

DIVERSITY COMMITTEE MEETING AGENDA

August 10, 2021 – 12:00 to 1:30 PM

Link to access the Zoom meeting:

<https://wsba.zoom.us/j/92728923394?pwd=Vm54Sm9GdGgranM1Y09pa0QzbmpBQT09>

Zoom Conference Call Lines: **LOCAL OPTION:** (253) 215-8782 || **TOLL-FREE OPTION:** (888) 788-0099

Meeting ID: 927 2892 3394 || Passcode: 744779

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.

3 mins	1. Welcome and Introductions <ul style="list-style-type: none"> Welcome Saleena Salango, Equity and Justice Specialist 	Sunitha Anjilvel Andrea Jarmon		
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Priority Agenda Items/Action Items

2 mins	2. July Minutes	Sunitha Anjilvel Andrea Jarmon	Action	pgs. 3-6
10 mins	3. WSBA Governor Updates <ul style="list-style-type: none"> Committee updated memos to BOG 	Sunitha Anjilvel	Report	pgs.7-15
10 mins	4. Proposed Changes to WSBA Committee Policy & Bylaws <ul style="list-style-type: none"> Draft memo re judicial/active status Draft of proposal/memo to change definition of diversity in section on at-large governor elections 	All	Report/Action	BOG Committee and Boards Policy WSBA Bylaws
15 mins	5. Law Student/Pipeline Work <ul style="list-style-type: none"> Finalize Law Student Committee Member description 	All	Action	Student Description pg. 16

Other Agenda Items

15 mins	6. End of Year Celebration Planning <ul style="list-style-type: none"> Celebrate accomplishments Want to invite MBAs 	All	Discussion	
10 mins	7. Meeting Next Fiscal Year <ul style="list-style-type: none"> Office reopening 8/2 In-person, remote, hybrid 	All	Discussion	

<i>Subcommittee Report Out</i>				
5 mins	8. CLE Subcommittee		Report	
5 mins	9. Demographic Study Workgroup		Report	
5 mins	10. Judicial Status Subcommittee <ul style="list-style-type: none"> Draft memo/proposal-present at Aug BOG meeting 		Report	
5 mins	11. Communications Subcommittee <ul style="list-style-type: none"> Editorial Advisory Committee meets 3rd Wednesday of month, noon- 1. Welcome to all 		Report	

<i>Proposed Agenda Items/Announcements</i>				
3 mins	12. Proposed Agenda Items/Announcements <ul style="list-style-type: none"> Announcement, Upcoming CLEs: Ethics on Aug 19, 9:30 – 10:30 and Sept. Legal Lunchbox on Sept. 28 from noon – 1:30 	All	Discussion	

Diversity Committee Meeting Draft Minutes

July 13, 2021 12:00 PM – 1:30 PM

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.

Present: Andrea Jarmon, Co-Chair, Michele Fukawa, Danitza Casselman, Laura Johnson, Carly Summers, Mubarak Abdur Raheem, Gov. Sunitha Anjilvel, Co-Chair, Luis Beltrán, Christopher Swaby, Serena Sayani, Gov. Alec Stephens

Absent: Janice Langbehn, Nam Nguyen, Shirley Prasad, Monica Lopez Reinmiller, Christopher Swaby, Yuping Wang, Gov. Hunter Abell, Gov. Lauren Boyd

Staff: Dominique Shannon, Tyler Washington, Diana Singleton, Jorge Perez

Meeting called to order 12:18 pm.

June Minutes

Motion to approve by Serena Sayani, seconded by Laura Johnson. No opposed, abstained by Gov. Stephens. Motion carries.

Governor Update

Gov. Anjilvel stated there is a 2 day meeting and retreat Thursday and Friday. The Diversity At-Large Candidates issue is now going to board, for the ability of candidates to run for both at-large and congressional district positions. Gov. Stephens presenting with Paris (WSBA staff) a proposal that will have a calendar where congressional district elections will be run first and when completed, will be election for any at-large position (not just 2 diversity but also young lawyer). In 3 year span, will be congressional seat and 1 at-large, then congressional seats and 1 at-large, etc. If a candidate meets criteria (whether age or representation), can run for congressional seat, that will be determined and if they didn't succeed can run for at-large position. Coming up for possible action.

