

**SENIOR LAWYERS SECTION
EXECUTIVE COMMITTEE MEETING AGENDA
November 17, 2020 10:30 am**

Join Zoom Meeting

<https://us02web.zoom.us/j/83665240433>

Meeting ID: 836 6524 0433

Telephone: 1-253-215-8782, 83665240433#

1. **Welcome:** Eleanor Doermann
2. **Secretary's Report:** Al Armstrong
 - Review and approval of minutes from October 20, 2020 meeting
3. **Treasurer's Report:** Ron Thompson
 - 2021 budget reports
4. **Annual CLE:** Carole Grayson
 - Timeline for May 2021 conference
5. **Mini-CLE:** Eleanor Doermann
 - October 30 webinar with Kurt Bulmer feedback
 - Plans for January webinar with Sarah Wixson
6. **Newsletter:** Morrie Shore, Jim Riehl, Eleanor Doermann
 - Editorial meeting on November 19 at 10:30.
 - Content suggestions
7. **Other?**
8. **Adjourn**

Attachments:

October minutes, 2021 budget report, CLE planning timeline, Oct. 30 webinar feedback report.

**SENIOR LAWYERS SECTION
MINUTES OF THE EXECUTIVE COMMITTEE MEETING**

October 20, 2020

This meeting was our eighth consecutive meeting conducted entirely by phone, again due to the coronavirus crisis. As in the last few meetings, we met through Zoom. The following Executive Committee members were present at this meeting: Chair Eleanor Doermann, Ron Thompson, Brian Comstock, Steve DeForest, Jeanine Lutzenhiser, Al Armstrong, Joe Gordon, BOG Liaison Tom McBride, Morrie Shore, Carole Grayson and. Not able to be present were Scott Osborne, Jim Riehl, and Eleen Trang of the WSBA.

CHAIR'S REPORT

Eleanor welcomed the attendees.

SECRETARY'S REPORT

Al's Minutes of our September 15 meeting were approved by Motion.

TREASURER'S REPORT

Ron described our financial situation as of August 31; as of this date our fund balance was \$9,392.46. We had one new Section member, for which we netted \$6.25.

We are almost \$1,000 ahead of our proposed budget for this fiscal year, primarily because, as Ron has stated in the past, we have not, as yet, incurred any publication costs. He cautioned that our current membership falls 34 individuals short; our current membership stands at 226, while our budget presumed a total membership of 260.

Eleanor mentioned that we will soon receive an invoice for our first electronic newsletter.

Morrie reminded the Committee that Eleanor had paid for our Zoom account from her own funds, and that she should be compensated for this. The Committee agreed and Eleanor said she would look into how this could be done.

The Treasurer's Report was approved by Motion.

WE MEET BOG LIAISON TOM MCBRIDE

Tom McBride, our BOG Liaison, introduced himself and gave us a brief summary of his background. An Olympia attorney, Tom currently serves on the BOG for District 10. He was the Executive Director of the Washington Association of Prosecuting Attorneys for 25 years and also served as legal counsel for the Washington State Senate. His background includes (pre-law-

school) employment as a CPA, as well as service as a King County Deputy Prosecutor. Tom also acts as Legislative Liaison with the Washington State Department of Fish and Wildlife.

In light of the BOG meeting later in the day, Carole asked Tom if he could help spread the word about our upcoming mini-CLE on October 30. Tom said he would do this. In response to a question from Brian, Tom said that there is a link for remote attendance at the BOG meeting, and that he would forward the link to Eleanor.

Tom indicated that there may be a slight dues reduction in store for WSBA members.

MAIN CLE—MAY 14, 2021

Carole said that she feels that our previously-chosen speakers will still be available on May 14, 2021, our rescheduled CLE date. Devorah Signer Hill has sent out formal notices to our speakers setting forth the new date.

Ron cautioned that we should get started as soon as possible searching for sponsors for our CLE. He indicated that he would follow up on this with the WSBA.

MINI CLE—October 30, 2020

Eleanor said that, as of Friday, we have 86 people signed up. She said an e-blast CLE notice was sent to upwards of 6000 Bar members. Devorah is working on widening the publicity to an even greater portion of the Bar membership. Ways to register include going to the CLE Store on the Bar's website, or visiting the Senior Lawyers Section at that website. It was mentioned that Solo and Small Practice Section member Marc Stern has encouraged attendance at our mini-CLE by posting information about our mini-CLE on the Solo and Small Practice Section website. Mr. Stern is a member of our Section also.

Carole voiced concern about some attorneys not receiving the mini-CLE publicity e-blast, as some E.C. members have noted.

JANUARY/FEBRUARY MINI-CLE?

Carole suggested that we consider presenting another mini-CLE in January or February. She indicated that Yakima attorney Sarah Wixson has sent her and Morrie a presentation outline. Eleanor said that if we are going to do this, we should start soon, as the Bar needs approximately six weeks notice relative to the presentation of a webinar. Steve suggested that we aim for a January presentation. It was decided to try for two Friday dates in January, either the 15th or the 22nd.

NEWSLETTER

It was decided that it wouldn't be a good idea to have everyone on our Executive Committee also on our "editorial board" ("too many hands in the soup," Steve said.) Eleanor suggested that the Committee members can discuss or suggest some topics, and the Publications Subcommittee can take it from there.

Brian said we have access to all of our old print newsletters and we should just do what we did in the past, albeit electronically now. Brian stressed that we need to get our newsletter to as wide an audience as possible. Brian added that there are approximately 14,000 or so WSBA members who are potential Senior Lawyers Section members at whom we need to be focusing our appeal.

