

# WASHINGTON STATE BAR ASSOCIATION

## WSBA ENTITY ANNUAL REPORT

FY 2022: October 1, 2021 – September 30, 2022

*The mission of the Washington State Bar Association is to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice.*

**Instructions:** In accordance with the WSBA Bylaws, Committees, Other Bar Entities (excluding Regulatory Boards<sup>1</sup>), Councils, and Sections must submit an annual report to the Executive Director. The information below should reflect the activities and outcomes from the fiscal year October 1, 2021 – September 30, 2022. Information in the annual report will be provided to the Executive Director and Board of Governors, and may be published for other purposes, such as *Bar News*, volunteer recruitment messaging, and other WSBA activity-based reporting.

It is recommended that completion of the annual report be a collaborative effort with members of your entity, the BOG liaison, and staff liaison.

**Submission Deadline is Monday, October 17:** Please submit by emailing to Sections Program Specialist Carolyn MacGregor at [carolynm@wsba.org](mailto:carolynm@wsba.org).

<b>Name of Entity:</b>	Civil Rights Law Section
<b>Chair or Co-Chairs:</b>	Breanne Schuster (2022/2023; Laura Sierra, Past Chair (2021/2022)
<b>Staff Liaison:</b> <i>(include name, job title, and department if known)</i>	Carolyn MacGregor
<b>Board of Governors Liaison:</b>	Alec Stephens
<b>Purpose of Entity:</b> <i>May be stated in Bylaws, Charter, Court Rule, etc.</i>	
The mission of the Civil Rights Law Section (CRLS) is to educate and advocate for civil liberties and equal rights in the context of civil rights law and the legal issues of Washington State residents, with particular focus on those who have traditionally been denied such rights and equal treatment under the law including, but not limited to, racial, ethnic, or religious minorities; elderly; gay, lesbian, bisexual or transgendered; immigrants; mentally or physically disabled; impoverished; and homeless. The section also focuses on issues involving civil liberties including freedom of speech, freedom from state-promulgated religion, and privacy rights.	
<b>Strategy to Fulfill Purpose:</b>	
The CRLS: (1) sponsors CLEs on civil rights law and provides a forum for activities with civil rights organizations throughout the state; (2) provides a network for communications with the civil rights organizations throughout the State; (3) submits to the Board of Governors or other appropriate Bar	

October 1, 2021 – September 30, 2022 (FY22)

entity, recommendations concerning proposed legislation or court rules that impact legal practice in the area of civil rights; and (4) recognizes and honors individuals and organization advancing civil rights in the State of Washington.

**How does the entity’s purpose help further the mission of the WSBA “to serve the public and the members of the Bar, to ensure integrity of the legal profession, and to champion justice”?**

Our Section’s mission is to educate and advocate for civil liberties and equal rights in the context of civil rights law and legal issues of Washington State residents. In pursuit of this mission, we believe that anti-racism, racial equity, and community-centered lawyering are central to the fair administration of justice and to advancing and protecting the civil rights of all people.

**2021 -2022 Entity Accomplishments:**

Reviewed legislative bills; produced 1 CLE; co-sponsored 1 CLE;

**Looking Ahead: 2022-2023 Top Goals & Priorities:**

- |          |  |
|----------|--|
| <b>1</b> | <b>Continue holding the WSBA accountable for systemic racism and push for civil rights, equity, diversity and inclusion to the BOG and within WSBA.</b>                                |
| <b>2</b> | Offer and promote more CLEs addressing policies and practices that enforce civil rights protections, including systemic changes that recognize traditionally marginalized communities. |
| <b>3</b> | Grow our membership and increase networking opportunities so that we can connect with other advocates in the community dedicated to the same mission.                                  |
| <b>4</b> | Follow and support legislation that leads to the end of mass incarceration.  |
| <b>5</b> | Educate our membership on local and national civil rights matters via newsletters, listserv, and volunteer opportunities.  |

**Please describe how this entity is addressing diversity, equity, and inclusion:**

*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 committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? Other?*

