

**WSBA LGBT SECTION AGENDA**  
**November 17, 2020**

**TELEPHONIC MEETING TIME:** 4:00 PM to 5:00 PM  
**CONTACT CALL IN:** 1-866-577-9294  
**ACCESS CODE:** 5016523#

1. Quick Introductions
2. Secretary's Report/Approve Minutes from October 27, 2020;
3. Treasurer's Update
4. 2020 Annual Report: DUE *Friday December 4, 2020*
  - Attached see Copy of 2019 Annual Report
  - Attached see work in progress of 2020 Annual Report
  - Work together as group to brainstorm responses to Annual Report/review responses already drafted.
5. Ideas for Fiscal Year 2021 (What do we want to accomplish this year, what are our goals)

**SECTION MISSION STATEMENT**

The Lesbian, Gay, Transgender Law Section strives to support understanding among WSBA members of the legal needs of lesbian, gay, bisexual, and transgender residents of Washington, assist LGBT residents and those who represent them, better understand how their legal needs can be met, support research, education and collaboration by section members on issues of sexual orientation and gender identification. Pro-mote the study of LGBT law and report on changing law and regulations as they affect LGBT people and communities, assist in legislative work and act as a liaison between the WSBA its Board of Governors, LGBT Organizations, and the public.

# 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](mailto:sections@wsba.org)*

<b>Name of the Section:</b>	<i>LGBT Law Section</i>	
<b>Chair:</b>	<i>FY 2019 Co Chairs: Dana O'Day-Senior &amp; Betsy Crumb; FY 2020 Chair: Dennis Cronin</i>	
<b>Section Information:</b>  <i>*To be completed by WSBA*</i>	Membership Size: <i>(As of December 15, 2019)</i>	118
	Staff Lead:	Eleen Trang
	BOG Liaison:	Sunitha Anjilvel
	FY19 revenue (\$): <i>As of September 30, 2019</i>	\$3,335.48
	FY19 direct expenses (\$): <i>(As of September 30, 2019; does not include the Per-Member-Charge)</i>	\$724.31
<b>Purpose:</b>	<p><b>The LGBT Law Section strives to:</b></p> <ul style="list-style-type: none"> <li>• <b>Support understanding among WSBA members of the legal needs of lesbian, gay, bisexual, and transgender residents of Washington</b></li> <li>• <b>Assist LGBT residents and those who represent them</b></li> <li>• <b>Better understand how their legal needs can be met</b></li> <li>• <b>Support research, education, and collaboration by section members on issues of sexual orientation and gender identification</b></li> <li>• <b>Promote the study of LGBT law and report on changing law and regulations as they affect LGBT people and communities</b></li> <li>• <b>Assist in legislative work undertaken within the scope of GR 12</b></li> <li>• <b>Act as a liaison between the WSBA, its Board of Governors, LGBT organizations, and the public</b></li> </ul>	

**2019 Accomplishments and Work in Progress:**

In Fiscal Year 2019 the LGBT Law Section focused on better serving and responding to the needs of section members and the community around the State of Washington. We focused on recruiting section executive committee members from geographically diverse locations including Seattle, Olympia, Vancouver, Yakima, and Spokane.

We started the Fiscal Year with an annual meeting and mini CLE that was simultaneously held in Seattle at WSBA headquarters and in Spokane at Gonzaga University. The meeting and CLE used videoconferencing to enable live, face-to-face discussion among attendees in both locations. The CLE and meeting focused on identifying pressing and emerging concerns of LGBTQ legal professionals and the LGBTQ clients we serve across the state, identifying in particular what concerns or legal issues may differ or vary based on geographical location. We used this information to better plan and identify subject areas on which to focus for the coming year.

The Section attended the Seattle Open Sections Night in January and has been in conversations with other sections about offering joint CLE programming to reach a broader audience and access even more knowledgeable presenters on subjects such as the rights of LGBTQ services members.

We also hosted a very exciting mid-Year meeting and mini-CLE on LGBTQ Elder Law and the challenges and resources available.

The Section also plans to begin using Zoom videoconferencing for monthly Executive Committee Meetings to facilitate communication and community among our far-flung Executive committee members and section members.