Morrie pressed for inclusion, in our newsletter, of all our book suggestions submitted earlier and also said that we should solicit book suggestions from others, even those not Senior Lawyer Section members. Steve, and later Carole, suggested we include just a few book selections in each newsletter issue.

It was also mentioned that the ABA's equivalent "Senior Lawyers Section" may have some articles that we could use, but Eleanor said that although we have a link to that site, one has to be a member of a given section to get at the articles themselves.

Discussion was had concerning the frequency of our publication. Eleanor indicated that it takes about a month for a given article, once written, to come to publication, due to WSBA requirements. She suggested a quarterly publication. Steve agreed, and said we can decide on a different schedule in the future if we wish. Brian observed that we are hampered and limited by the Bar's publication protocol, and urged us to look at a different publication arrangement. Jeanine suggested that we could stay with the quarterly publication through the Bar, and, in order to further advertise our mini-CLEs, that individual members of our Committee could, on an informal basis, could contact other Section members through the Listserv, as Carole and Eleanor have done.

Other suggested topics for our publication:

Carole recalled that in 2011, the WSBA had conducted a survey of its members, and found that, within 5 years, a substantial portion of the then-practicing older attorneys would be retiring or substantially curtailing their practices. She advocates following up on this study.

Also suggested was an article outlining changes in I.R.A. law.

Eleanor mentioned that a new Senior Lawyer Section member has a unique practice: she travels around the county in her R.V. and practices law, remotely, during her journeys. Perhaps, said Eleanor, she could write about her experiences in our publication.

"DIPLOMA PRIVILEGE" CONSIDERED

Tom mentioned a possible development with respect to our state's bar exam. There has been concern in some quarters about low pass rates for bar examinees. It has been mentioned that the grades given to our law schools' students are not commensurate with the bar failure rate. Apparently the deans of all three of Washington's law schools favor eliminating the bar exam for their respective graduates. Tom indicated that it is not known at this time whether the problem is with the legal curricula or the bar exam itself.

ADJOURNMENT

Eleanor adjourned the meeting.

Our next meeting will take place on a remote-attendance basis on November 17, 2020 at 10:30 am.

WASHINGTON STATE BAR ASSOCIATION

Liz Wick

Budget and Finance Manager
Washington State Bar Association

e-mail: elizabethw@wsba.org

October 19, 2020

Dear Section Chair, Chair-elect, and Treasurer:

We are pleased to present the final FY2021 budget for your section that was approved by the Board of Governors at the September 17-18, 2020 meeting.

During the FY2021 budget process, we utilized new software to complete the budget so you will see some differences between how past years' budgets were formatted and the final FY2021 budget document. Those differences are outlined as follows:

- Column 1 - "Budget FY2021 v3": This is the BOG approved annual budget for FY2021, which covers October 1, 2020 to September 30, 2021.
- Column 2 - "Reforecast BOG Approved FY2020": This is the BOG approved annual budget for FY2020, which covers October 1, 2019 to September 30, 2020.
- Column 3 - "Comparison": This is the dollar amount variance between the FY2021 and the FY2020 budget.

Please let us know if you have any questions about this document or general budget questions and we would be happy to help. Our contact info is listed below for your convenience:

Eleen Trang – Sections Program Specialist: eleent@wsba.org

Julianne Unite – Member Services and Engagement Manager: julianneu@wsba.org

Liz Wick – Budget and Finance Manager: elizabethw@wsba.org

Have a great year!

Sincerely,

Liz Wick

**Washington State Bar Association
Budget FY21 and FY20 Comparison**

SSEN-Senior Lawyers

	Budget FY2021 v3 FY2021	Reforecast - BOG Approved FY2020	Comparison
REVENUE:			
Interest - Investments	50	50	-
Mini-CLE Revenue	1,400	1,500	(100)
Section Dues Revenue	5,500	6,500	(1,000)
TOTAL REVENUE	6,950	8,050	(1,100)
DIRECT EXPENSES:			
Conference Calls	250		250
Executive Committee Expenses	1,000	1,000	-
Newsletter/Publication Expense	1,500	2,000	(500)
Per Member Charge	4,000	4,969	(969)
TOTAL DIRECT EXPENSES:	6,750	7,969	(1,219)
TOTAL ALL EXPENSES:	6,750	7,969	(1,219)
NET INCOME (LOSS):	200	81	119

WSBA is committed to advancing diversity, inclusion, and equity in the legal profession. As CLE Chairs, we encourage you to prioritize diversity in your selection of faculty. WSBA has a growing database of faculty which includes information on gender, race, disability, and sexual orientation. If you would like assistance finding faculty from underrepresented groups, please contact your Education Programs Lead.

- ☐ = Chair activity
- = WSBA staff activity

12 months or more	
Done!	<ul style="list-style-type: none"> ☐ Section's Executive Committee develops the annual education calendar. ☐ Work with WSBA Lead to place program date on seminar calendar.
6 Months Out	
November	<ul style="list-style-type: none"> ☐ Meet with Lead to review timeline; discuss program length and themes, if any. ☐ Begin recruiting faculty and developing the program schedule. Inform lead as faculty are confirmed. ☐ When inviting faculty: <ul style="list-style-type: none"> ○ Please note that written materials are required. Each session must include written materials that "cover those matters that one would expect for a professional treatment of the subject". We encourage PowerPoints only as a supplement to the written materials. ○ Faculty can get up to 5 prep credits per hour of presentation time. ○ Review due dates for their written chapter and bio (April 16, 2021) and optional PowerPoint (May 2, 2021). We will review these dates with them but it is helpful to let them know early. ○ Let faculty know that we will be asking them to confirm their <u>session title</u> and provide a short <u>session description</u> no later than February 19, 2021. This is to keep our print marketing on track.
4 Months Out	
January	<ul style="list-style-type: none"> ☐ Provide Lead with final draft of seminar schedule and faculty. ☐ Chair(s) can post a "Save the Date" message on their section's list serve about the seminar. • Welcome emails sent to confirmed faculty. • Lead connects with all faculty for onboarding call (ongoing as faculty are identified and confirmed).

