

WASHINGTON STATE B A R A S S O C I A T I O N

SECTION ANNUAL REPORT – 2019

Deadline: Friday, December 6, 2019

Email Annual Report to: sections@wsba.org

Name of the Section:	<i>Civil Rights Law Section</i>	
Chair:	<i>Molly Matter, Chair (2019/2020) ; Sarah Derry; Past-Chair (2018/2019)</i>	
Section Information: <i>*To be completed by WSBA*</i>	Membership Size: <i>(As of December 15, 2019)</i>	186
	Staff Lead:	Eleen Trang
	BOG Liaison:	Alec Stephens
	FY19 revenue (\$): <i>As of September 30, 2019</i>	\$7,921.14
	FY19 direct expenses (\$): <i>(As of September 30, 2019; does not include the Per-Member-Charge)</i>	\$2,529.76
Purpose:	<p>The mission of the Civil Rights Law Section (CRLS) is to educate and advocate for civil liberties and equal rights in the context of the legal issues of Washington State residents. The Section focuses on civil rights issues including forms of racial, ethnic, religious, gender, national origin and sexual-orientation discrimination, and persons with mental or physical disabilities, the socio-economically marginalized, and those experiencing homelessness. The section also focuses on issues involving civil liberties including freedom of speech, freedom from state-promulgated religion, and privacy rights. Lawyers who practice in any of these areas of law, or persons who are interested in public policy or these topics, are encouraged to join the Civil Rights Law Section.</p>	
2019 Accomplishments and Work in Progress:	<p style="text-align: center;">1. Mini-CLE: <i>The battle between Free Speech and Hate Speech</i> (2 credits)</p>	

2. **Half-Day CLE:** *Examining and Undoing the Power and Privilege of Practice* - training on impact of implicit bias individually and structurally; examining implicit bias in civil rights context; applying mindfulness techniques to reclaim health and wellness (3 credits)
3. **Half-Day CLE:** *Hot Topics in Civil Rights Enforcement – The Role of State and Federal Agencies in Protecting Civil Rights*
4. Section wrote a letter in response to request for comments regarding the bifurcation of the WSBA stating **Maintaining Integration of Equity, Inclusion and Diversity trainings within WSBA regardless of its structure.** Letters were emailed to the Washington State Supreme Court Justice Fairhurst and the Workgroup on WSBA Structure found [here](#).
5. Educated Civil Rights Section members via listserv on volunteer opportunities regarding family separation, immigration, children’s rights and detention center work
6. Open Sections Night- recruiting new members
7. Began conversations regarding POC youth mentorship program on WSBA Sections beginning with the Civil Rights Law Section as pilot project – networking with local community organizations that serve youth of color
8. Members of Executive Committee collaborated with World Peace Section and presented at CLE regarding human rights domestically and internationally
9. The Section took positions on the following four pieces of civil rights legislation and monitored 23 bills:
 - a. **Letter of Support re HB 1041** - New Hope Act advancing successful reentry and Certificate of Discharge for formerly incarcerated
 - b. **Letter of Support re Bill HB 1339** – Native American Voting Rights Act to require ballot drop boxes on reservations, allow Tribal ID for

	<p>voter registration, and allow voters to receive their ballots at non-traditional homes on the reservation</p> <p>c. Letter of Support re Bill S. 5165, – a bill concerning discrimination based on citizenship or immigration status to include immigrants and noncitizens protection under Washington Law Against Discrimination</p> <p>d. Letter of Support re Bill 1924 – a bill regarding voting rights restoration to former felons and successful reentry services</p>																							
<p>Please quantify your section’s current member benefits:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • \$3000 Scholarships, donations, grants awarded; • 4 mini-CLEs produced 	<table border="1"> <thead> <tr> <th data-bbox="539 646 695 716">Quantity</th> <th data-bbox="695 646 1461 716">Member Benefit</th> </tr> </thead> <tbody> <tr> <td data-bbox="539 716 695 785">\$500</td> <td data-bbox="695 716 1461 785">Scholarships, donations, grants awarded</td> </tr> <tr> <td data-bbox="539 785 695 863"></td> <td data-bbox="695 785 1461 863">Law school outreach events/benefits hosted</td> </tr> <tr> <td data-bbox="539 863 695 932">27/4</td> <td data-bbox="695 863 1461 932">Legislative bills reviewed/drafted letters of support</td> </tr> <tr> <td data-bbox="539 932 695 1001">1</td> <td data-bbox="695 932 1461 1001">Newsletters produced</td> </tr> <tr> <td data-bbox="539 1001 695 1071">1</td> <td data-bbox="695 1001 1461 1071">Mini-CLEs produced</td> </tr> <tr> <td data-bbox="539 1071 695 1140">2</td> <td data-bbox="695 1071 1461 1140">Co-sponsored half/day to multi-day CLEs with WSBA</td> </tr> <tr> <td data-bbox="539 1140 695 1209">2</td> <td data-bbox="695 1140 1461 1209">Receptions/forums hosted</td> </tr> <tr> <td data-bbox="539 1209 695 1278"></td> <td data-bbox="695 1209 1461 1278">Awards given</td> </tr> <tr> <td data-bbox="539 1278 695 1348"></td> <td data-bbox="695 1278 1461 1348">New Lawyer Outreach events/benefits</td> </tr> <tr> <td data-bbox="539 1348 695 1417"></td> <td data-bbox="695 1348 1461 1417">Other (please describe):</td> </tr> </tbody> </table>	Quantity	Member Benefit	\$500	Scholarships, donations, grants awarded		Law school outreach events/benefits hosted	27/4	Legislative bills reviewed/drafted letters of support	1	Newsletters produced	1	Mini-CLEs produced	2	Co-sponsored half/day to multi-day CLEs with WSBA	2	Receptions/forums hosted		Awards given		New Lawyer Outreach events/benefits		Other (please describe):	
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<p>2020 Goals & Priorities (Top 5)</p>	<p>1</p>	<p>Advocate for civil rights, equity, diversity and inclusion issues to the BOG and within WSBA, including development of a youth mentorship pilot program to bring historically underrepresenting communities into the WSBA and strengthen future leadership capacity</p>																						
	<p>2</p>	<p>Provide continuing legal education opportunities for our members in the area of civil rights at least once annually</p>																						

