates the At-Large election process and there will be a decent amount of work as no such process has been established. There currently is no timeline in the bylaws and the Diversity committee could establish the timeline.

Sunitha expressed concern that if the At-Large position is appointed rather than elected from a slate of candidates vetted by the Diversity Committee the position could be occupied by someone who is not from an underrepresented background. She advocated that the committee have a roster of candidates to the BOG by November. Discussion ensued about different potential processes to fill the position, all of them involving the

diversity committee vetting candidates. Laura Wulf suggested forming a workgroup that Sunitha, Andrea, and Serena joined. The workgroup will draft a memo to the BOG that proposes the Diversity Committee screen and select the At-Large Governor candidates, to be reviewed by General Counsel. Sunitha will start the memo draft and submit a request to President-Elect Sciuchetti to be included on the BOG meeting agenda. Diana will inform Shelly Bynum that there will be a late submission in the BOG materials. Andrea stated that the memo should reference the significant moment we are living in regarding race equity issues and the commitment the WSBA has made to this issue.

**MCLE Board's Proposed Amendments to APR 11**– Laura Wulf stated that the MCLE Board is revitalizing their proposal to require members to complete one ethics credit relating the topic of equity, inclusion, and the mitigation of bias in the legal profession. Diana stated that The MCLE board is presenting to the BOG on Friday, September 18, 2020 and Diversity Committee members can call in to state their support for the proposal.

**Year in Review and Preliminary Goal-Setting for FY 21** – Laura Wulf reviewed the past and future goal for the committee. Sunitha stated that Lisa Mansfield hoped the At-Large position would be a conduit to the MBAs and advocated that the committee continue that goal. Diana shared that she would discuss fostering a relationship between the MBA, Diversity Committee and At-Large position as part of her presentation at the upcoming MBA Leadership meeting. Laura Wulf asked how the committee could make up opportunities lost with the MBAs due to Covid.

### **Staff Updates**

Diana provided the WSBA staff updates

- Equity and Justice Team – Dana has left the WSBA. The Diversity team has reorganized to the Equity and Justice team and is now comprised of Diana Singleton(manager), Paige Hardy, Tyler Washington, Bonnie Sterken (ATJ) and Laura Sanford (WSBF). There are currently two open positions on the team.
- Legal Lunchbox- The Legal Lunchbox- Responses to Hate Crimes in PNW was well attended and successful. The upcoming Legal Lunchboxes on September 29 is themed Justice and Technology: An Overview of the Updated ATJ Technology Principles.
- Beyond the Dialogue – the final Beyond the Dialogue of the fiscal year is themed From Transphobia to Gender Inclusion in the Practice of Law on 9/15. The next BYD will be in November in collaboration with WADA.
- ARC Reception – The ARC Reception was cancelled because of COVID and will not be rescheduled. Seattle University is open to working with the committee on different ways to connect with ARC students, perhaps providing mentorship.
- MBA Scholarship Grants – The Washington State Bar Foundation has launched the MBA Scholarship grants application, which is due 9/25. Savings from the diversity cost center are being redirected and will be divided between the MBAs that apply.

Diana also shared that the Equity and Justice team will give a presentation to the BOG. They will provide updates, discussing the REJI commitments and advocating for an equity assessment.

**Announcements** – Sunitha shared that she was appointed by BOG President Rajeev Majumdar to a new taskforce on criminal justice reform convened in the wake of George Floyd. Anyone from the committee is welcome to attend.

Diana shared that the ATJ Board has released a statement and call to action about anti-black racism. They are holding themselves accountable to convening the Alliance for Equal Justice members and racial justice leaders to create an action plan for combatting racism. Diana also shared that the 2021 ATJ conference is going to be virtual and held in August.

Diana also noted that the 2020-2021 committee schedule is delayed and will be determined once the BOG Co-Chair is selected.

# WASHINGTON STATE BAR ASSOCIATION

**Thank you to Outgoing Members** – Laura Wulf thanked the outgoing members for their work and time on the committee.

The meeting was adjourned 12:16PM.