14 Weeks Out (or as soon as you have this information)	
February 5, 2021	<ul style="list-style-type: none"> ❑ For the store page, confirm with Lead the following: <ul style="list-style-type: none"> ✓ Seminar Title ✓ Credit Hours and Breakdown (L&LP, Ethics, Other) ✓ Discounted fees, if offering (i.e. Section member or New member) ✓ Annual program description • Lead submits form for Seminar Registration Link. When live, Lead will email link to Chair(s) and faculty.
12 Weeks Out	
February 19, 2021	<ul style="list-style-type: none"> ❑ Agenda is finalized. Confirm with Program Lead that faculty have provided all their session titles and descriptions. ❑ Faculty and Chair(s) begin to market Seminar to networks – Post to Section list serve + live Seminar Registration Link. • Lead circulates the agenda to faculty for final edits. • Marketing team creates brochure from final agenda. When complete, Lead will email out to all faculty and Chair(s).
10 Weeks Out	
March 5, 2021	<ul style="list-style-type: none"> ❑ Chair(s) and Faculty continue to market the seminar through Section List Serve and networks – Brochure, registration link (ongoing). • Verify Print Mailing.
4 Weeks Out	
April 16, 2021	<ul style="list-style-type: none"> ❑ Confirm faculty submitted Copyright Agreement, written materials and Bio to Coursebook Coordinator. Chair(s) assist with unresponsive faculty. ❑ Inform Lead of any special needs (accessibility, dietary, schedule). • Eblast #1 marketing message sent.
2 Weeks Out	
April 30, 2021	<ul style="list-style-type: none"> ❑ Attend optional Final Faculty Call; review Agenda, review media needs and schedule of the day. Volunteers who have worked with us recently can skip this.
12 Days Out	
May 3, 2021	<ul style="list-style-type: none"> • Coursebook Coordinator confirms receipt of PowerPoint/media with faculty, if using. • Lead provides chairs with all faculty Bios.

4 Days out	
May 10, 2021	<ul style="list-style-type: none"> • Final eblast marketing message sent. ❑ Chair(s) divide seminar roles: Opening Remarks, introductions; microphones, greeting faculty and participants.
Day of Seminar	
May 14, 2021	<ul style="list-style-type: none"> ❑ Arrive at least 30 minutes before start of seminar. ❑ Check in at registration desk; meet with recording team, review Opening Remarks; get microphones; review any last minute details with Lead. ❑ Greet participants and faculty; introduce faculty; act as moderator and spur questions as needed; assist with faculty's last-minute needs. ❑ Run the microphone to in-house participants with questions. ❑ Enjoy the seminar. You earned it.
After Seminar	
Within 1 week	<ul style="list-style-type: none"> • WSBA staff sends thank-you letters to faculty.
2 months after	<ul style="list-style-type: none"> • WSBA staff sends final financials to Chair(s) and Section Executives; transfers funds.

Q1 Please take a moment to complete this short seminar evaluation. Your answers will help us improve future WSBA-CLE programming.

Answered: 29 Skipped: 20

ANSWER CHOICES	RESPONSES	
Name (Optional):	100.00%	29
Bar Number (Optional):	89.66%	26
Email Address(Optional):	89.66%	26

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

#	NAME (OPTIONAL):	DATE
1	Jennifer Hines	11/3/2020 10:24 AM
2	Ellen Elizabeth Barton	11/2/2020 8:40 AM
3	James C Dudley	10/31/2020 11:37 AM
4	Charles Bates	10/30/2020 8:21 PM
5	Cochran Beryl	10/30/2020 6:10 PM
6	Michael Frost	10/30/2020 5:04 PM
7	Terry lee	10/30/2020 4:47 PM
8	William Wood	10/30/2020 4:40 PM
9	Elizabeth Atkins	10/30/2020 4:34 PM
10	Gary Newbill	10/30/2020 4:23 PM
11	William Covington	10/30/2020 4:05 PM
12	Amanda	10/30/2020 4:02 PM
13	Geoffrey Patterson	10/30/2020 3:47 PM
14	Laurel Smith	10/30/2020 3:46 PM
15	Dave Hanower	10/30/2020 3:42 PM
16	Hank McCleary	10/30/2020 3:31 PM
17	Marc S. Stern	10/30/2020 3:20 PM
18	Jennifer	10/30/2020 3:13 PM
19	RONALD THOMPSON	10/30/2020 3:00 PM
20	Terry Price	10/30/2020 3:00 PM
21	B. Johnson	10/30/2020 2:49 PM
22	KINNE HAWES	10/30/2020 2:38 PM
23	Carole Grayson	10/30/2020 2:32 PM
24	Richard Beresford	10/30/2020 2:30 PM
25	George Lundin	10/30/2020 2:30 PM
26	Thomas Lenz	10/30/2020 2:28 PM
27	Shaun Watchie Perry	10/30/2020 2:27 PM
28	Kristin Hawes	10/30/2020 2:27 PM
29	Elizabeth Wallace	10/30/2020 2:24 PM

