



WSBA

Diversity Committee Final Minutes

January 16, 2019

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: Andrea Jarmon, Ailene Limric, Lisa Mansfield, Sunitha Anjivel, Mubarak Abdur Raheem, Gov. Alec Stephens, Roger Hillman, Gov. Athan Papailiou, Rajeev, Tom McGirk, Nam Nyguen, Chelsea Brisbois, Laura Wulf,

Unable to Attend: Gov. Jean Kang, William Locke, Jennifer Cruz, Allison Ross, Gov. Daniel Clark

Staff: Dana Barnett, Tyler Washington

Guests: President-Elect Rajeev Majumdar

Call to Order, Welcome and Approval of Minutes–

Ailene Limric called the meeting to order 12:04 p.m. On motion by Roger Hillman and seconded by Lisa Mansfield, the Diversity Committee moved to unanimously approve the November 2018 meeting minutes.

BOG Report –

Alec Stephens shared that the WSBA Board of Governors will host a joint reception with MBA leaders and the Diversity Committee on Jan.17 and encouraged members to attend. Alec reported that the Oregon Specialty Bar Letter is slated for first reading at the Jan.18 BOG meeting and encouraged committee members to call in. Rajeev Majumdar shared that he is encouraging governors to support the letter and urged committee members to speak to their representative governor. Athan Papailiou made the committee aware that his at-large term is ending and he is available to discuss the role for any committee members interested in running for the BOG.

Program Updates and Reports

A. Oregon Specialty Bar Letter – Tyler Washington

Tyler Washington reported that the committee voted to approve the statement of solidarity with the Oregon Specialty Bars. The vote was collected electronically with a 12 responses. 11 voted to approve and 1 abstained.

B. Programs – Laura Wulf & Chelsea Brisbois

Laura Wulf reported that UW event went well and Sunitha pointed out that student turnout may have been impacted due to exams and suggested coordinating more with the UW contact to identify the best dates.

- SU January 24th 5-7:30 – Chelsea Brisbois shared that six students have signed up for the mock interviews at SU.
- Resume review – Chelsea reported that currently two students have submitted materials for review. **If committee members are interested in reviewing resumes they should reach out to Chelsea and Laura.**

C. MCLE Rule Change

Nam Nyugen and Laura Wulf provided a report back from the MCLE board meeting regarding the proposed MCLE Rule change. Nam shared that there was a lack of concrete feedback from the MCLE Board about whether or not the proposal is approved by the board. Laura shared that the MCLE board rewrote the proposal of delineating one ethics credit to be in Equity and elimination of bias to delineating two additional ethics credits with other requirements relating to mental health and technology. Some members of the MCLE board expressed concerns of adding too many requirements. Dana shared that she has been checking in with the MCLE board, but it is unclear on what the next steps are if there is any further action the Diversity Committee can take, and how much control they have about the wording of the proposal. Dana will report back to the committee when more information is available.

D. Networking Events

Dana provided several program updates. The community networking event in Spokane has been removed from the calendar due to the ATJ board hosting a similar event with the MBA community during the same time. Dana also reported that the WSBA Diversity Program is not budgeted to hold the June committee meeting in conjunction with the ATJ conference in Spokane. The June committee meeting will be rescheduled and held at the WSBA offices. Alternatively, WSBA Diversity has budgeted to send two committee members to the ATJ conference. These committee members will be expected to attend the ATJ conference to also attend the ATJ networking event. Registration fees for local committee members to attend will be covered. Laura Wulf, Sunitha Anjivel, and Mubarak Abdur Raheem expressed interest in attending. Staff will notify the committee once registration for the ATJ Conference opens and attendance will be first come, first serve.

1. Bellevue 2/21/2019
 - i. Dana shared that 7 MBAs registered to partner for Bellevue as of the Jan.16 committee meeting
2. Tri Cities 4/19/2019
3. Bellingham 5/23/2019
 - i. Dana shared that Bellingham has been added to the calendar and the event will be in partnership with Western Washington's Law Diversity of Justice program
4. Tacoma 6/27/2019 (Date subject to change due to partners)
 - i. Dana shared that staff is currently exploring a partnership with R.E.A.C.H. in Tacoma. Alma Mater was suggested as an alternative venue.

E. Legal Lunchbox topics and availability – Dana Barnett

Dana shared an update about future Legal Lunchbox CLEs. Tyler will invite all committee members to upcoming Legal Lunchboxes. Dana informed the committee members will now be able to view past legal lunchbox recordings free of cost and will send the coupon code out to the committee.

1. Microaggressions – March 26
 - a. Dana shared that Sunitha, Mubarak and Laura working on the March Legal Lunchbox.
2. White Supremacy – July 30th

3. Age discrimination/relations - September 24th

F. WSBA Committee and Boards Recruitment Project

Dana shared that the WSBA is hoping to recruit more leadership from unrepresented groups to serve on committees and boards. WSBA is seeking testimonials, in the form of a blog post, from committee members about their volunteer experience, why it is valuable and the impact it has had. Sunitha and Lisa Mansfield expressed interest in contributing testimonials.

Ailene recalled that there had been past discussions about writing a follow-up NW Lawyer article. Andrea Jarmon, Lisa, and Sunitha expressed interested coordinating a NW Lawyer piece. Lisa and Dana will connect to discuss next steps.

G. Train the trainers

Dana led a discussion about the Train the Trainers session. Originally, the pilot date was set for the March Committee meeting and the intended purpose was that committee members could use the training for their own edification, they could conduct trainings in their work places and communities and increase the capacity of the bar by co-facilitating trainings with KJ and Dana. The past committee was interested in inviting MBA leaders to also be a part of the trainer. The training will consist of basic facilitator skills and how to facilitate workshops about implicit bias and microaggressions. **Due to committee turn over, the interest of the current committee was reassessed and it was determined to hold the training at later time (likely September), rather than at the March meeting and to invite MBA leaders to join.** Lisa, Laura, Chelsea, Mubarak, Andrea, Ailene, and Sunitha expressed interest in attending.

APEX Award nomination

- Justice Charles Z. Smith Excellence in Diversity Award – Nominations Deadline March 15th – Dana shared that in the past WSBA committee members have nominated an individual for the Excellence in Diversity Award. The committee agreed to bring their suggested nominees to the February Meeting.

Committee logistics – Tyler Washington

- Meeting Dates: Saturday June 8th the June in person meeting will be Saturday, June 8th. Tyler will send an updated invite to the committee
- List serve – Due to ongoing issues with the list serve platform, the committee will be moving to a distribution list for communication purposes. Staff will update the committee once the transition is complete and committee should continue to email the list serve until notified otherwise.

MBA Updates and Reports

Dana shared that staff will sent out calendar invites to MBA annual events. There are two slots for each event, and some members who have signed up for multiple events will be rearranged. Ailene shared that FLOW's retreat will be occurring in January.

Adjournment

The committee unanimously voted to adjourn the meeting at 1:31 p.m.

Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday February 13, 12:00 – 1:30
If you need special accommodations contact diversity@wsba.org