

DEI COUNCIL MEETING AGENDA
October 9, 2024 – 12:00 to 1:30 P.M.

Meeting Information

Video Meeting: <https://wsba.zoom.us/j/83634428053?pwd=AP9dTQrGy4jHDcXs85PZLd9ksKSaSO.1>

Dial In (Audio Only): +12532158782,,86774534623# US (Tacoma) // +12532050468,,86774534623# US

Meeting ID: 836 3442 8053 - **Passcode:** 565587

Agenda Items

<i>Call To Order</i>				
2 min	Welcome	Nam Nguyen Raina Wagner	Discussion	
<i>Priority/Action Items</i>				
30 min	Get to Know Each Other and Welcome to New Members	Raina Wagner	Discussion	Pg. 8-10
2 min	August Meeting Minutes	Nam Nguyen	Action	Pg. 6-7
5 min	Board of Governors Update <ul style="list-style-type: none"> • Lived Experience Expert Policy • Council on Public Defense’s Proposed Standards • Membership Demographic Study Report and DEI Plan Update 	Nam Nguyen	Update	BOG September Meeting Materials
10 min	DEI Council Community Outreach and Engagement <ul style="list-style-type: none"> • Building Relationships with Affinity Bar Associations: Affinity Bar DEI Council Liaisons, Affinity Bar Events • Building Relationships with Community: Law Student Retreat, Work in 	Raina Wagner Nam Nguyen	Action	Affinity Bar Sign-Up Sheet

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<p>Collaboration with Pathways and DEI Plan Workgroups</p> <ul style="list-style-type: none"> • <u>Formation of Outreach Workgroup</u>

Workgroup Reports and Discussion				
25 min	<p>DEI Plan Workgroup Update</p> <ul style="list-style-type: none"> • Proposed Draft for Approval • Update on Membership Demographic Study Communications and Draft DEI Plan Outreach Plan • Call for New Members 	<p>Sharon Sakamoto Miryam Gordon Diana Singleton</p>	<p>Update and Action</p>	<p>Draft Equity and Justice Plan forthcoming on 10/7</p>
15 min	<p>Pathways Into the Profession Summit Update</p> <ul style="list-style-type: none"> • Report on Summit • Discussion about Next Steps • Call for New Members 	<p>Raina Wagner Saleena Salango</p>	<p>Update</p>	<p>Report forthcoming on 10/7</p>

Updates and Announcements				
5 min	<p>Announcements (see Upcoming Events) /Call for Agenda Items</p>	<p>All</p>	<p>Report</p>	

2024-2025 DEI COUNCIL WORKGROUPS

DEI Plan Workgroup Members

Sharon Sakamoto*

Miryam Gordon*

Alec Stephens

Raina Wagner

Viveca Burnette

Thomas Ahearne

Andrea Jarmon

SaNni Lemonidis

DEI Plan Workgroup	First Friday of every month	Zoom Meeting Link
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(Staff Contact: Diana)

2 – 3:30 p.m.

Meeting ID: 851 3209 4287

Passcode: 911584

Upcoming Events

Date & Time	Event Title	Location	More information
Wednesday, October 9 th 4:00 – 8:00 PM	Free Legal Clinic	El Centro de la Raza	If you're able to volunteer, more information here .
Saturday, October 12 th 5:30 – 9:00 PM	FLOW's 15th Annual Barrio Fiesta	Filipino Community Center of Seattle	Please join the Filipino Lawyers of Washington (FLOW) and the FLOW Foundation for the Fifteenth Annual Barrio Fiesta, which brings together attorneys, judges, and community leaders to celebrate the year's achievements and to recognize individuals and organizations that have contributed significantly to our communities. Link to event here .
Sunday, October 13 th 9:30 a.m. - 11:30 a.m.	MAMA Seattle October Networking Event: KidsQuest Children's Museum	KidsQuest Children's Museum 1116 108th Ave NE, Bellevue	Join MAMA Seattle for our October Networking Event! More information here .
Monday, October 21 st 6:00 – 7:00 PM	Loren Miller Bar Association General Body Meeting	SU School of Law (Room 309)	This is a great opportunity for members to stay informed about the latest updates, engage in meaningful discussions, and contribute to the goals and visions of our beloved organization. More information here .
Monday, October 21 st 11:30 – 1:15 PM	MAMA Seattle's Eighteenth Annual Banquet	Four Seasons Hotel in Seattle	Each year at the Annual Banquet, MAMA Seattle presents its Betty Binns Fletcher Leadership and Justice Award to an individual who has paved the way to success for, and has served as an inspiration to, other women attorneys striving to excel in

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			their legal careers while balancing family demands. More information here .
Friday, October 25 th 5 – 7 p.m.	South Asian Bar Association of Washington Annual Gala	Meydenbauer Center	Save the date! More details to come here .
Saturday, October 26 th 5:45-9:00 PM	Washington Women Lawyers - Annual Event	Museum of Glass	Come join us at the Museum of Glass for an evening of inspiration, empowerment, and networking at our annual event! More information here .
Thursday, November 7-10	National Asian Pacific American Bar Association Convention in Seattle	Hyatt Regency	The Convention provides direct access to our extended community and provides an opportunity to meaningfully connect with the NAPABA community through participation in various programs, meetings, receptions, and initiatives aimed at advancing your personal and professional goals. Event information linked here .