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

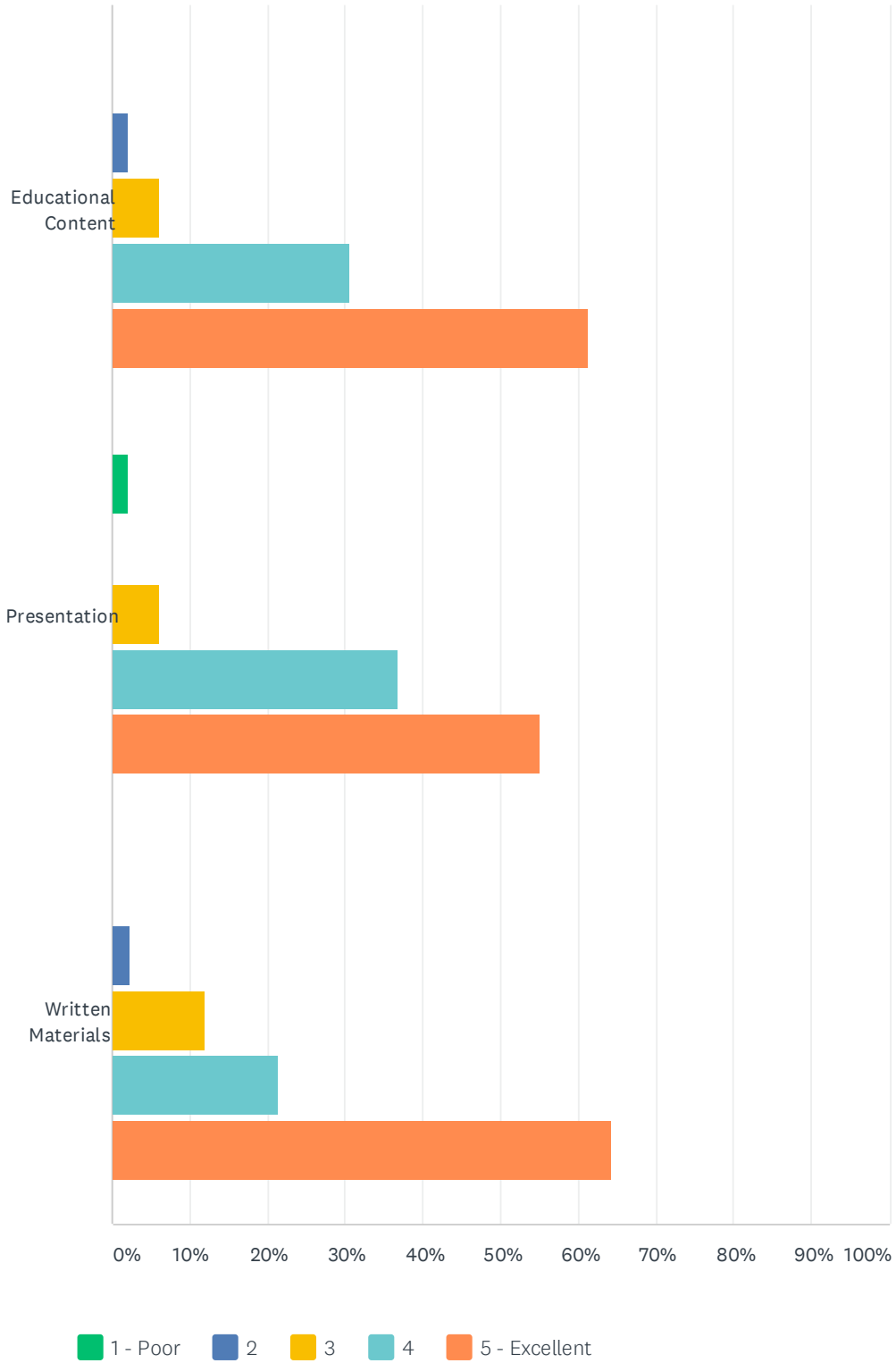
#	BAR NUMBER (OPTIONAL):	DATE
1	45376	11/3/2020 10:24 AM
2	16209	11/2/2020 8:40 AM
3	5981	10/31/2020 11:37 AM
4	19819	10/30/2020 8:21 PM
5	16895	10/30/2020 6:10 PM
6	5142	10/30/2020 5:04 PM
7	16559	10/30/2020 4:47 PM
8	5953	10/30/2020 4:34 PM
9	5300	10/30/2020 4:23 PM
10	25201	10/30/2020 4:02 PM
11	21986	10/30/2020 3:47 PM
12	6370	10/30/2020 3:46 PM
13	15298	10/30/2020 3:42 PM
14	4731	10/30/2020 3:31 PM
15	8194	10/30/2020 3:20 PM
16	30701	10/30/2020 3:13 PM
17	4005	10/30/2020 3:00 PM
18	31523	10/30/2020 3:00 PM
19	1561	10/30/2020 2:49 PM
20	4711	10/30/2020 2:38 PM
21	3873	10/30/2020 2:30 PM
22	1348	10/30/2020 2:30 PM
23	43370	10/30/2020 2:28 PM
24	12000	10/30/2020 2:27 PM
25	39102	10/30/2020 2:27 PM
26	38783	10/30/2020 2:24 PM