Currently in progress is our planning for the 2020 Annual Meeting and CLE, which will take place on December 17, 2019. The CLE will be available both in-person at WSBA Offices and available via webcast and will address topics including immigration issues facing the LGBTQ community, changes to the Uniform Parentage Act and how those changes impact LGBTQ families, and the *Arlene's Flowers* case and other related cases and the current state of religious exemption laws in Washington state.

We hope many of you will join us for this exciting CLE and for our meeting immediately following, which will also be accessible by conference call at the toll-free number listed on our section page.

Beginning in FY 2019 we also committed a portion of our budget to

	<b>making funds available for scholarships to attend CLEs and other Section events.</b>	
<b>Please quantify your section's current member benefits:</b>  <i>For example:</i> <ul style="list-style-type: none"> <li>• \$3000 Scholarships, donations, grants awarded;</li> <li>• 4 mini-CLEs produced</li> </ul>	<b>Quantity</b>	<b>Member Benefit</b>
		Scholarships, donations, grants awarded: 1
		Law school outreach events/benefits hosted: None this year, although Gonzaga University Law School kindly hosted our FY 2019 Annual Meeting in November 2018 and we have been in dialogue with law school students groups regarding events for the future.
		Legislative bills reviewed/drafted: Reviewed, 2
		Newsletters produced: 0
		Mini-CLEs produced: 2 (FY 2019 Annual Meeting, Mid-Year Meeting on LGBTQ Elder Law)
		Co-sponsored half/day to multi-day CLEs with WSBA: 1 (upcoming half-day CLE for FY2020 Annual Meeting was planned during FY 2019)
		Receptions/forums hosted: 1
		Awards given: None
		New Lawyer Outreach events/benefits: Open Sections night attendance, scholarship availability, and discounted membership for law students.
		Other (please describe): Section Leader Representatives attended a number of events hosted and sponsored by other LGBTQ Legal Orgs, Pride Events, and National Coming Out Day festivities hosted by colleges.
	<b>2020 Goals &amp; Priorities (Top 5)</b>	<b>1</b>
<b>2</b>		<b>Continuing to improve our geographic reach around the state by having more events available through Webcast and video conference and by hosting Section Events and CLES outside the Seattle area.</b>
<b>3</b>		<b>Improving dialogue among Executive Committee Members and the Section Membership by using videoconferencing to improve communications and</b>

		<b>strengthen collaboration and community.</b>
	<b>4</b>	<b>Hosting at least one seminar or mini-CLE in conjunction with another WSBA section (current plans are for a CLE on the rights of transgender service members under current policies to be co-hosted with the LAMP Section.</b>
	<b>5</b>	<b>Continuing law student and new lawyer outreach by attending Open Sections Night and hosting receptions at the state's Law Schools.</b>

**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?)

The section is focused on serving lawyers and legal professionals who serve the LGBT Community, which its itself a very diverse community comprising individuals and families from various racial, ethnic, religious, national origin, gender, and socioeconomic backgrounds.

Our efforts over the past year have focused on better serving section members outside the Seattle area, as well as those in Seattle and recognizing that the issues facing the LGBTQ community in different geographical areas of the state are not uniform. To this end, we have strived to make our programming available either in person or by webcast/videoconference to section members and interested parties around the state. We have also focused on educational topics that reflect and support the many dimensions of diversity within our own section membership, including elder law, immigration law, parentage and families, and the intersections between the Washington Law Against Discrimination and religious rights. We are currently in early planning stages for a mini-CLE to provide an update on the rights of transgender and gender diverse service members. And as always, we encourage section members of all backgrounds to consider joining our section Executive Committee!

**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?)

The section seeks to promote respect and civility within the legal community and between judges, lawyers, staff, and clients. All of our Section educational programming includes discussions of best practices to ensure we are meeting the needs of all LGBTQ Washingtonians. This includes discussions of addressing implicit and explicit bias and homophobic and transphobic behavior and language in the courtroom. In addition, at our annual meeting this year, we also discussed how best to address work-life balance and mental health issues within our community of legal professionals and for our clients. We also devote a significant portion of our educational programming to addressing respectful and inclusive language that further promotes professionalism and civility.