Gov. Stephens mentioned that Gov. Abell at last BOG meeting referred to at-large positions as gatekeeping function. Hope won't speak to it again, but if does, ready to explain why offended

Gov. Anjilvel and Andrea will be speaking at July BOG meeting to give an entity update. Andrea to speak to work of the committee, where we want to go. Co-chairs, Dominique and Diana will be and anyone else welcome to attend.

Proposed Amendments to WSBA Committee Policy and Bylaws

As discussed at June committee meeting, Andrea left meeting for this portion.

Gov. Anjilvel brought up that currently under committee and boards policy and pursuant to bylaws, only active members can serve on certain committees/boards. Judicial officer is not considered active member for purposes of serving. Co-chair Jarmon would need to not be involved pursuant to bylaws and policies. There are other groups that are affected, including Editorial Advisory Board: there is an

individual who has become a judicial officer and EAC concerned because want to keep and retain him. Issue affects committees across the board.

Something else we want to consider is if the Diversity Committee will allow for law student membership. Require subcommittee to draft a proposal. Need to draft proposal, bring before BOG, and get BOG to vote on it. Gov. Anjilvel wants to be part of proposal drafting, make tight and bullet proof.

Co-Chair Jarmon indicated willingness to continue on. New president is coming in and might be able to remove Gov. Anjilvel from the meeting, want there to be someone (at least one co-chair) who has brought as much work and initiated as much as Andrea has. Would love to see change made for this committee and future committees.

Gov. Stephens mentioned within last 6 months, analysis/question went to general counsel re judicial officers serving on BOG. Governor Elect had to step aside because became judge. According to general counsel, someone could be governor and judicial officer. Ask general counsel for clarification.

Diana and Dominique clarified that already asked general counsel. Diana said BOG committee policy says must be active except for Pro Bono and Ethics Committees. Problem is committee policy is limiting and her read is we're kind of stuck with what is says. Don't know if inadvertent or if there's an actual reason.

There is a question of who is an active member and how they fit. Gov. Stephens willing to work with Governor Anjilvel on subcommittee. If anyone else wants to join, get in touch with Governor Anjilvel. Issue will come up not just now but in the future. When President Elect Tollefson starts term, appoints BOG co-chair.

Diana added that based on experience last year, Diversity Committee only committee w/BOG and non-BOG seats. President Elect decides which BOG members are on committee and who is BOG co-chair.

BOG members submits who wants to be on which committee. Hope to have done by August.

A judicial officer can be active member. Have to pay active member dues and no longer considered judicial status. Want draft by next committee meeting- next committee is Aug 10 and next BOG meeting Aug 20 so can get to BOG before August meeting.

Danitza message in chat: are we talking about ALJs and pro tem ALJs. Gov. Stephens said if pro tem, not full judicial officer since on a pro tem basis.

Andrea back, let her know that convening sub-committee to draft proposal.

Proposed Change in Bylaws

Governor Anjilvel stated one of the issues in our bylaws is how do we vet candidates- when we look for criteria for at-large candidate, sense that criteria is lacking specificity. Need to define and delineate what diversity means in context of these positions. We're not gate keepers, but positions exist for a reason- represent underrepresent folks in legal profession. Run the risk of having governors assume position on board without having any knowledge around DEI issues. Lofty task to define diversity in context of position.

Gov. Stephens added that this has been an issue for a while, July 2020 BOG meeting where bylaws discussed. Couple of governors said we should be color blind when making determination, even though reason for position is to correct underrepresentation. Looking at our country's history, can we really say race, gender, sexual orientation, disability is not an issue or that we should be color blind to those issues. Need to look at what are the areas/instances where people have been excluded. Make it clear we're talking about correcting past of discrimination/exclusion by our own bar association and its history. Thanks to Diana for pointing out issue.

