



## Diversity Committee Minutes

November 15, 2017

12 – 3 pm

In Person: WSBA Office, 1325 4<sup>th</sup> Ave, Suite 600, Seattle, WA 98101

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 Person: Ailene Limric, Allison Ross, Carrie Blackwood, Laura Wulf, Lionel Greaves, Robert King, Gov. Jean Kang, Gov. Alec Stephens, Gov. James Doane, Linda Fang, Roger Hillman

Via Phone: Jennifer Lamari, Stephanie Anderson, Gov. Rajeev Majumdar

Unable to attend: Jennifer Cruz, Navjot Kaur, Oscar Chaves

Staff: Dana Barnett

### 1. **Call to Order and Welcome**

Alec Stephens called the meeting to order at 12:02pm. Lionel Greaves moved to approve the September 2017 meeting minutes, Allison Ross seconded, there were no objections from the committee, and the minutes were approved and adopted.

### 2. **Legal Futures Presentation**

Paula Littlewood gave a presentation on the future of the legal profession.

### 3. **BOG Report**

Gov. Alec Stephens spoke about the BOG Meeting that was held on September 28-29. He talked about the WSBA's diversity and inclusion program and orientation, which was given by Joy Williams and Robin Nussbaum. He announced the Board of Governors will start anti-harassment training. He reiterated that it's absolutely important that as women speak up, that men stand behind them. Gov. Alec Stephens talked about the how the minority bar association asked if the WSBA and the civil rights section would join in the statement denouncing violence after Charlottesville. The WSBA issued its own statement denouncing recent acts of violence and reaffirmation of equity and inclusion principles. He talked about trying to get the statement out to the minority bar associations and the membership. Gov. James Doane, encouraged members of the Committee to run for the Board of Governors. Gov. Jean Kang encouraged people to speak up. Ailene Limric, reiterated the same. Allison Ross brought up the possibility of sending out the Statement to the entire membership, and asked if the Governors could advocate for this in the next meeting.

### 4. **Project Updates and Sign Ups**

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a. 1L Programs

Lionel Greaves spoke about upcoming opportunities to volunteer for the 1L Diversity Fellowship Program. There will be a panel discussion at the **University of Washington** on Tuesday, November 28 at the University of Washington from 3:30 – 4:20pm. The University of Washington would like four or five diversity committee members to speak to UW 1L student about writing personal statements.

A follow up panel will be held on Friday, January 5 to review personal statements. There will be two sessions to meet and give one-on-one feedback to students. The sessions will be 10-12:30 PM and 1:30-3 PM. Committee members can attend one or both. We need more committee volunteers for this date, please email [DanaB@wsba.org](mailto:DanaB@wsba.org) if you are interested.

**Seattle University** will have Mock Interviews on Wednesday, January 24, in the evening. The school is asking that diversity committee members participate as mock interviewer to 4-5 interviewees. Lionel Greaves spoke about how this is a great service to students, and way to build relationships.

**Gonzaga University** would like to do hold a resume review sometime in January. Mubarak Abdur Raheem offered to volunteer on campus and coordinate with them directly, Dana will put Mubarak in touch with Jennifer Cruz.

b. Community Networking Events

Dana Barnett spoke about inviting committee members to take a more active role in Community Networking Events. In the past, we've asked that members come and speak at the events in their area. This year we would like to transition it to have the committee member host the event. Staff would do all the groundwork. Then the committee member would represent the WSBA while there, and host or co-host. The Diversity Committee member would be expected to network, mingle, and connect with other representatives and facilitate the short program. Carrie Blackwood would like to host the Bellingham event. Laura Wulf would like to host the Tacoma event.

c. Education and Training

Dana talked to the WSBA CLE team about seminars to collaborate on. She took the themes that were brainstormed by the committee and they came up with three potential legal lunchbox themes, and additional ways to incorporate the themes into other CLE programming put on by WSBA staff and sections. *Please see the attached document for more information.*

The committee discussed the internal trainings that are conducted at Saturday Diversity Committee meetings. The purpose of these trainings is to deepen committee members knowledge base, personal and interpersonally, and to provide opportunities to grow facilitation skills. Carrie Blackwood talked about sharing trainings and education with MBAs, and regional bar associations. Mubarak Abdur Raheem mentioned getting connected more with membership outside of Seattle and the I-5 corridor, and how there is a lack of awareness about services and consulting that the WSBA does. The group discussed the possibility of committee members doing some of the consulting themselves, as well as helping to build awareness about the training that WSBA staff offers. Ailene Limric mentioned making training and education we've done, package it up, and share it with other Committees and the BOG. Dana explained that this was within Robin Nussbaum's program area, and that the committee's work should be focused externally on members and stakeholders who are not staff or volunteers with WSBA. The group discussed the possibility of some kind of train the trainers, put on by WSBA staff or an external facilitator. There was unanimous support for this idea.

d. MBA Meetings

Dana Barnett spoke about how several have signed up to attend and participate in check in meetings with various minority bar associations. Last year was the first time that members came to the annual check in with MBAs. Dana and Camille are currently setting up meetings with individual MBAs. Staff will be in touch with committee members as the dates are scheduled.

5. **Intro to Goal Setting**

Ailene Limric talked about the Diversity Committee Report that is submitted annually to the BOG. It is supposed to include the goals of the committee, however several of the goals on the report from last year are not ones that the committee plays an active role in. Starting this year the committee will try out a process to develop clear goals or focus areas and strategies to progress toward those goals. The group went over the attached themes. A working group was created to structure the themes into goals and develop a process for the committee to engage in deeper evaluation and goal setting at following meetings. Mubarak, Carrie, Ailene volunteered. Please let [DanaB@wsba.org](mailto:DanaB@wsba.org) know if you want to join this working group.

**Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday January 17, 12:00 – 1:30**  
**If you need special accommodations contact [diversity@wsba.org](mailto:diversity@wsba.org)**