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

#	EMAIL ADDRESS(OPTIONAL):	DATE
1	jhines@cityoftacoma.org	11/3/2020 10:24 AM
2	ellenb@brothershenderson.com	11/2/2020 8:40 AM
3	jimdudley@wavecable.com	10/31/2020 11:37 AM
4	cbates.sers@mindspring.com	10/30/2020 8:21 PM
5	bvcwidget@earthlink.net	10/30/2020 6:10 PM
6	frostlaw@hotmail.com	10/30/2020 5:04 PM
7	BWOOD@WMWOODPLLC.COM	10/30/2020 4:40 PM
8	aspenliz@gmail.com	10/30/2020 4:34 PM
9	gary.newbill@northwestu.edu	10/30/2020 4:23 PM
10	wcovington@aol.com	10/30/2020 4:05 PM
11	aohalloran@gth-law.com	10/30/2020 4:02 PM
12	gdp@gdpattersonlaw.com	10/30/2020 3:47 PM
13	laurelsmith@laurelsmithlaw.com	10/30/2020 3:46 PM
14	dave@hanower.net	10/30/2020 3:42 PM
15	mcclearyhl@gmail.com	10/30/2020 3:31 PM
16	marc@hutzbah.com	10/30/2020 3:20 PM
17	jennifer@gellnaerlawgroup.com	10/30/2020 3:13 PM
18	REMTHOMP@GMAIL.COM	10/30/2020 3:00 PM
19	tprice@uw.edu	10/30/2020 3:00 PM
20	bjohnson@dpearson.com	10/30/2020 2:49 PM
21	KHAWES@VJGLAW.COM	10/30/2020 2:38 PM
22	dickberesford@outlook.com	10/30/2020 2:30 PM
23	geolundin@msn.com	10/30/2020 2:30 PM
24	tlenz@aalrr.com	10/30/2020 2:28 PM
25	SHAUNWPERRY@SWP-LAW.COM	10/30/2020 2:27 PM
26	liz@agilelawfirmeast.com	10/30/2020 2:24 PM

Q2 Please rate the session(s):

Answered: 49 Skipped: 0



V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

	1 - POOR	2	3	4	5 - EXCELLENT	TOTAL	WEIGHTED AVERAGE
Educational Content	0.00% 0	2.04% 1	6.12% 3	30.61% 15	61.22% 30	49	4.51
Presentation	2.04% 1	0.00% 0	6.12% 3	36.73% 18	55.10% 27	49	4.43
Written Materials	0.00% 0	2.38% 1	11.90% 5	21.43% 9	64.29% 27	42	4.48

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

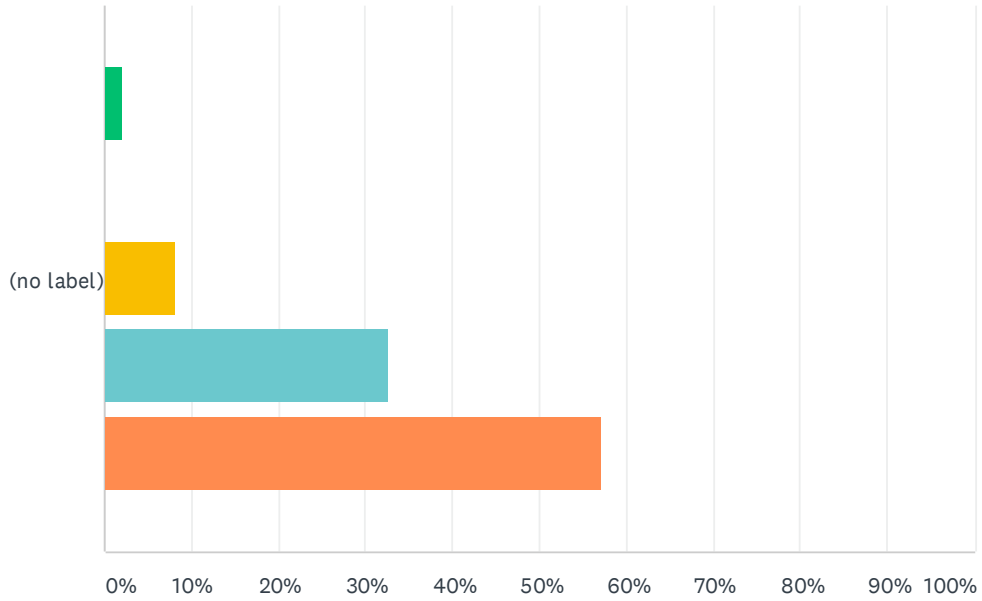
#	ANY COMMENTS ABOUT THIS SPEAKER(S) OR CONTENT?	DATE
1	While I appreciate the presenter's effort in this class, he did not have a firm grasp on equity principles and education. He presented in a manner that was at times inappropriate and other times absolutely offensive. For this type of class, we need presenters who are involved in equity work and know how to convey and teach in a way that does not cause further harm to our members and communities who are already facing discrimination every day.	11/3/2020 10:24 AM
2	Kurt Bulmer is always a good speaker. Appreciate his guidance and examples.	11/2/2020 8:40 AM
3	The speaker's presentation was balanced and compelling. I honestly was surprised at how good this CLE was.	11/2/2020 8:24 AM
4	It would better to have speaker on video rather than just audio.	10/31/2020 1:35 PM
5	Very interesting, Mx Bulmer	10/31/2020 11:37 AM
6	I was not entirely sure what to expect in terms of the written content, the presentation, etc. I was pleasantly satisfied with the approach and the coverage. A very difficult subject, but the speaker handled it well.	10/30/2020 8:21 PM
7	Written materials are provided at the time of the CLE - if we are paying attention to the presenter we are not in a position to read the materials so asking us to evaluate them immediately after the presentation leaves one unable to give a true response.	10/30/2020 7:19 PM
8	Knows his stuff.	10/30/2020 6:59 PM
9	Excellent speaker. Explained material succinctly.	10/30/2020 5:35 PM
10	Kurt Bulmer did an excellent job.	10/30/2020 5:04 PM
11	There were slight audio problems that caused silence mid sentence. otherwise all was well done	10/30/2020 4:47 PM
12	length was perfect at 1 1/2 hour. PowerPoint would not fully print, right-hand words cut off when i attempted to print it. Especially liked that Kurt had an example for everything. topic is timely and appropriate.	10/30/2020 4:40 PM
13	Strong presentation thorough practice examples with a common sense and candid approach	10/30/2020 4:23 PM
14	I enjoyed the perspective setting/history/context setting opening about how disciplinary matters have evolved at the Bar, and the current values which animate the Bar and the Court when reviewing matters of attorney conduct.	10/30/2020 3:47 PM
15	The presenter was knowledgeable and well prepared. Excellent job for a first time on-line presentation. Appreciated the balanced, common sense perspective.	10/30/2020 3:42 PM
16	Excellent	10/30/2020 3:37 PM
17	Excellent and timely	10/30/2020 3:34 PM
18	Speaker knows his subject	10/30/2020 3:31 PM
19	Are there ethics opinions or supreme court opinions on any of the issues discussed? Other "current events" in WA that highlight the rules/changing landscape? Also would have liked to hear something about pushback or protest by lawyers of this very broad language in the rules, which can get lawyers into trouble in lots of ways.	10/30/2020 3:17 PM
20	AWESOME CLE. All WSBA members should be required to take it.	10/30/2020 3:13 PM
21	I really enjoyed the presentation and found it very helpful and informative.	10/30/2020 3:13 PM
22	Most knowledgeable presenter in the State on this subject	10/30/2020 3:00 PM
23	I work at the Univ of WA where issues of race, gender and sexual orientation come up a lot. I signed up specifically to hear what an older white guy from a different generation would say about it. I was very impressed by Mr. Bulmer and his presentation of "This may not be your way, but this is the way of the world" kind of plain speaking.	10/30/2020 3:00 PM
24	Even with the "uhs" "ums" and "ahs" Mr. Balmer made a good presentation.	10/30/2020 2:49 PM
25	The speaker was very knowledgeable.	10/30/2020 2:38 PM

