



Diversity Committee Minutes Final

September 15th

10 am - 3 pm

In Person: WSBA Office, 1325 4th 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 Attendance: Ailene Limric, Allison Ross, Lionel Greaves, Mubarak Abdur Raheem, Oscar Chaves, President Elect Rajeev Majumdar, Roger Hillman, Stephanie Anderson

Phone Attendance: Carrie Blackwood, Laura Wulf

Unable to Attend: Gov. Alec Stephens, Gov. James Doane, Gov. Jean Kang, Jennifer Cruz, Jennifer Lamari, Linda Fang, Navjot Kaur, Robert King

Staff: Dana Barnett, Sierra Suafoa-McClain

1. **Call to Order, Welcome, Review and Approval of Minutes**– Ailene Limric, Co-Chair
Co-Chair Ailene Limric called the meeting to order at 10:30 AM. Lionel Greaves reviewed June minutes and grants his approval. Roger Hillman moved to approve the July 18, 2018 conference call meeting minutes, Lionel Greaves seconded, there were no objections from the committee, and the minutes were approved and adopted.
2. **BOG Report** – President Elect, Rajeev Majumdar
President Elect Rajeev Majumdar informed the committee that the BOG recently discussed Private Healthcare Exchange to provide members with a range of healthcare packages to choose from, creating Mandatory Malpractice Insurance that may be modeled after similar policies within Oregon and Idaho's Bar Associations, and the possibility of offering WSBA members use of a different legal research tool. In the civil litigation realm there are several new policies being proposed, such as: mandatory mediation, mandatory trial scheduling, etc. There were amended RPCs, to allow lawyers in the state of Washington the legal right to give legal advice on the marijuana industry. Lastly, Rajeev discussed a letter from At-Large Governors Alec and Athan about the At-Large Seats on the BOG.

3. **Diversity and Inclusion Training – Passing** Dana Barnett, Diversity and Inclusion Specialist
Dana led a presentation on passing called *Passing: What does it mean for Diversity, Inclusion, and Equity?* See attached for power point.
4. **Member and Committee Appreciation** – Ailene Limric
5. **Project Updates and Report backs**
 - a. **Oregon County Bar / Specialty Bars Update** – Ailene Limric
Carrie Blackwood drafted a statement about the events that have taken place since the Specialty Bar Associations of the Oregon State Bar Association (OSB) published a statement condemning white supremacy several months ago. Gov. Alec Stephens met with Johnathan Puente, the OSB’s Director of Diversity & Inclusion, to learn more about a lawsuit that has been brought against the OSB. Several MBAs from WSBA are preparing to put out a statement that focuses on the backlash that OSB has received. This action is headed by Ailene Limric and Paige Hardy. Edits to a statement that the committee planned to put out will be made by Carrie Blackwood by Monday September 17th and will then be sent to Ailene and Alec for review. The committee then planned to have the statement edited and approved by October 1st, and will do so over a phone conference.
 - b. **BOG / WDC Dinner** – Ailene Limric
It’s been approved that in FY19 there will be a BOG lunch or dinner that will invite MBAs to celebrate diversity.
 - c. **Diversity MCLE Rule Proposal** – Laura Wulf
A draft to propose that one MCLE ethic credit should be required to focus on Diversity, Equity and Inclusion or Uncovering Implicit Bias, was written and is ready to be co-sponsored by committees and MBAs. The process to have this rule approved and adopted is estimated to take two years with respect to going through the MCLE board, BOG, and Supreme Court. Mubarak Abdar Raheem brought the motion for the Diversity Committee to co-sponsor the MCLE Rule Proposal, Allison Ross seconded, there were no objections from the committee, and the motion passed unanimously.
 - d. **Judge Pro Tem Scholarship Subcommittee** – Subcommittee member, Lionel Greaves
Of the twenty-one applications received, fifteen people were selected to receive scholarship offers for the Judge Pro Tem Program with hopes the scholarships will decrease at least some of the pipeline and barriers to access to such programs for people of underrepresented groups.
 - e. **LBAW Board meeting and Mixer** – Dana Barnett
Dana and Lionel reported back from this event. The mixer was very good and productive. Most of the LBAW board was in attendance. There were three committee members in attendance: Lionel Greaves, Stephanie Anderson, and Governor Alec Stephens. It is important for the committee that we have a good showing at such events. When thinking about reaching out to more MBAs to have similar events, the committee should assess its capacity to attend and obtain commitment from members.
 - f. **MBA Annual Event sign ups** – Dana Barnett
Dana emailed the committee an Excel sheet for members to sign up for any of the MBA Annual events that they would like to attend. There is money in the budget to pay for committee members’ registration and transportation expense, but not any for hotel expense. Dana will send out the Excel sheet again and contact new committee members to see if they would like to sign up for any of the MBA annual events as well.

- g. **Legal Lunchbox** – Dana Barnett
Dana reminded the committee that the diversity themed Legal Lunchbox is the last Tuesday of September (25th), from 12-1:230 PM and is free. September’s focus is Disability and Digital Accessibility.
- h. **WADA Annual Event and CLE** – Dana Barnett
Dana also reminded the committee that Wednesday, October 24th, is WADA’s annual event which will feature a panel of people to share their experiences with disabilities and ableism through a variety of lenses. The event can also be watched through webinar if people are unavailable to attend in person. It takes place from 4-6pm and is being held at the WSBA office.
- i. **Community Networking Events** – Dana Barnett
Equity and Justice Mixer- Partnering with ATJ Board
Looking into having June 2019 Diversity Committee meeting in Spokane so that members could also attend the ATJ Conference- stilling looking into if there’s interest in doing this and if it is monetarily possible for the committee.
- j. **MBA Updates and Reports** – Dana Barnett and committee reps
Wednesday, September 12th, was the joint MBA meeting, about 30 people attended. The MBAs are planning on having another joint meeting next spring, as this one was very well received. KCBA recently published a [piece](#) on eugenics and the bell curve that lacked critical analysis or forethought of what the piece was saying. A person of the community wrote in to the KCBA editor to inquire about the article and received an unsatisfactory response that the editor did not see any flaws in the piece. There is now discussion in the works about what the process is for getting things published. Loren Miller Bar Association is advocating to bring back the appeal system for the Bar Exam because of research that has shown that the current process has high disparities for PoC. The current system creates more barriers in form of financial and psychological effects.

6. **Announcements**

Meeting was closed at 2:26 PM.

Note:

- i. **Action Item:** Dana will look into getting badges for Diversity Committee members so that at events people can use it as a conversation starter.

Next Meeting: WSBA Office, Saturday, October 20th, 9 am – 4 pm

If you need special accommodations contact diversity@wsba.org