Gov. Anjilvel invited people to join sub-committee. Gov. Stephens and Co-Chair Jarmon joined.

Mubarak asked question re amendment. Did someone complain and say not fitting need, how did we get here. Gov. Stephens added that proposal from MBAs for minority representation on Board-categories added like age, race, sexual orientation and other neutralizing factors such as geography and area of practice. Candidates for at-large governor position came down to Black and White woman outside of state. For those supporting the White candidate, there was the argument that should be color-blind in making decision and also not a lot of people w/military background on BOG (which was false). Andrea added this has been a longstanding issue, even when she was on BOG. Diversity discourse changes over time, are we looking at diversity of ideas over diversity over body. Need to be intentional and need specificity so can deliver on what diversity actually means. Want diversity to be institutionalized so doesn't depend on who is present on BOG but continues no matter what.

Committee Membership Selection

Co-chairs are looking at materials, make phone calls to those that have selected Diversity Committee as first and second choice to look at diversity of thought and body. 3 people marked as first choice, couple as 2nd choice. Just because wanted to be on another committee doesn't mean their commitment is any less. Sad that not getting more candidates, what can we do to increase participation. Committee members suggested talking it up when out and about. May be missing opportunities to communicate what we've done/accomplished, and inviting people to be a part of it. Column in Bar News can highlight what we're doing. Michele mentioned she's part of Spokane County Bar and their diversity efforts, when tried to point it out it was difficult to explain the process, how to apply.

Law Student/Pipeline Work

ARC Event underway! Larry Jefferson will be keynote speaker. Andrea can do welcome, but want to extend invitation and promote sharing the space and allow opportunities for others to be visible.

Subcommittee/Report Out

Updates on our different subcommittees will be routine part of agenda from now on. Will have timeline or upcoming meetings so other committee members will know and can join if interested.

CLE Subcommittee

Met for brainstorm session and to discuss potential topics for upcoming CLEs/Legal Lunchboxes. Will let committee know when meeting again.

Demographic Study Workgroup

Upcoming meeting Thursday 7/15 from noon – 1 pm. Will re-forward meeting information

Communications/Bar News

Use link to spreadsheet in materials to note ideas. Want to have standing subcommittee to work with the Editorial Advisory Board and look at how we are promoting and discussing DEI issues in WSBA communications. Don't want to miss opportunity to have something in every Bar News issue. Intent is not to micromanage other committee members, but to support each other.

Dominique will send email to larger committee to ask if want to join subcommittee.

Proposed Agenda Items

For next meeting, want to talk about overall Diversity and Inclusion Plan, understanding that demographic study will inform new plan.

Discuss having an End of Year Celebration at next meeting. Gov. Anjilvel will help, possibly use retreat to connect w/the MBAs and have a fun event. Move forward enthusiastically!

Michele brought up that for August, need to finalize what we're going to say to try and recruit law students. Other committee members added if we need to answer the question about a law student's voting status. Want law students to feel they can attend our meetings. Might be dicey because not voting members, but our meetings are still open to them. Would love to see law students popping in- want to include them any way we can. Need to iron out our plan to recruit students.

Michele added that the draft of recruiting statement doesn't say anything about voting. Others added that the draft stands alone, even if can't vote. Students will be interested in content. We want to create an environment where they feel welcome, encouraged to speak and ideas are welcome. Will put for finalization for action item on next agenda.

Meeting adjourned at 1:31 pm.

MEMO

To: Board of Governors

From: Andrea Jarmon, Co-Chair, Diversity Committee
Governor Sunitha Anjilvel, Co-Chair, Diversity Committee

Date: June 25, 2021

Re: Update to FY 20 Annual Report

This update on the Diversity Committee FY 20 Annual Report is provided to the Board of Governors (BOG), for the discussion at the July BOG meeting, as part of their annual dialogue between each WSBA entity and the Board. Below is a summary of the progress we have made since we submitted the FY 20 Annual Report last summer.