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

26	Timely topic, excellent materials and presentation.	10/30/2020 2:38 PM
27	I had difficulty opening the program until another lawyer showed me the correct way to log in. It would be better if there were just a direct link.	10/30/2020 2:30 PM
28	Really enjoyed this presentation. Timely and relevant.	10/30/2020 2:28 PM
29	Very informative. Great information to have.	10/30/2020 2:27 PM
30	I appreciated the speaker's efforts, but I thought his approach was out of date. Perhaps it's a function of living in my Seattle bubble, but many of the examples he used seemed obvious and decades old. I also disagreed with his approach re the use of identifying pronouns in correspondence (it is now common) and the use of Latinx (also common). Perhaps give him a partner to work with next time.	10/30/2020 2:27 PM

Q3 How would you rate today's program overall?

Answered: 49 Skipped: 0



■ 1 - Poor
 ■ 2
 ■ 3
 ■ 4
 ■ 5 - Excellent

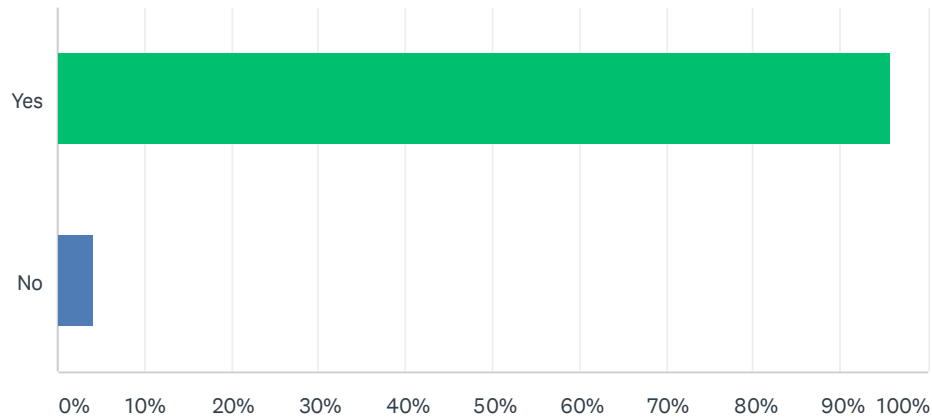
	1 - POOR	2	3	4	5 - EXCELLENT	TOTAL	WEIGHTED AVERAGE
(no label)	2.04%	0.00%	8.16%	32.65%	57.14%		
	1	0	4	16	28	49	4.43

