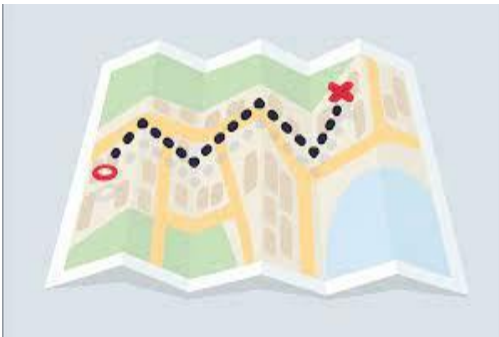


WORKING TOWARD DIVERSITY, EQUITY AND INCLUSION

2021 Annual Chair Orientation
September 1, 2021

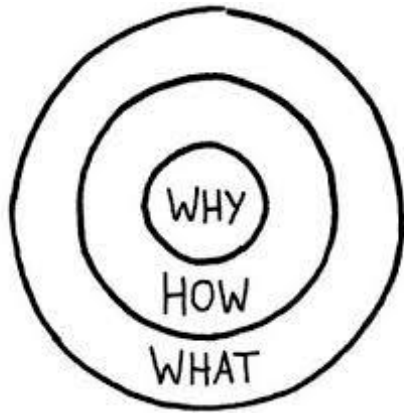
Barbara Nahouraii, Dominique Shannon, and Diana Singleton
WSBA Equity and Justice Department

OUR ROADMAP



- Overview of WSBA's Commitment to DEI and the Equity and Justice Department
- Foundation DEI Concepts
- Working Together Toward Diversity, Equity and Inclusion

OVERVIEW OF WSBA'S COMMITMENT TO DEI AND THE EQUITY AND JUSTICE DEPARTMENT



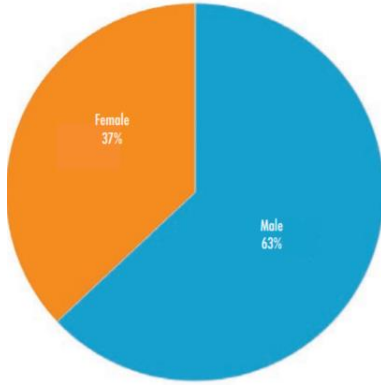
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THE WHY