Background & Purpose:

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee is centered on programs and resources that promote the presence and retention of historically underrepresented groups in the legal profession. The Diversity Committee does this through collaborative partnerships and community building activities, the support of pipeline and mentorship programs, advocating for and sponsoring diversity training and CLEs, and making recommendations to the Board of Governors on issues and policies of impact to minority members in the profession, which highlight the numerous societal benefits of a diverse legal profession.

FY 21 Accomplishments and Updates:

- **AT LARGE GOVERNOR ELECTIONS:** In FY 20, the Committee proposed bylaw changes that would direct the Committee to vet and recommend At-Large Governor candidates for a member-wide election. The Board of Governors approved the bylaw change and the Committee followed the new policy for the first time at the end of 2020 following an incoming At-Large Governor's withdraw. The Committee assisted in communication efforts to ensure wide dissemination about the opportunity to apply to run for an At-Large Governor seat, designed interview questions and selection criteria, and interviewed 6 candidates. The Committee ultimately recommended four candidates for the member-wide election and a new At-Large Member was elected in January 2021.
- **MINORITY BAR ASSOCIATIONS:** The Committee continues to work with and support the MBAs in a variety of ways:

- In June 2020, comments raising concerns about racial bias were made by a sitting BOG member. Many MBAs including the Asian Bar Association of WA, Korean American Bar Association, WA Attorneys with Disabilities Association, Latina/o Bar Association, QLaw, Vietnamese-American Bar Association, Loren Miller Bar Association, MAMA Seattle, Filipino Lawyers of WA, and WA Women Lawyers submitted written communication to the BOG, expressing their concerns and requesting various actions. The Committee sent a letter to the BOG expressing its support of the MBAs and urging the BOG to respond to the MBAs, heed the Supreme Court’s call to action against racism, and fulfill its commitments in the mission statement, GR 12.2(6) and the Race and Equity Justice Initiative.
- The Committee has supported the MBAs in their work in supporting law students from underrepresented communities. The MBAs created the Joint Minority Mentorship Program which matches Bar members with law students from underrepresented communities. In April 2021, upon the Diversity Committee’s recommendation, the BOG approved the WSBA becoming an official sponsor.
- **MCLE RULE CHANGE:** The MCLE Board proposed a rule change which would require training in equity, inclusion and the mitigation of bias as part of the required ethics credits. The Committee has supported this change since the MCLE Board first submitted this proposal a few years ago. In April 2021, upon BOG approval, the Committee submitted comments to the Supreme Court in support of the proposed change.
- **BAR EXAM RESOLUTION COMMENT:** In March 2021, the Diversity Committee urged the BOG to hold off on passing a bar exam resolution so members including the MBAs could have time to submit their comments. The Committee then helped facilitate outreach to the MBAs, inviting them to submit comments. Subsequently, several MBAs submitted comments and some MBA leaders attended the April 2021 BOG meeting to give oral comments. The Diversity Committee also submitted its own memo to the BOG recommending that it forego passing the proposed bar exam resolution and instead allow the Supreme Court Bar Licensure Task Force to complete its work.
- **LAW STUDENT OUTREACH AND PARTNERSHIP WITH LAW SCHOOLS:** The Committee has been working to strengthen relationships with law schools and work with underrepresented law students to advance diversity and inclusion in the legal profession. They have engaged in the following activities this year:
 - The Committee invited students and staff from the three WA law schools to their Committee meetings to learn about their diversity, equity and inclusion efforts and identify how to collaborate on joint efforts.
 - The Committee historically has supported the Access Admissions Program through Seattle University School of Law’s Academic Resource Center (ARC). The

Access Admissions Program is targeted towards law school candidates from historically oppressed communities, and recognizes that students from these communities may have less access to education and standardized testing prep, and may have lower LSAT scores and/or undergraduate GPAs, and offers an alternative admissions process so that students from historically marginalized groups can still enter into the legal profession. The Committee is currently planning its first virtual ARC reception for 1L students that are part of the Access Admissions Program, to inspire and encourage more diversity in the legal profession, and give students the opportunity to network with people from various backgrounds and professions.