Diversity, Equity, and Inclusion Council
August 14th, 2024 Meeting Minutes

The DEI Council advances diversity, equity, and inclusion and addresses the problems of bias, systemic inequities and underrepresentation in the legal profession and legal system.

Member Attendees: Alec Stephens, Sharon Sakamoto, Pres. Sunitha Anjilvel, Gov. Tom Ahearne, Raina Wagner, Miryam Gordon, Dallas Martinez, Gov. Nam Nguyen

WSBA Staff: Diana Singleton, Saleena Salango, Elliott Schwebach

Guests: Steve Crossland

MEETING CALLED TO ORDER AT 12:05 P.M.

Welcome & Opening

Pres. Sunitha Anjilvel reported on the DEI Council's accomplishments over the past few years and the Council members expressed gratitude for her last meeting as Council Co-Chair.

July Meeting Minutes

On motion from Alec Stephens, seconded by Pres. Anjilvel, the July meeting minutes were unanimously approved.

Board of Governors Updates

Standards for Indigent Defense Services - Pres. Anjilvel shared that the Supreme Court is accepting comment on the proposed updates to the [Standards for Indigent Defense Services](#) approved by the Board of Governors at their March 2024 meeting. Miryam Gordon suggested discussion of public defense and court budgets in future DEI Council meetings, given that opposition to these standards are based around funding for public defense and dearth of public defenders. Diana reported on the CPD's ongoing efforts following this update and suggested connecting with Christopher Swaby and other CPD members to come to an upcoming DEI Council meeting. Gov. Ahearne shared that the state legislature will be key in ensuring adequate funding for public defense.

Alternative Licensure Pathways - Bar passage rates not connected to competence. Adopting the next-Gen Bar Exam.

Tribal Law Outreach – Pres. Anjilvel reported on a panel during the July BOG Meeting in Nespelam, WA focused on tribal law and their intersection with diversity, equity, and inclusion efforts on the legal profession – particularly the focus on equity and sovereignty rather than diverse representation.

DEI Council Retreat Report

Raina Wagner reported on the DEI Council retreat on July 27th at the NW African American Museum. Pres. Anjilvel shared the strategic goals for FY25, which include approval and implementation of the DEI

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Plan, ensuring momentum and advocacy following the Pathways Summit, and proactive budget planning for FY26.

FY25 DEI Council Member Appointments

Pres. Anjilvel announced that Raina Wagner and Gov. Nam Nguyen will serve as the Council Co-Chairs for FY25. Raina Wagner shared that, in addition to re-appointing Miryam Gordon to serve a 2nd term, the BOG Nominations Committee also appointed five new members to serve their first term (Oct 2024 – Sep 2026): Milli Cunningham, Lynnette Jenkins, Anthony Rich, Jerry Thomas, Yohana Valdez. In addition, the Nominations Committee appointed Julien-Marie Tarraf to fill the mid-term vacancy left by Mia Little (Aug 2024 – Sep 2025). Paris Eriksen, WSBA's Volunteer Engagement Advisor, is working to confirm acceptance of these appointments with them.

Lived Experience Stipend Policy

Diana Singleton shared updates about efforts to develop a lived experience stipend policy and answered questions. The BOG Budget and Audit Committee determined that it should be a proposed change to WSBA's fiscal policies and placed it on the agenda for a first read at the September Board of Governors Meeting, where members can provide comment. Miryam Gordon made a motion to have the DEI Council express support for this policy, seconded by Sharon Sakamoto. The motion passed with abstentions from Alec Stephens and Pres. Anjilvel.

DEI Plan Updates

Sharon Sakamoto and Miryam Gordon reported on the last DEI Plan Workgroup meeting, during which they discussed how to incorporate data from the Membership Demographic Study conducted by [KGR+C](#) and findings from the DEI Assessment from [Institute for Inclusion in the Legal Profession](#). The DEI Plan Workgroup will work on outreach to ensure plan goals are in line with those important to the DEI Council's mission and developed a new goal for a first read with the Board of Governors in January 2025. The next DEI Plan Workgroup Meeting has been rescheduled from September 6th to August 30th, 2-3:30 p.m., since the next regularly planned one coincided with the Board of Governors meeting.

Pathways To Legal Diversity Summit Updates

Saleena Salango reported on the current status of the summit and encouraged members to register and attend.

Roundtable Discussion and/or Announcements

Steve Crossland, the Chair of the LLLT Board, shared that the LLLT Board would like to develop a relationship with the DEI Council and invited members to attend the LLLT Board meetings. The LLLT Board is creating a Workgroup to analyze the license, determine ways to better support LLLTs, and consider the possibility of reinstating the license in the future and partner with community colleges so potential LLLTs can become licensed in their communities and reduce financial barriers to practice.

MEETING ADJOURNED AT 1:32 P.M.

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WSBA DEI Council FY24 ROSTER

**18 MEMBERS TOTAL WITH 4 VACANT SEATS = 14
8 MEMBERS NEEDED FOR QUORUM**

**Governor Thomas Ahearne
(He/Him)**

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Board of Governor Seat

**Governor and President-Elect Nam Nguyen (Co-Chair)
(He/Him)**

Commission on Asian Pacific American Affairs

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Board of Governor Seat

**Raina Wagner (Co-Chair)
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Governor Mary Rathbone

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Governor Matthew Dresden

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October 1, 2024 – September 30, 2026 (1st Term)

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