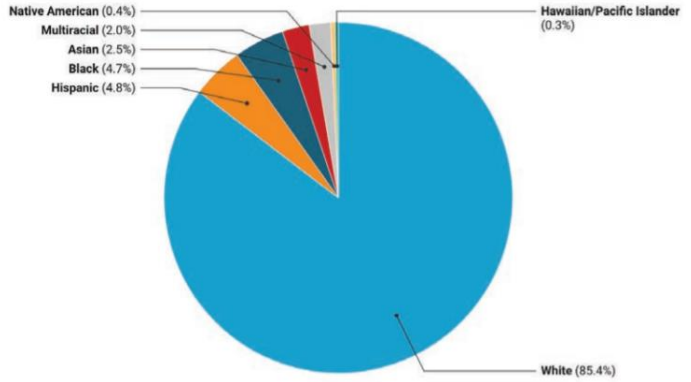


PROFILES OF THE LEGAL PROFESSION

Lawyer Gender: 2021



Lawyers by Race and Ethnicity: 2021

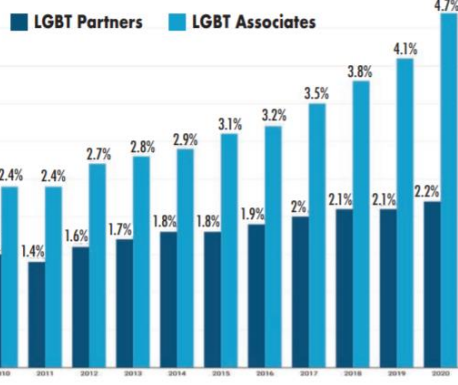


Source: 2021 ABA National Lawyer Population Survey

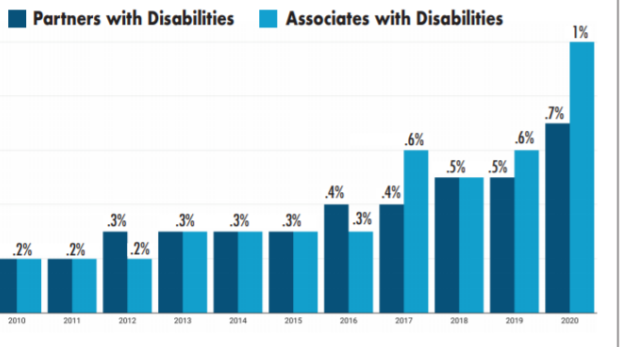
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PROFILES OF THE LEGAL PROFESSION

LGBT Partners and Associates: 2010-2020



Partners and Associates with Disabilities: 2010-2020



Source: National Association for Law Placement 2020 Report on Diversity in U.S. Law Firms

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SNAPSHOT OF UNDERREPRESENTED GROUPS

Group	WA State Population	WSBA Members	Lawyers Nationally	Gonzaga Law School	Seattle U Law School	UW Law School
Women	50.1%	29.63%	36%	50%	62%	60%
People of Color	34.4%	10.42%	15%	16%	40%	27%
Black/African American	4.0%	1.59%	5%			
Latinx/Hispanic	13.7%	1.69%	5%			
Asian & Pacific Islander	9.5%	3.75%	2%			
Native/Indigenous	1.6%	0.6%	1%			
Multiracial	10.9%	2.51%	2%			
People with Disabilities	12.9%	2.79%	0.5%			
LGBTQ	5.2%	1.27%	2.86%			

Sources: 2020 Census; Williams Institute at UCLA; 2017 DSHS Report; 2019 ABA Profile of Legal Profession; Law School 2019 ABA Disclosures; 8/2/21 WSBA Membership Report of Those Who Reported

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General Rule 12.2 (a)(6)

Promote diversity and equality in the courts and the legal profession.

General Rule 12.2 (a)(2)

Promote an effective legal system, accessible to all.

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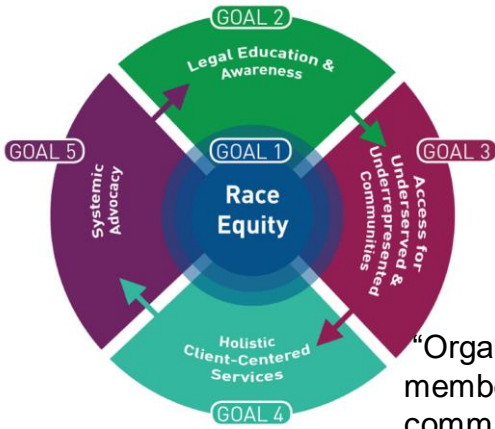
WSBA

Diversity and Inclusion Plan

Approved by the Board of Governors May 2013

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THE ALLIANCE FOR EQUAL JUSTICE STATE PLAN



“Engage in activities that create a shared awareness and understanding of what is needed to achieve race equity in our legal systems and society.”

“Raise organizational competency and capacity to advance race equity in our legal system and society.”

“Organizations will work to ensure that low-income members of underserved and underrepresented communities will be able to obtain legal assistance regardless of geographic/demographic circumstances or eligibility for federal and state funded legal services.”

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WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

REJI ACKNOWLEDGMENT

#1

“In America, policies, structures, and systems exist that deny individuals and communities of color what is necessary for a full and fair life. Since their inception, these *structurally racialized* systems have been marked by conscious and unconscious racial bias that pervades our society to the benefit of white people and to the disadvantage of Black, Indigenous, and people of color.”

REJI ACKNOWLEDGMENT

#5

“Progress toward equity and justice has largely come from the wisdom and courage of people from communities most harmed by bias and systemic oppression. Thus, race equity work must pursued in direct solidarity with, and guidance from, communities of color and community-based movements.”

REJI ACKNOWLEDGMENT

#6

“True justice cannot be achieved until the legal and justice systems and all who work in these systems are conscious of and able to counter the impact of racialized systems, racialized structures and bias. Doing so requires acknowledging that different groups are situated differently, and that targeted, intentional approaches may be needed to reach just and equitable outcomes.”