**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?)

The Section has an active New and Young Lawyer Liaison and regularly attends Open Sections Nights in Seattle and around the State. We offer discounted section membership to Law Students and offer scholarships to aid those who may need financial assistance (including New and Young Lawyers) in attending section-sponsored events. We actively seek feedback and information from New and Young Lawyer section members to help drive our section programming and encourage New and Young lawyers to join our Executive Committee. We hope with more widespread use of videoconferencing in the new year we will also be able to better engage with New and Young lawyers in our Section membership as a whole.

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

*For example:*

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*

**The LGBT Law Section is thankful for the support we receive from our wonderful Sections Liaison Eleen Trang. We also want to thank the WSBA CLE Staff for their assistance in planning our upcoming Half-Day CLE and annual meeting, including publicizing the event and recruiting wonderful speakers. Keep up the good work.**

**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](mailto:sections@wsba.org)**

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

## 2020 SECTION ANNUAL REPORT

January 1 - December 31, 2020

*Deadline: Friday, December 4, 2020*

<b>Name of the Section:</b>	<i>LGBT Law Section</i>	
<b>Chair:</b>	<i>FY 2020 Chair: Dennis Cronin; FY 2021 Chair: Kelsey Kittleson</i>	
<b>Section Information:</b>  <i>*To be completed by WSBA Staff*</i>	Membership Size: <i>(As of December 1, 2020)</i>	
	Staff Lead:	
	BOG Liaison:	
	FY20 revenue (\$): <i>As of September 30, 2020</i>	
	FY20 direct expenses (\$): <i>(As of September 30, 2020; does not include the Per-Member-Charge)</i>	
<b>Purpose:</b> <i>(Usually stated in the Section's Bylaws)</i>	<p><b>The LGBT Law Section strives to:</b></p> <ul style="list-style-type: none"> <li>• <b>Support understanding among WSBA members of the legal needs of lesbian, gay, bisexual, and transgender residents of Washington</b></li> <li>• <b>Assist LGBT residents and those who represent them</b></li> <li>• <b>Better understand how their legal needs can be met</b></li> <li>• <b>Support research, education, and collaboration by section members on issues of sexual orientation and gender identification</b></li> <li>• <b>Promote the study of LGBT law and report on changing law and regulations as they affect LGBT people and communities</b></li> <li>• <b>Assist in legislative work undertaken within the scope of GR 12</b></li> <li>• <b>Act as a liaison between the WSBA, its Board of Governors, LGBT organizations, and the public.</b></li> </ul>	

<p><b>2020 Accomplishments and Work in Progress:</b></p>	<p>As with all sections, in the Fiscal Year 2020, the LGBT Law Section's plans became a little derailed due to the Covid-19 Pandemic. With the State's stay-at-home order lasting most of the Spring and ongoing restrictions in place geared at stopping the spread of Covid-19, it greatly changed what we could normally do as a section.</p> <p><b>(Need Help Filling out this Section and Member Benefit Section)</b></p>	
<p><b>Please quantify your section's current member benefits:</b></p> <p><i>For example:</i></p> <ul style="list-style-type: none"> <li>• \$3000 Scholarships, donations, grants awarded;</li> <li>• 4 mini-CLEs produced</li> </ul>	<p><b>Quantity</b></p>	<p><b>Member Benefit</b></p> <p>Scholarships, donations, grants awarded (\$ amount)</p> <p>Law school outreach events/benefits hosted</p> <p>Legislative bills reviewed/drafted</p> <p>Newsletters/publications produced</p> <p>Mini-CLEs produced</p> <p>Co-sponsored half-day, full-day and/or multi-day CLE seminars with WSBA</p> <p>Co-sponsored half-day, full-day and/or multi-day CLE seminars with non-WSBA entity</p> <p>Receptions/forums hosted or co-hosted</p> <p>Recognitions/Awards given</p> <p>New Lawyer Outreach events/benefits</p> <p>Other (please describe):</p>
<p><b>Looking Ahead: Goals &amp; Priorities for 2021 (Top 5)</b></p>	<p><b>1</b></p> <p><b>2</b></p>	<p><b>Delivering continuing legal education addressing timely legal issues facing the LGBTQ community.</b></p> <p><b>Continuing to improve our geographic reach around the state by having more events available through Webcase and video conference and by hosting Section Events and CLES outside of the Seattle area; as permitted considering the restrains of Covid-19.</b></p>



	<b>3</b>	<b>Improving dialogue among Executive Committee Members and the Section Membership by using videoconferencing to improve communications and strengthen collaboration and community.</b>
	<b>4</b>	<b>Host at least one seminar or mini-CLE in conjunction with another WSBA Section.</b>
	<b>5</b>	<b>Continuing law student and new lawyer outreach, including discovering new avenues to provide outreach while the Covid-19 pandemic continues to restrict social gathering type-outreach.</b>

**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?)

The section is focused on serving lawyers and legal professionals who serve the LGBT Community, which in itself is a very diverse community comprising individuals and families from various racial, ethnic, religious, national origin, gender, and socioeconomic backgrounds.

