



Civil Rights Law Section
WASHINGTON STATE BAR ASSOCIATION
Executive Committee Meeting

MEETING MINUTES
WSBA – Civil Rights Law Section
November 17, 2020

PRESENT: Tobin Klusty, Sarah Derry, Laura Sierra, Chalia Stallings-Ala'ilima, Jamie Hawk, Molly Matter, Mickey Moritz, Meha Goyal, Alec Stephens, Eleen Trang, Stephan Yhann, Cameron Sheldon

- 1. Phone number listed on CRLS website.** EC is not sure whether it does. But Cam tried to call in on that phone number to no avail.
- 2. Zoom information.** Meeting information (number, passcode) are listed on the agenda. A link is not necessary to login. You only need to log into the Zoom app in order to enter the details listed on the agenda.
- 3. Approval of Minutes.** The October minutes were approved.
- 4. Support of Minority Bar Associations.** The email we sent out required an EC vote. Since the email has already gone out to our members, we just need to formally adopt that now so we can add it in the minutes. Cameron moves to approve. Sarah seconds. EC approves and it is passed by majority vote.
- 5. Continued Support and Communication with MBAs.** Passes by majority vote.
- 6. Vote to Approve Any Correspondence with our Members Re: Support of MBAs.** Mickey and Laura express concern as to whether this could hold something up moving forward. Stephan suggests that we configure and approve a process by which Tobin could send correspondence without undue delay. Sarah and Eleen clarify that e-mail voting is only allowed for certain categories of actions. Molly suggests maybe we can vote now to support Tobin's messaging. Tobin states this is his backdoor way of approving something quickly (i.e., without having to wait for the following month's meeting) while allowing Board communication. Chalia is fine with things coming from the chair in the interim and voices support with how the CRLS operated over the summer, when EC voted to approve of something, Molly drafted it, and EC had opportunity to comment. The final draft wasn't something that EC had to approve by majority vote in that situation as everyone had participated in drafting process. Tobin ultimately proposes that someone moves to

approve Chair's messaging in support of MBA's work against systemic racism in the WSBA (see next item).

7. **Motion in Favor of Chair's Messaging in Support of MBA's Work Against Systemic Racism.** Approved. Stephan moved, Cam seconded, and majority approved.
8. **Equity and Diversity Taskforce Update.** Chalia and Molly. Attended work group with Alec as Chair and Laura as fellow member. They have held two meetings since our last meeting. The two sessions have been fully dedicated to brainstorming and figuring out what the focus should be. Each have been 2 hours long and they start with an intro of the members. Most MBAs have sent a representative. Washington Women's Lawyers was the only MBA that has not, but that was a matter of capacity. Others have been invited for reasons of showing interest in the area, court rules committee, ethics committee of the WSBA, etc. Earlier today, Chalia forwarded the minutes from the first meeting via email. And yesterday, additional items were added. Work group will meet again before end of the year. In January, there will be a list or general call to WSBA and members of public to share ideas. So we will be getting more input from everyone. GR-12 will be on the list. Diversity within the profession. Some discussion of new lawyers and pipeline questions. Feel free to send Chalia and Molly ideas – the working group is eager to hear. Also, there was a recommendation from MCLE Board as to mandatory DEI training to SCOWA (Washington State Supreme Court). Response is pending.

Molly watched the WSBA BOG meeting. It was a disaster. There were people very intentionally not participating. There was an African American man leading a discussion on community agreements (i.e., mediation work as to how we will communicate, invest in this work, what makes us feel safe).

Laura doesn't have much to add substantively. But she is running for BOG.

9. **Sending Out Email Regarding 11/17 Forum on Election of BOG Member At-Large.** Approved.
10. **Racial Equity Training.** REI is a group that offers training. You have to apply for specific dates. Then there is a wait period. Tobin is happy to work with them, but we need to think about potential dates.
11. **Reimbursement for Bridgette.** Skip this item for next meeting.
12. **Annual Retreat.** If we aim to have racial equity training at the same time as the annual retreat, the drawback is that we may start later in planning process on big ticket items if there are not any groups available to lead the training in the near future. The benefit of potentially doing them separate from the annual retreat is that we could have a retreat sooner in time. That would allow us to engage with the big ticket items.

Chalia mentions that we can do something self-guided as to DEI, such as work within the REJI Toolkit. Laura likes the idea of combining the two (training and retreat). Molly

mentions that REI comes on the recommendation of a number of trainers she knows that do the work.

Tobin suggests we use a Doodle poll to pick dates for the retreat. Majority votes to approve Tobin coordinating the retreat.

13. 2021 Schedule. Mondays at noon (as long as it is not the first Monday of the month at noon for Jamie Hawk). Not Tuesdays or Thursdays, if possible.

14. Legislative Research Committee. Sarah and Molly can assist in a conversation this week or next. Jamie Hawk can contribute from an ACLU perspective, especially with respect to voting rights. Chalia has background on civil rights too.

Molly thinks that maybe Sarah, Jamie, and herself could be a part of the first level of review.

Cameron will send out a Doodle poll to all to discuss.

Eleen mentioned that Sanjay will be previewing a primer on legislative matters. She will email them to Tim and Meha.

15. REJI Commitments Video. Chalia and Molly have drafted a script for WSBA. Chalia proposes that Molly narrate.

Molly voices concern as to how video might allow BOG/WSBA to “check a box” as to DEI efforts. Laura counters that the video does legitimately celebrate good work being done at CRLS, and by Molly in particular.

Majority vote approves use of the script for the video. Of course, members may continue to raise concerns and collaborate, up until video is due to WSBA.

Meeting adjourned.