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Current Draft WSBA Strategic Goals

To promote diversity, equity, and inclusion in the legal system and profession.

- Regularly evaluate and improve the culture, policies, procedures, and practices of the WSBA so members from communities who have been systemically oppressed can enter, stay and thrive in the legal profession.
- Partner with various stakeholders such as Minority Bar Associations and others to promote diversity, equity and inclusion within the profession.
- Provide resources and training that will assist WSBA leaders members, and staff to examine their work through an equity lens and advance diversity, equity and inclusion.

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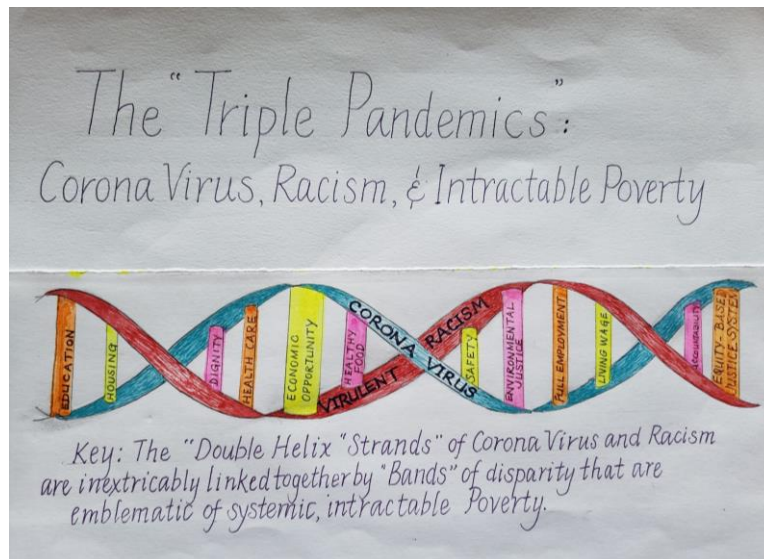
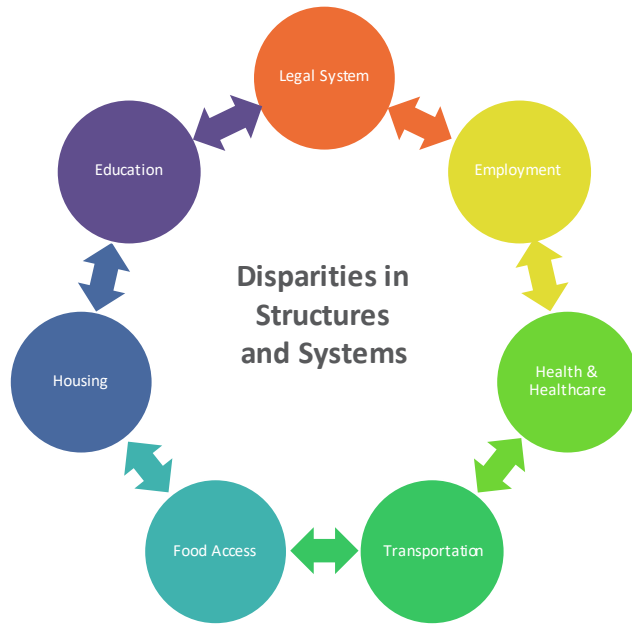


Illustration by
Ada Shen-Jaffe,
JustLead
Washington

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TIME

As Coronavirus Spreads, So Does Xenophobia and Anti-Asian Racism

LGBTQ Americans taking bigger economic hit amid pandemic, census data finds



Covid-19's devastating toll on black and Latino Americans, in one chart

Caregiver's Chronicles: Disability Bias in the Age of COVID-19

The Navajo Nation's COVID-19 Death Toll Is Higher Than That of 13 States Combined

yahoo!life

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The Supreme Court
State of Washington



June 4, 2020

“The legal community must recognize that we all bear responsibility for this on-going injustice, and that we are capable of taking steps to address it, if only we have the courage and the will. The injustice still plaguing our country has its roots in the individual and collective actions of many, and it cannot be addressed without the individual and collective actions of us all.”