Our Section is dedicated to enhancing diversity amongst ourselves and the WSBA as a whole. In 2022, our Section arranged for JustLead trainers to instruct Executive Committee members at the annual retreat on mindfulness techniques necessary to build racial equity awareness and promote selfcare. This year, we will seek to engage in a similar training, even if more informally. Moreover, for the 2022 session, the CRLS reviewed and proposed updates to it Values Statement that outlines our collective commitments (that will also be followed this year) as follows: We commit to the following actions as we pursue our Section’s mission during this next session: to actively challenge and confront our open and implicit biases; to actively challenge others’ open and implicit biases; to amplify the voices of those challenging open and implicit biases; to reach out to and build sustainable relationships with marginalized communities; to continue our support and partnership with Minority Bar Associations; to seek opportunities to educate the BOG on the issues of anti-racism; to bring representation into our Section and the BOG from historically marginalized communities; to promote ethical

accountability by equipping the profession to identify and appropriately report biased, discriminatory, and prejudicial conduct in violation of the Rules of Professional Conduct and the Code of Judicial Conduct; to hold CLEs on racial equity and justice; to advocate for legislatively expanding civil liberties by educating and lobbying our legislators; to actively divest from white supremacist culture through our own individual and collective actions. White supremacy includes, but is not limited to, the following characteristics: perfectionism, individualism, sense of urgency, defensiveness, worship of the written word, power hoarding, either/or thinking, paternalism, and fear of open conflict. Our Section is also committed to the Washington Race Equity & Justice Initiative, which is an effort to “coordinate and grow a sustainable statewide community of legal and justice system partners in Washington State who can more effectively and collaboratively work toward eradicating racially biased policies, practices, and systems.” We are currently working together with other sections and advocates in line with this commitment and our Past Chair served as the Chair of one of the Initiative’s Sub-Committee’s drafting a proposed change to the Rule 12.2.c Analytic Statement.

**Please share feedback regarding the support and engagement provided by WSBA.**

*For example:*

- *Quality of WSBA staff support/services, including technology solutions*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support your entity.*

We continue to be highly appreciative of the support we have received from the WSBA, especially from our liaison Carolyn McGregor. We are also very grateful to have had Alec Stephens as our BOG liaison. Alec is a pioneer for civil rights that we all look up to. He has a wealth of knowledge about the WSBA and civil rights that enhanced the services we were able to provide to our members. He is also selfless – using his experience only to better the community he serves. As part of the Washington Race Equity & Justice Initiative, three of our members, including our immediate past chair are on the GR12 Subcommittee and are actively working with the WSBA General Counsel and other members to update the interpretation and approach to GR12 to better align with the stated goals of the Bar.

**SECTIONS ONLY: Please quantify your section’s 2021-2022 member benefits:**

*For example:*

- *\$3000 Scholarships, donations, grants awarded;*
- *4 mini-CLEs produced*

0		Newsletters/publications produced
2		Mini-CLEs produced – Upholding the Right to Vote, Sept. 12, 2022; Student Disciplinary Process CLE – April 27, 2022
1		Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA
1		Co-sponsored half-day, full-day and/or multi-day CLE seminars with <i>non</i> -WSBA entity
0		Receptions/forums hosted or co-hosted
3		Recognitions/Awards given
0		New Lawyer Outreach events/benefits

	1	Other (please describe): Developed a CRLS Facebook account for membership drive and visibility
	1	Other (please describe): Developed a LinkedIn Presence
<b>SECTIONS ONLY: Please quantify your section's 2021-2022 legislative activity.</b>	7	Bills reviewed
	30+	Bills tracked
	1	Comments proposed
	1	Bills proposed/drafted
<b>Entity Detail &amp; Demographics Report: To Be Completed by WSBA Staff</b>		
<b>Size of Entity:</b>	12	
<b>Membership Size: (for Sections Only)</b> <i>(As of September 30, 2022)</i>	176	
<b>Number of Applicants for FY23</b> <i>(October 1, 2021 – September 30, 2022)</i>	5	
<b>Number of current volunteer vacancies for this entity</b>	1	
<b>FY22 Revenue (\$): For Sections Only:</b> <i>As of September 30, 2022</i>	\$6,944.72	
<b>Direct Expenses:</b> <i>As of September 30, 2022. For Sections, this does not include the Per-Member-Charge.</i>	\$5,959.88	

<sup>i</sup> Supreme Court Boards (Access to Justice Board, Disciplinary Board, LLLT Board, Limited Practice Board, MCLE Board and Practice of Law Board) provide annual reports to WSBA to support its responsibility under [GR 12.3](#), to provide oversight and monitor compliance with applicable rules and orders. Boards have the option to use the WSBA template or to share their annual reports to the Washington Supreme Court.