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

#	WHAT WAS THE MOST IMPORTANT THING YOU TOOK AWAY FROM TODAY'S SEMINAR?	DATE
1	that it is my obligation to pay attention to how norms are evolving	11/2/2020 8:24 AM
2	How important it is to carefully draft every document	10/31/2020 11:37 AM
3	Times have changed; we need to be more sensitive to other people; we should not measure how we speak and what we do from an older, white, male perspective.	10/30/2020 8:21 PM
4	I'm a troglodyte.	10/30/2020 6:59 PM
5	This is an emerging area of tge law and Kurt Bulmer did an outstanding job explaining it within the time allotted. His practical examples and suggestions were very helpful.	10/30/2020 5:04 PM
6	eye-opening on what the expectations of some people are now.	10/30/2020 4:40 PM
7	Encouragement to avoid using labels and slang learned in childhood	10/30/2020 4:23 PM
8	The changing culture and how it is impacting lawyers	10/30/2020 4:05 PM
9	Staying up to date and sensitive to the ways we speak, present, behave, and interact with everyone . . . clients, colleagues, adversaries, witnesses, court personnel, the general public, etc.	10/30/2020 3:47 PM
10	Areas of potential "perception of discrimination" of which I was unaware.	10/30/2020 3:46 PM
11	The importance of thinking about how I communicate and how to avoid inadvertently offending others.	10/30/2020 3:42 PM
12	Mind those pronouns	10/30/2020 3:37 PM
13	New info, e.g. Mx and the latest of terminology considered acceptable or not.	10/30/2020 3:34 PM
14	The practice has dramatically changed since I retired.	10/30/2020 3:31 PM
15	Be careful out there, and in here. Be very very careful	10/30/2020 3:20 PM
16	That the disciplinary arm of the bar and the Washington Supreme Court care a lot more about public opinion and their image as a self-regulating body than about me and the work I'm trying to do, or even my due process rights. And that I could get into trouble tomorrow by using language that was "safe" yesterday.	10/30/2020 3:17 PM
17	So much good information! I thought I knew a lot in terms of the correct words to use--but I didn't know everything. Thank you!!	10/30/2020 3:13 PM
18	Watch for trigger words, avoid stereotypes, and refer to groups correctly. I had not heard about using Mx. and that is especially relevant in my practice because often IRS employees will use just a first initial and last name, but also really like it if you express respect, so I love it!	10/30/2020 3:13 PM
19	That we have become a society that will not tolerate offensive acts or speech	10/30/2020 3:00 PM
20	The most helpful tip to me-- if you want to make sure you don't use offensive language in your professional capacity, take it out of your personal vocabulary.	10/30/2020 3:00 PM
21	Gotta be careful these days.	10/30/2020 2:49 PM
22	Be careful what you say and do.	10/30/2020 2:38 PM
23	Really heightened awareness of changing norms and reminded of ethical issues.	10/30/2020 2:38 PM
24	Be mindful of what we say.	10/30/2020 2:32 PM
25	Be careful what one says or writes, as it may be taken by others as an offense.	10/30/2020 2:30 PM
26	Nomenclature that is new to me and insights on sensitive phrasing I had not considered.	10/30/2020 2:28 PM
27	Being more sensitive	10/30/2020 2:27 PM
28	Don't be an idiot	10/30/2020 2:27 PM
29	Understanding today's world!	10/30/2020 2:27 PM

Q4 Did the program cover the material you expected it to?

Answered: 49 Skipped: 0

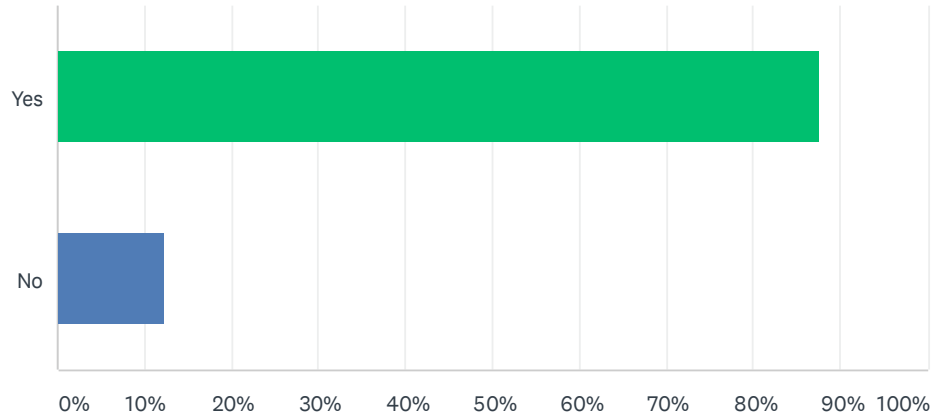


ANSWER CHOICES	RESPONSES
Yes	95.92% 47
No	4.08% 2
TOTAL	49

#	WHY OR WHY NOT?	DATE
1	There were many missed opportunities to cross the Rules of Ethics with current climate and the principles of DEI work.	11/3/2020 10:24 AM
2	There are many language traps for the unwary. It is good to know where to look and how to avoid them. I also appreciated his advice on what to do if one does err.	11/2/2020 8:40 AM
3	I am saying "Yes", although I was not quite sure what I expected the materials (or the CLE) to cover, exactly.	10/30/2020 8:21 PM
4	And more.	10/30/2020 6:59 PM
5	It was just as advertised. Thanks to Elenore and everyone who helped put this together.	10/30/2020 5:04 PM
6	right on point, especially including both oral and written communication	10/30/2020 4:40 PM
7	Positively speaking, more than expected in the number and relevance of topics discussed	10/30/2020 4:23 PM
8	The presentation was thorough and on topic, just as advertised.	10/30/2020 3:42 PM
9	Had no expectations	10/30/2020 3:34 PM
10	And so much more.	10/30/2020 3:13 PM
11	I needed guidance on such current and emerging issues.	10/30/2020 3:13 PM
12	It did	10/30/2020 3:00 PM
13	More than expected	10/30/2020 2:38 PM
14	See above	10/30/2020 2:27 PM
15	Even better	10/30/2020 2:27 PM

Q5 Was the information presented of genuine value to your practice?