- The Committee is working on creating formal membership opportunities for a law student from each of the three WA law schools.
- **DIVERSITY, EQUITY AND INCLUSION CLES:** The Committee, in collaboration with members of different MBAs and others in the legal community convened a brainstorm session to inform the development of the FY 21 Legal Lunchbox CLEs which would be devoted to DEI topics. Following the brainstorm session, the Committee in partnership with WSBA staff developed a series of Legal Lunchbox CLEs responding to the WA Supreme Court's June 2020 Call to Action. The three CLEs build off each other to provide a foundation of learning about structural racism (March 2021), how to combat it as individuals (June 2021), and how it relates to and can be a catalyst for organizational change (September 2021).
- **COMMUNICATIONS:** In partnership with the Editorial Advisory Committee, the Committee is working to promote diversity, equity and inclusion in various WSBA communications including the WSBA Bar News. The Committees are working to create columns dedicated to issues related to diversity, equity, and inclusion and recruit authors to write articles. Two articles in development include one on Lawyers Against Systemic Racism which is based in Tacoma, and one on the Racial Justice Consortium which the Supreme Court has convened. The Committee and the Editorial Advisory Committee also plan to work together on using an equity lens in all aspects of the Bar News, in order to institutionalize the practice of having DEI focused submissions in the Bar News, the Diversity Committee has created a subcommittee that will work directly with the Editorial Advisory Committee for a regular submission. Additionally, the Diversity Committee continues to offer a diversity focused lens to provide feedback. Recently, both committees engaged in a successful dialogue related to the selection of the cover for the last issue of the Bar News.
- **MEMBERSHIP STUDY AND DIVERSITY AND INCLUSION PLAN:** The WSBA Diversity and Inclusion Plan provides that the WSBA will conduct a comprehensive membership demographics study every 10 years. The Diversity Committee, in partnership with WSBA staff, are preparing for the next study which is due in 2022. The Committee will be

identifying needed data points and will solicit input from relevant stakeholders before and while working with a data consultant. The Committee envisions the results of the study informing the update of a new Diversity and Inclusion Plan.

We look forward to meeting with you and happy to answer any questions at our meeting on July 16th. Thank you.

MEMO

To: Board of Governors

From: Andrea Jarmon, Co-Chair, Diversity Committee
Governor Sunitha Anjilvel, Co-Chair, Diversity Committee

Date: August 5, 2021

Re: Supplemental Report to July 17, 2021 Update

The Diversity Committee is excited about the continued opportunity to support the Board of Governors as we, in partnership, further hone and expand the important work of diversity, equity, and inclusion (DEI). Thank you for the opportunity and time afforded to the Diversity Committee to come before the Board of Governors and report on this work and the goals of the Diversity Committee during this past year. We are writing to supplement the update we shared with you at your meeting on July 17, 2021.

At the July 17, 2021 meeting, we shared some background on the Diversity Committee. The work of the Diversity Committee is centered on programs and resources that promote the presence and retention of historically underrepresented groups in the legal profession. The Diversity Committee does this through collaborative partnerships and community building activities, the support of pipeline and mentorship programs, advocating for and sponsoring diversity training and CLEs, and making recommendations to the Board of Governors on issues and policies of impact to minority members in the profession, which highlight the numerous societal benefits of a diverse legal profession.

We also provided some highlights of what we have been working on over this past year. We shared about our work on the At-Large Governor Elections, our partnership with the Minority Bar Associations, our support of the MCLE Rule requiring equity, inclusion and the mitigation of bias as an ethics credit, our comments on the bar exam resolution, our work with law students, highlights of the most recent DEI CLEs and our work to promote DEI in WSBA communications.