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THE HOW



EQUITY AND JUSTICE DEPARTMENT



Bonnie Sterken
Specialist (Access to Justice)



Tyler Washington
Programs Coordinator



Barbara Nahouraii
Lead



Dominique Shannon
Lead



Saleena Salango
Specialist (Pro Bono)



OUR APPROACH

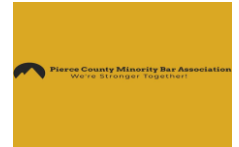
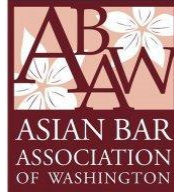


UPSTREAM/DOWNSTREAM

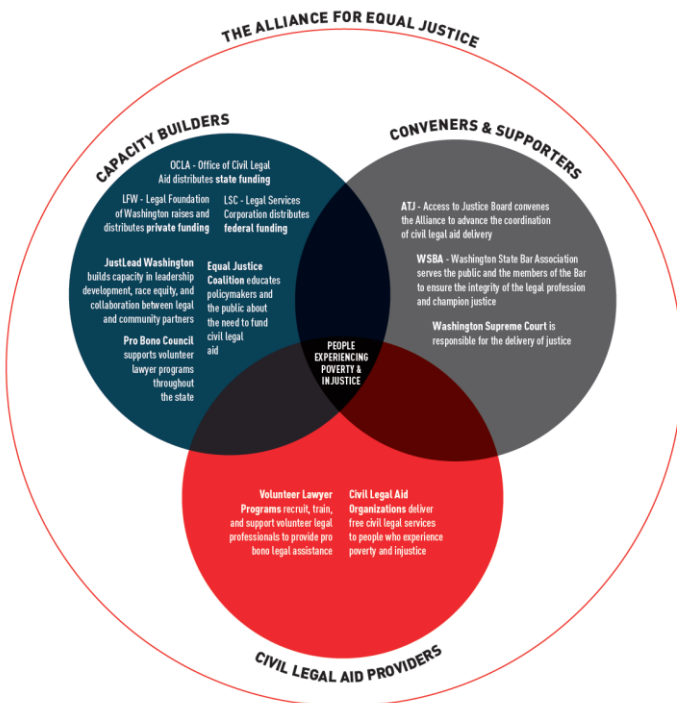


ON TAP, NOT ON TOP





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The Alliance for Equal Justice is a network of Washington State organizations that work together in a collaborative way to coordinate strategy and delivery of civil legal aid to people and communities that experience poverty and injustice.

THE WHAT



OUR FOUR BUCKETS OF WORK



Access to justice for those who are marginalized and experience poverty



A diverse, inclusive and equitable legal profession



Members who are equipped and supported to serve the public



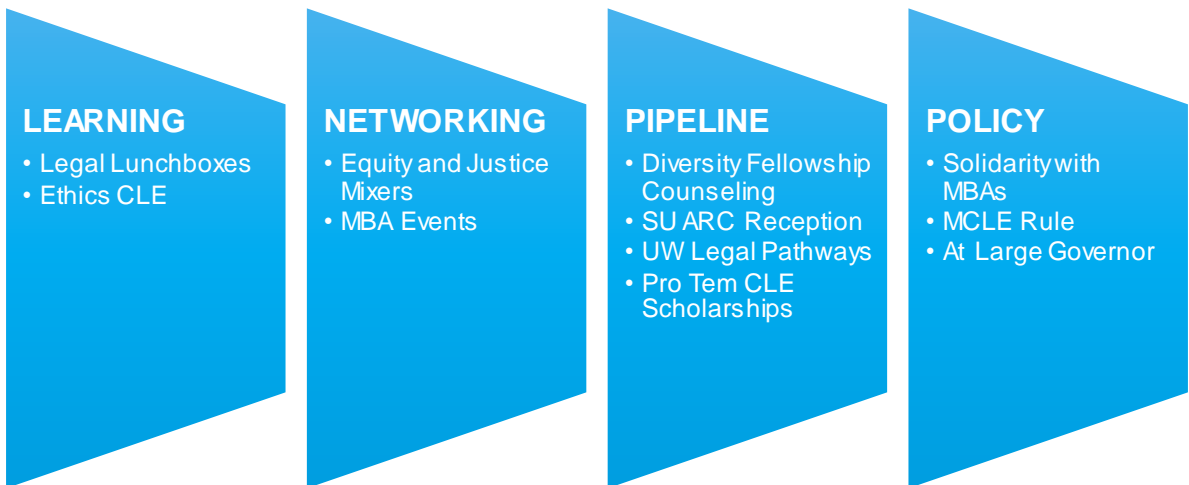
A values-driven organization committed to justice, diversity, equity and inclusion

