

**Diversity Committee Minutes**

January 17, 2018

12 – 1:30 pm

Conference Call: 1-866-577-9294 Access Code: 52680

**­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­­­­­­­\_\_\_**

In attendance by phone: Ailene Limric, Allison Ross, Jennifer Cruz, Oscar Chaves, Robert King, Gov. Alec Stephens, Gov. James Doane, Linda Fang, Roger Hillman, Mubarak Abdur Raheem**,** Gov. Jean Kang, Laura Wulf.

Unable to attend: Carrie Blackwood, Gov. Rajeev Majumdar, Stephanie Anderson, Lionel Greaves, Jennifer Lamari, and Navjot Kaur.

Staff: Joy Williams, Dana Barnett, Camille Still.

1. **Call to Order and Welcome–** Ailene Limric, Co-Chair

Co-Chair Ailene Limric called the meeting to order at 12:05 p.m. Gov. Stephens moved to approve the November 2017 meeting minutes, Gov. Doane seconded, there were no objections from the committee, and the minutes were approved and adopted.

1. **BOG Report –** GovernorAlec Stephens, Co-Chair

Gov. Alec Stephens informed the committee that Joy will give a presentation on diversity and inclusion to the Board of Governors. Gov. Alec Stephens asked for a report on how the BOG’s letter condemning violence was distributed to the membership and the public. Gov. Doane told the committee that the report would be brought up during the Governor Roundtable, he additionally informed the committee of a bylaw amendment first reading that may be of interest. It was discussed how members could call-in to the BOG meeting when specific information is discussed.

1. **Annual Report and Diversity Program / Committee Discussion –** Joy Williams, Diversity and Public Service Program Manager

Joy Williams led the committee in a history of the Annual Report and Diversity Committee programming. The last Annual report was approved by the Chairs, but there was less involvement by the WSBA Diversity Committee Co-Chair due to time constraints. In the future the Co-Chairs will take a more active role in drafting the Annual Report, and will engage the full committee in discussion and review. This will also act as a platform for deciding the Committee’s involvement and capacity, setting goals, as well as evaluating those goals.

Gov. Stephens talked about how the annual report is a great resource for establishing the Diversity Committee’s goals. He spoke about how he would like the committee to have the opportunity to take more ownership of the work that the Committee does.

Co-Chair Limric spoke about how she would like to develop Committee goals for the following year in the March meeting. Joy Williams can commit to reviewing the annual report and identifying the role of the Committee in the past and where she sees potential for more involvement.

Dana Barnett discussed the attempts made during past meetings for goal setting, and past processes for setting goals and evaluating the Committee’s work. Joy and Dana, in consultation with the volunteers on the subcommittee, will lead the Committee in the March meeting in doing this, and possibly extending the March meeting to accommodate that discussion. Dana will contact the subcommittee members to reschedule a meeting.

1. **Project Updates –** Dana Barnett, Diversity and Inclusion Specialist
   1. **IL Programs**

Jennifer Cruz discussed the Jan. 5 1L Personal Statement Workshop that took place at UW. There was a good turnout and went well. Roger Hillman discussed how appreciative the law students were. Linda Fang thought the event went well, and connected with students. Gov. Kang let students know of some events going on with the MBAs and at the WSBA. The next event will be at Seattle U on Jan. 24. It will be a mock interview workshop for students looking for summer jobs. Students are submitting resumes through February to be reviewed.

* 1. **Community Networking Events**

Dana Barnett discussed the networking event that took place in Tacoma on January 11th, which was in partnership with the Washington Women Lawyers (WWL), Pierce County Minority Bar Association, the Tacoma-Pierce County Bar Association, The LGBT Bar Association of Washington (QLAW), and Washington Young Lawyer Committee (WYLC). Laura Wulf and Oscar Chaves hosted the event and gave a presentation on the Diversity Committee. It was estimated that 35-40 people attended. The next Community Networking Event one will have clipboards for the sign-up sheets, and provide name badges so that participation can be recorded more accurately. The next event is in Olympia with Washington Women Lawyers (WWL), Washington State Veterans Bar Association (WSVBA), and the LGBT Bar Association of Washington (QLAW). There will be an event in Bellingham on Feb. 8. The Spokane event has been moved to April 20 as a lunch networking event. Yakima will be March 1.

* 1. ***NWLawyer* Article**

Dana Barnett provided an update on the article. It will feature stories of Committee members, and will be published in the March issue. Linda Fang and Gov. Doane would like the article guidelines to submit articles for future publication. The title of the article is going to change. Ailene Limric expressed her happiness that committee members are interested in submitting articles, as this is something that had been talked about for several years.

* 1. **Education and Training**

Dana Barnett discussed the topics for the Legal Lunchboxes:

March – focused on #MeToo – Oscar and Jean are developing the programming for this. (The WSBA CLE team will also be putting on several other programs on this theme in March, with the Civil Rights Section and Washington Women Lawyers (WWL). Dana will work with the CLE staff to make sure that the program builds on each other and is promoted together).

May – best practices in hiring and retention of underrepresented groups.

September – Accommodations and new technologies in the workplace.

Dana Barnett talked about the development of programming for Train the Trainer in FY 19, open to Diversity Committee members and Minority Bar Associations.

* 1. **Goal Setting**

This was discussed earlier in the meeting as part of Joy William’s presentation. The committee will spend the meeting on March 17th moving forward this process. Staff will send out a poll to see if the meeting can be extended from 9-4 PM to provide adequate time.

* 1. **MBA Meetings**

Dana Barnett met with seven minority bar associations in December and January. Several committee members were able to join. There will be more meetings, and once all the meetings are done Dana will write an unofficial report on the ideas and themes that were discussed. The Latina/o Bar Association of Washington (LBAW) has invited the Committee to their July meeting. The South Asian Bar Association of Washington (SABAW) will invite the committee to a meeting. LBAW would like the WSBA to partner with them in their legal clinics. Linda Fang attended the one-on-one with the Vietnamese Bar Association of Washington (VABAW) and would like to know how much she should pursue that relationship. Ailene Limric discussed the topic of how the committee could foster a stronger relationship with the Minority Bar Associations (MBAs). Gov. Stephens asked about the structure of MBA meetings, and whether recruitment to Bar leadership positions is discussed. Dana Barnett discussed the format of those meetings, including the regular and intentional recruitment for Bar committees and board. There was a request, from the South Asian Bar of Washington, to gather testimonials from those who have served. Dana suggested that this might be a good project for the committee.

1. **Announcements**

Meeting was closed at 1:30 pm.

**Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday February 14th, 12:00 – 1:30**

**If you need special accommodations contact** [**diversity@wsba.org**](mailto:diversity@wsba.org)