Answered: 49 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	87.76%	43
No	12.24%	6
TOTAL		49

V211030WBR The Impact on Legal Ethics of Emerging Expectations Regarding Gender, Sex, and Race ~ October 30, 2020

#	WHY OR WHY NOT?	DATE
1	I do not want to annoy or upset my clients or my co-workers.	11/2/2020 8:40 AM
2	I have previously not given much thought to this issue and this was a concise and thorough intro to the subject.	11/2/2020 8:24 AM
3	I am saying "yes" although I am retired and do not have an active practice. However, I am still involved in volunteer and county and state bar activities with other attorneys, so the CLE was valuable. And of course there is a huge amount of carryover between legal activities and community activities in which this knowledge and sensitivity will apply.	10/30/2020 8:21 PM
4	I do not have a law practice. But it was very helpful with regard to personal and business relationships Going forward.	10/30/2020 5:35 PM
5	It's important to know what new norms and/or 'triggers' are considered to be uncivil discourse in order to avoid unintentionally insulting someone. Most of it is common sense, but not all. Kurt did a great job (by personal example) in explaining how easy it is to make innocent mistakes and how to best correct them.	10/30/2020 5:04 PM
6	as well as to me personally.	10/30/2020 4:40 PM
7	The advice applied to civil discourse beyond professional activity.	10/30/2020 4:23 PM
8	It provides a cautionary note and let's one know the importance of being vigilant and thoughtful	10/30/2020 4:05 PM
9	I liked the speaker's thoughtfulness, cautionary advice, and sensitivity to these important issues. He spoke genuinely about the reasons and need for change, and the importance of self-assessment with respect to society's changing values. He also	10/30/2020 3:47 PM
10	The presentation was very helpful in explaining how to avoid issues in communication, especially regarding new and emerging issues.	10/30/2020 3:42 PM
11	This info is of genuine value to life, not just practice. Should be included or converted into a cle having to do with bias, sensitivity, civility. Really great info inside and outside of legal practice.	10/30/2020 3:34 PM
12	I not longer practice.	10/30/2020 3:31 PM
13	See #2 above.	10/30/2020 3:17 PM
14	It was valuable to me as a person, and it will help in my work as well.	10/30/2020 3:13 PM
15	I had not heard about using Mx. and that is especially relevant in my practice because often IRS employees will use just a first initial and last name, but also really like it if you express respect, so I love it!	10/30/2020 3:13 PM
16	I'm retired, now, and not in the practice of law	10/30/2020 3:00 PM
17	I guess so. Made aware of a lot of trickle down issues in a law firm.	10/30/2020 2:49 PM
18	Updated an area older lawyers in particular need updated	10/30/2020 2:38 PM
19	I don't practice but I do teach. I expect to find the CLE insights relevant to my class.	10/30/2020 2:32 PM
20	See above	10/30/2020 2:27 PM
21	And my life! We seniors need to get how to face the complications these days.	10/30/2020 2:27 PM
22	But I think it could be to others and I think it was very valuable overall.	10/30/2020 2:24 PM

Q6 If you could improve something about this seminar, what would that be?

Answered: 25 Skipped: 24

#	RESPONSES	DATE
1	Please reach out to your members and find those who work in equity every day to present on these subjects. It is imperative in our profession to ensure education on DEI is relevant, compassionate, and appropriate.	11/3/2020 10:24 AM
2	Webcam?	11/2/2020 8:40 AM
3	Have video	10/31/2020 1:35 PM
4	I would have liked to see the presenter and not just the slides.	10/31/2020 8:38 AM
5	Maybe send out the materials ahead of time? But not sure anything would really be improved - it was great.	10/30/2020 8:21 PM
6	Nothing more needed.	10/30/2020 6:59 PM
7	Being able to see and not just hear the presenter.	10/30/2020 5:35 PM
8	Maybe a little more on addressing age discrimination. 😊	10/30/2020 5:04 PM
9	Audio excellence	10/30/2020 4:47 PM
10	printable powerpoint materials	10/30/2020 4:40 PM
11	Visual of the presenter. . . . In this case, however, Kurt Bulmer's conversational style overcame the absence of presenter view.	10/30/2020 4:23 PM
12	No recommendations. The presenter did an excellent job.	10/30/2020 3:42 PM
13	Offer this to a wider audience. Mr Bulmer is that good.	10/30/2020 3:37 PM
14	Remind folks to download materials.	10/30/2020 3:13 PM
15	No - it was great!	10/30/2020 3:13 PM
16	Ability to see the speaker, and to simplify access. Several times, the speech became garbled, and I had to start over again to clear it up.	10/30/2020 3:00 PM
17	1. The sound went in and out a couple of times. I think that was just Mr. Bulmer's unfamiliarity w/ the technology--by his own admission at the beginning. 2. In his anecdote about the women being assaulted on the way to their divorce, I would use the phrase, "They didn't tell anyone" not the phrase that he used, which may have been (but I'm not sure) "They didn't object."	10/30/2020 3:00 PM
18	I would like to see the presenter, even if only at time of introduction, not just slides.	10/30/2020 2:49 PM
19	I would like to see the speaker while he or she is speaking.	10/30/2020 2:38 PM
20	0	10/30/2020 2:38 PM
21	In this pandemic, nothing.	10/30/2020 2:32 PM
22	Ease of sign-in.	10/30/2020 2:30 PM
23	No improvements to propose. Thank you.	10/30/2020 2:28 PM
24	Nothing- maybe a bit longer. It was such a pleasure to have Kurt's expertise.	10/30/2020 2:27 PM
25	See above	10/30/2020 2:27 PM