SAMPLINGS OF EQUITY AND JUSTICE DEPARTMENT WORK

Support and Staff Entities	Trainings, Consults, and Resources	Programs and Events
<ul style="list-style-type: none"> • Diversity Committee • Access to Justice Board • Council on Public Defense • Pro Bono and Public Service Committee • Equity and Disparity Workgroup • Minority Bar Associations • Qualified Legal Services Providers 	<ul style="list-style-type: none"> • Entities and Staff Liaisons • Communications • Resources • Operations and Culture • Accessibility • Pro Bono WA portal 	<ul style="list-style-type: none"> • Moderate Means • Powerful Communities • Pro Bono Promotion • Access to Justice Conference • Legal Lunchbox CLEs • Equity and Justice Mixers



SAMPLE: OVERVIEW OF DIVERSITY COMMITTEE WORK



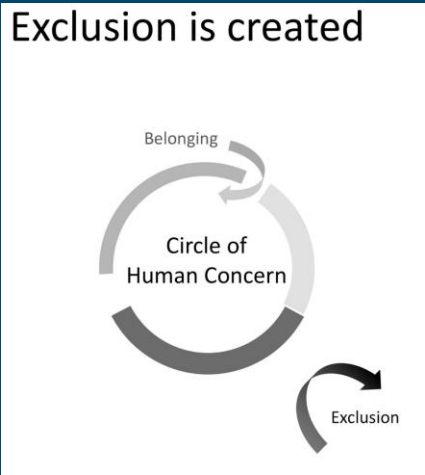
FOUNDATIONAL CONCEPTS



GOALS FOR THIS SECTION

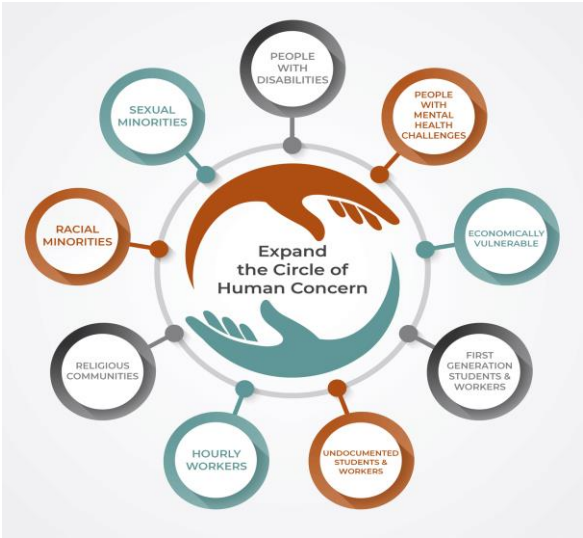
- ❖ Understand the different foundational concepts and why they are important
- ❖ Know where to find resources/trainings

BELONGING FRAMEWORK: CIRCLE OF HUMAN CONCERN



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DISCUSSION/REFLECTION QUESTION



Does the work of your entity expand the circle of human circle? If so, who was excluded and is now included?

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DIVERSITY, EQUITY, INCLUSION

Diversity of people and perspectives

Equity in practice, in positions

Inclusion: power, voice, and culture (and belonging)



DIVERSITY

People and Perspectives

Having a representative number of People of Color on your committee is critical, but not enough.



INCLUSION

Power and Voice

People of Color as leaders and decision-makers in addition to ensuring diverse representation.