The Diversity Committee welcomes the continued engagement of each of the BOG members and the executive team. We believe that this work is and must be collaborative. We are appreciative of the questions and discussion that unfolded. As promised, we are following up to supplement our report with more information about the makeup of our committee, as well as, additional information about our committee work that demonstrates our understanding of and responsiveness to the diversity and intersectionality of both of our committee and the public and membership we serve.

Diversity Committee Members

The Diversity Committee continues to prioritize diversity among its committee membership as we value a diversity of perspectives especially from those who are part of underrepresented communities. Reflective of this, our current membership of 18 people reported the following demographics:

- 10 women and 6 men (2 unreported)
- 4 people from the LGBTQ community (2 unreported)
- 14 people who are Black, Indigenous, People of Color and 2 who are White (2 unreported)
- 2 people with a disability (2 unreported)

During past recruiting season for new members in FY 22, we made a special effort to reach out to the Minority Bar Associations, making individualized phone calls, as well as sending out multiple email blasts to the MBA Leaders listserv, Diversity Stakeholders listserv and the Access to Justice Community listserv.

We work to create an inclusive space for our meetings and ensure each committee member can voice their ideas and concerns. We spend time getting to know each other, learning about our lived experiences and what motivates to engage in diversity, equity and inclusion.

Member Demographic Survey and Diversity and Inclusion Plan

Informed by the 2012 Member Demographic Survey and guided by the 2013 Diversity and Inclusion Plan, the Diversity Committee has been working to address the disparities and impacts experienced by WSBA members from underrepresented communities. Some examples of 2012 data points include:

- Members of color represented 12% of the membership and reported experiencing the highest frequency of professional barriers among underrepresented groups.
- Members with disabilities represented 21% of members and experienced the highest intensity of professional barriers.
- Members from the LGBTQ community represented 12% of the WSBA membership and reported the lowest income among underrepresented groups.

Following the WSBA's commitment to engage in a comprehensive membership study every ten years as outlined in the Diversity and Inclusion Plan, we are planning for a new membership study to take place in 2022. We are developing a plan so the process will be inclusive and provide the Bar with an updated picture of our membership and their experiences. Our hope is that the data will then inform our work to update the 2013 Diversity and Inclusion Plan.

Minority Bar Associations

We shared highlights of our work with Minority Bar Associations (MBAs) during our July 17th

presentation. There were some questions about who MBAs included. Below is a list of the MBAs we have reached out to and worked with:

[Asian Bar Association of Washington](#)

[The Cardozo Society](#)

[Filipino Lawyers of Washington](#)

[QLaw – The LGBT Bar Association](#)

[Korean American Bar Association](#)

[Latina/Latino Bar Association of Washington](#)

[Loren Miller Bar Association](#)

[Middle Eastern Legal Association of Washington](#)

[Mother Attorneys Mentoring Association of Seattle](#)

[Northwest Indian Bar Association](#)

[Pierce County Minority Bar Association](#)

[Slavic Bar Association of Washington](#)

[South Asian Bar Association of Washington](#)

[Spokane County Bar Association Diversity Section](#)

[Vietnamese American Bar Association of Washington](#)

[Washington Attorneys with Disabilities Association](#)

[Washington State Veterans Bar Association](#)

[Washington Women Lawyers](#)

Many of the MBAs have come together to launch the Joint Minority Mentorship Program (JMM) under the leadership of the South Asian Bar Association of Washington. JMM matches Bar members with law students from underrepresented communities and offers virtual learning opportunities for law students. The MBAs involved with JMM include the South Asian Bar Association of Washington WA Women Lawyers, Washington Attorneys with Disabilities Association, Korean American Bar Association, Latina/Latino Bar Association of Washington, NW Indian Bar Association, and the Middle Eastern Legal Association of WA. As you know, WSBA signed on as a sponsor of JMM in April 2021 and most recently hosted a webinar to learn about volunteer opportunities with the Bar.