Our efforts over the past year was to continue focusing on better serving section members outside the Seattle area, as well as those in Seattle, and recognizing that the issues facing the LGBTQ community in different geographical areas of the state are not uniform. In the Fiscal Year 2020, we also faced the difficulty of how to we provide outreach when in a pandemic. This issue was particularly present when deciding how to put forth a CLE during the Covid-19 pandemic. The LGBT Law Section worked closely with our contacts in the WSBA in order to be able to provide a CLE that was accessible via webcast/videoconference to our section members and interested parties around the state. This CLE was only offered remotely and addressed the status of sexual discrimination under Title VII of the Civil Rights Act of 1964, taking into consideration the recent Supreme Court case of Bostock v. Clayton County, particularly how that case changed the rights of LGBTQ+ individuals in their employment. This is an example of how the LGBT Law Section strives to focus on educational topics that reflect and support the many dimensions of diversity within our own section membership, including, but not limited to, elder law, immigration law, parentage and families, employment law, and the intersections between the Washington Law Against Discrimination and religious rights. As always, we encourage members of the WSBA of all backgrounds to consider joining our section, as well as our section's Executive Committee!

**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?)

The section seeks to promote respect and civility within the legal community and between judges, lawyers, staff, and clients. All of our Section educational programming includes discussions of best practices to ensure we are meeting the needs of all LGBTQ Washingtonians. This includes discussions of addressing implicit and explicit bias and homophobic and transphobic behavior and language in the courtroom. In addition, at our annual meeting each year we strive to discuss issues of professionalism that members may have come in contact with over the past year; such as work/life balance, working with difficult opposing counsel, etc. We also devote a significant portion of our educational programming to address respectful and inclusive language that further promotes professionalism and civility.

**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?)

This Section has an active New and Young Lawyer Liaison and actively seeks out new Liaisons after each two year term has been completed. Our current Chair started as our New and Young Lawyer Liaison and we have strived to continue to involve new and young lawyers not only in our section but also in our Executive Committee. Traditionally, we have attended the Open Sections Night in Seattle and around the State; however, in the current pandemic is it unlikely that these Open Section Nights will occur in their normal format. We will look forward to see how the Open Section Night will occur during the pandemic but also will make it a focus to reach out to the local law schools, the WSBA's Young Lawyer Committee and various county bar Young Lawyer sections to help promote membership within the New and Young Lawyers. We have also, in the past, provided discounted section membership to Law Students and offered scholarships to aid those who may need financial assistance (including New and Young Lawyers) in attending section-sponsored events. This is something we intend to continue to the extent that there is a need for said assistance (taking into consideration that the Covid-19 Pandemic limits the type of events we can put on). We actively seek feedback and information from New and Young Lawyer section members to help drive our section programming and encourage New and Young Lawyers to join our Executive Committee. We hope with more widespread use of videoconferencing in the upcoming year, considering that attendance at all events will likely be remote, we will also be able to better engage with New and Young Lawyers in our section membership as a whole.

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

*For example:*

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*

**The LGBT Law Section is thankful for the support we received from our wonderful Sections Liaison Eleen Trang. We also want to thank the WSBA CLE Staff for all of their support and assistance in planning our CLES we have put on over the years, particularly our CLE that occurred on September 22, 2020: Sex Discrimination in the Age of Bostock: Changing the Landscape of LGTB+ Rights in Employment. With this CLE occurring during the Covid-19 Pandemic restrictions, their assistance was immensely helpful. Keep up the amazing work!**

**Note:** Annual Reports will be provided to the WSBA Executive Director and Board of Governors and will be 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 2021 BOG Meeting Materials.

**Return by December 4, 2020 to [eleent@wsba.org](mailto:eleent@wsba.org)**