EQUITY

Results and Process

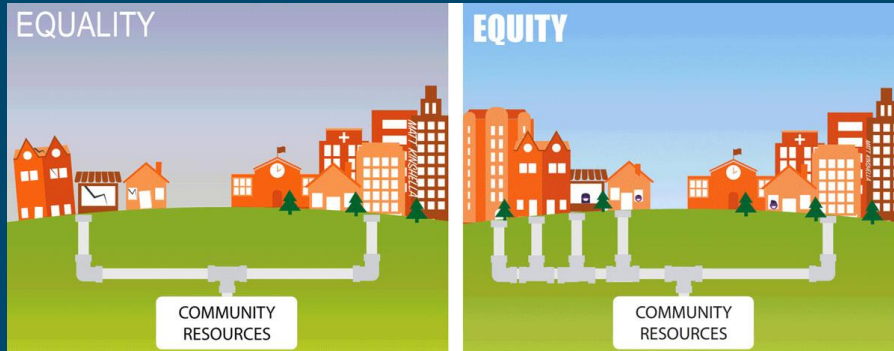
Equity requires policies and practices that create fairer outcomes; where race is no longer determinative of how one fares.



EQUITY AND EQUALITY

Equality means providing every person the *same* resources

Equity means ensuring every person has the resources they need to produce outcomes and opportunities and build power



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DIMENSIONS OF EQUITY WORK

Dimension	Examples
Organizational Commitment to Race Equity	Incorporated into mission/vision/values, resources allocated to work, leadership and stakeholder groups reflective of communities most impacted
Creating an Equitable Organizational Culture	Intentional space for discussing race, trainings available, awareness of cultural 'norms' of the organization, POC feel valued and respected, ideas encouraged from all levels
Recruiting, Hiring, & Retaining a Diverse Workforce	Policies to promote recruitment and retention of diverse staff/volunteers/board, priorities incorporated into reviews, professional/leadership development opportunities
Developing Accountability to & Partnership with Impacted Communities	Relationships with organizations and communities of color; impacted communities participate in decision-making, mechanisms for responding to community needs
Applying an Anti-Racism Lens to Programs, Advocacy, & Decision-Making	Policies and practices to encourage participation in decision-making; disaggregated data; consideration in decisions about impact on communities of color

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DISCUSSION/REFLECTION QUESTION



What dimension of equity work is your entity currently focusing on?

What would you like to focus on this upcoming fiscal year?

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RESOURCES

EJD Resource Library

- ❖ Word version also provided in materials
- ❖ Mostly books
- ❖ Some provide foundational knowledge, some expand on that

DEI CLEs/Legal Lunchboxes

- ❖ Legal Lunchboxes, webcast and on-demand
- ❖ Responding to structural racism as an individual and as an organization
- ❖ Potential to collaborate with us, promote work of other entities

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DATA COLLECTION & DEI PROBLEM SOLVING



PROMOTING DIVERSITY IN THE LEGAL PROFESSION

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AN INFLECTION POINT

- 2021 American Bar Association 10-year diversity study
- WSBA 10-year diversity study launching
- 50 years of DEI initiatives in the legal profession
- Recent calls to action

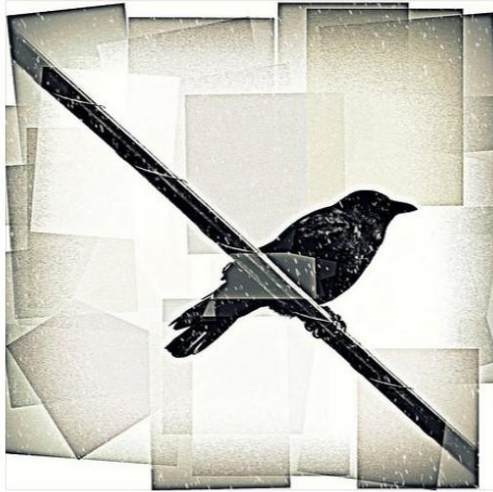
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LOOKING BACK AND LOOKING FORWARD

- Why has it been so hard for the legal profession to retain diverse talent?
- What can be done differently moving forward?