Guided by the Diversity and Inclusion Plan to increase outreach to the MBAs, the Diversity Committee has prioritized its partnership with the MBAs. Part of this partnership has been to ensure that MBAs are given ample opportunities to share their input on WSBA matters. Just over

this past year, many MBAs have taken the time to give their collective and individual input on a proposal for a new mission statement, the bar exam resolution and the proposed MCLE rule on diversity, inclusion and the mitigation of bias. We hope that the Board of Governors will continue to be open to getting input from the MBAs especially since they offer perspectives from underrepresented groups.

CLE Programs

In partnership with the WSBA Equity and Justice Department, we have been involved with, promoted or supported the following CLE programs (in chronological order starting with the most recent):

- **Creating a More Equity-Minded Justice System: Strategies and Best Practices** (Legal Lunchbox™ Series June 29, 2021)
- **Understanding Systemic Racism in the Law** (Legal Lunchbox™ Series March 30, 2021)
- **Disability Discrimination During the Pandemic** (collaboration with WA Attorneys with Disabilities Association - November 10, 2020)
- **Beyond the Dialogue From Transphobia to Gender Inclusion in the Practice Law** (Sept. 15, 2020)
- **Legal Responses to Hate Crimes in the Pacific Northwest** (Legal Lunchbox™ Series March 2020)
- **Washington's General Rule 37: Eliminating Racial and Ethnic Bias in Jury Selection** (Legal Lunchbox™ Series July 2019)
- **Transgender Competency in Legal Services** (June 15, 2019)
- **Trauma Informed Approaches and Secondary Trauma** (June 15, 2019)
- **Formerly Incarcerated Community Panel Discussion** (June 14, 2019)
- **Past Lessons for Future Planning Housing Discrimination in Spokane and Structural Racism** (June 15, 2019)
- **Identifying and Responding to Bias and Microaggressions in the Practice of Law** (April 23, 2019)
- **Women and the Law Past, Present and Future - 2nd Annual Women's History Month** (March 13, 2019)
- **Seeing the Unseen: Implicit Bias and the Courtroom** (March 13, 2019)
- **The Law and Strategy of Accommodating Mental Health and Cognitive Disability in the Workplace** (Nov. 30, 2018)
- **Working with Survivors of Domestic Violence** (Sept. 19, 2018)

- **Disability Law & Digital Accessibility** (Legal Lunchbox™ Series September 2018)
- **Hiring, Retention and Advancement of Underrepresented Groups** (Legal Lunchbox™ Series May 2018)
- **Diversity and Inclusion Webinar Series: Best Practices for Working with Unaccompanied Minors**
- **Diversity and Inclusion Webinar Series: Mentoring for Diversity and Inclusion: The Role of Allies**

We are happy to answer any questions and/or provide ongoing updates. We are grateful for your commitment to diversity, equity and inclusion and look forward to our continued partnership with you.

Are you a law student who is passionate about improving Diversity, Equity, and Inclusion in the profession of law? If so, then apply to become a Law Student Representative on the Washington State Bar Association's Diversity Committee!

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

The Diversity Committee is seeking Law Student Representatives to help facilitate collaboration with the law student population in Washington state. The Law Student Representatives will work alongside Committee members in areas including: providing feedback and guidance to the content of educational and other programs; representing the committee at activities and events; joining subcommittees as needed; deepening their own understanding of Diversity, Inclusion and Equity issues and WSBA positions and programming priorities; and acting as ambassadors to members and stakeholders for the committee.

Law Student Representatives will also be responsible for:

- Sharing information about Diversity Committee programs and resources with law schools and law students
- Provide insight and brainstorm along with the Diversity Committee at regular Committee meetings.
- Assist with any work delegated to them by the Diversity Committee as appropriate and as needed by the Committee.

Commitment is about 4-5 hours per month.

If you are interested in being considered for a Law Student Representative position, please submit a resume and brief statement of interest (no more than 350 words) to ----- by -----.