	3	Create opportunities for interaction between young/new lawyers and experienced civil rights lawyers through mixers, YLL activities, and mentorships
	4	Increase general membership participation in monthly Section meetings with increased communication about the meetings via listserv and website
	5	Educate our membership on local and national civil rights matters via newsletters, listserv, and volunteer opportunities

Please report how this section is addressing diversity:

(Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

Our Section organized a CLE specifically on implicit bias and the power and privilege of practice itself: how we individually and structurally perpetuate or dismantle historical oppression within the legal field. We hired trainers from JustLead to facilitate and a woman of color former prosecutor to instruct participants on mindfulness techniques in order to build racial equity awareness and promote self-care. Creating a culture of belonging and inclusion requires building authentic trusting relationships with one another and our Section recognizes that this takes time and commitment. Our Section recruited more women of color into the Executive Committee as well as lawyers with diverse economic, cultural and language backgrounds. Also, the Civil Rights Law Section was the only Section of the WSBA to voice the importance of Equity, Diversity and Inclusion training and programming as core principles of legal practice (upheld by our code of ethics) to the WSBA Structures Work Group and to the State Supreme Court regarding future work on whether to bifurcate the WSBA.

Please report how this section is addressing professionalism:

(Does the section’s work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

Please see previous answer as this Section’s addresses professionalism through the ethics of equity, inclusion, mutual-respect and diversity: how we practice among one another, how we practice with our clients, within public and private spheres and within the courtroom. Unprofessional behavior stems from greed, competition unchecked entitlement and white privilege.

The Section also hired a professional mindfulness trainer/dharma practitioner/former prosecutor to engage CLE participants in understanding civility and the root causes and conditions of unprofessionalism: unchecked stress and the mental and physical health impacts of chronic (persistent low-grade) stress on the body.

Please report how this section is integrating new and young lawyers into its work:

(How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

- A Young lawyer is chairing the Section for 2019/2020, past Chair began her service on the Civil Rights Law Section as a young lawyer liaison and current Chair Elect is a young lawyer.
- A young lawyer liaison has joined the Section this year, serving October 1, 2019-September 31, 2021.
- Kathleen Kline, current member of the Executive Committee, began her service on the committee as a young lawyer liaison.
- Our Young Lawyer Liaison is a voting member of our Executive Committee.
- We have solicited young lawyers to participate in our Executive Committee meetings.
- We have provided information about employment, training, and leadership opportunities on our listserv.
- We held networking receptions after our CLEs to encourage young/new lawyers to interact with more experienced lawyers.

Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.

We are incredibly appreciative of the support we receive from WSBA staff and Eleen Trang in particular. She is prompt, responsive, and thoroughly professional. She keeps us on track, within deadlines, and plays a major role in our ongoing education about running the section.

We are delighted to have Alec Stephens as our BOG liaison. His continued participation in our Section is appreciated and we are always grateful for his guidance. He has kept us up to date on developments at the BOG that are of particular concern to our small section.

One dynamic that became visible this past year was the WSBA's restructuring of how it profits and funds CLEs. The decision to restructure its funding and profit model directly impacted small sections such as our own. We urge the WSBA to

correspond and invite participation from small sections in future decisions that will directly impact small sections.

Note: Annual Reports will be provided to the WSBA Executive Director, Board of Governors and posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the January 2020 BOG Meeting Materials.

Return by December 6, 2019 to sections@wsba.org