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Thirteen Ways of Looking at a Blackbird

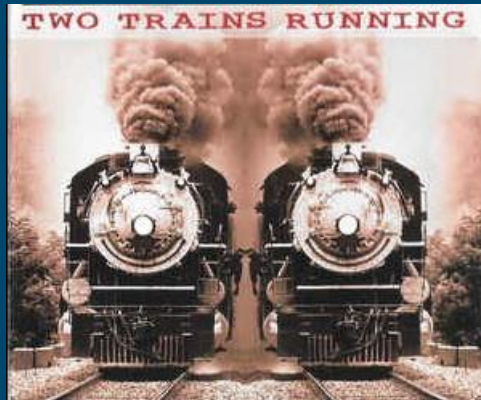


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OVERVIEW

- Ad hoc work and systemic work
- Emergent trends in data collection and analysis
 - Geography
 - Disaggregating data
 - More robust root cause analysis

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TRAIN ONE

Short term and ad hoc work

- Identifies diverse candidates for a specific recruitment
- Does not address root causes of underrepresentation
- Works within existing circumstances and constraints

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TRAIN TWO

- Long term and systemic work
 - Identifies and addresses root causes of underrepresentation
 - Focuses on issues of culture, inclusion and retention
 - Draws upon data, research and project evaluation
 - Develops policies, practices, tools and processes

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DEVELOPING A RICH SNAPSHOT OF THE PROFESSION



- Geography
- Disaggregating data
- More robust root cause analysis

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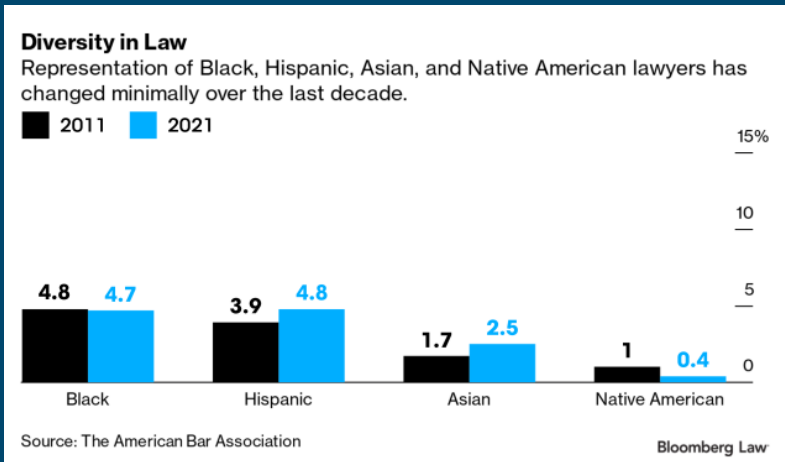
LOCATION MATTERS



- Correlates with health and economic outcomes
- Shaped by history and law
- Correlates with cultural and political differences
- Correlates with access to legal and other resources

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NATIONAL RACIAL DIVERSITY



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SUBSET OF STATE RACIAL DIVERSITY DATA

	State and National Averages		WA State County Averages					State and National Lawyer Averages	
	National Average	State Average	King (West)	Pierce (West)	Whatcom (North)	Ferry (NE)	Spokane (East)	WA Lawyers Average	National Lawyers Average
Black	13.4%	3.8%	7.33%	6.95%	1.3%	.3%	2%	1.59%	4.7%
%	13.4%	3.8%	7.33%	6.95%	1.3%	.3%	2%	1.59%	4.7%

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RESOURCES AND GEOGRAPHY



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MORE ROBUST ROOT CAUSE ANALYSIS

- Disaggregating demographic data
- Considering upstream and downstream issues
- Individual bias/Systemic barriers/Individual agency
- Intersectional analysis
- Multiple causation

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LOOKING BACK AND LOOKING FORWARD

- Why does the legal profession continue to struggle with retaining diverse talent?
- What can be done differently moving forward?

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THANK YOU!

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Dominique Shannon: dominiques@wsba.org

Diana Singleton: dianas@wsba.org

