

WASHINGTON STATE BAR ASSOCIATION

DEI Council Meeting Minutes

Monday, April 10, 2023 from 12:00 noon - 1:00 p.m.

The DEI Council advances diversity, equity, and inclusion and addresses the problems of bias, systemic inequities and underrepresentation in the legal profession and legal system.

Member Attendees: Raina Wagner, WSBA Gov. Alec Stephens, WSBA Gov. Sunitha Anjilvel, Miryam Gordon, Sharon Sakamoto, Mike Rhodes, Laine Ellison, Noelle Chung, Mia Scavella Little

WSBA Staff: Nicholas Mejía, Saleena Salango

Guests: Dallas Martinez

Meeting called to order at 12:00 noon.

March Meeting Minutes

Gov. Sunitha Anjilvel motioned in favor of the April Minutes with amendment to ChrisTiana's name correction. Gov. Alec Stephens seconded the motion. All voted in favor.

BOG Relationship with MBAs

There hasn't been a formal response from the BOG to the letter written by the MBAs regarding holding space and having a dialogue needed between the WSBA and the MBAs. The BOG did not respond to the MBA letter which was put forward nearly a year prior. There was an Ad Hoc group that was created to address this, but no substantial change was made. The MBA letter can be found on page 228 of the document [here](#). The members of the DEI Council were in favor of writing a letter stating the need for response to the MBA letter by the BOG.

There was a mandatory DEI related training which was deemed outside of legal limitations by outside counsel and as a result was not moved forward with. Gov. Stephens mentioned there needs to be policies that are incorporated to further accountability of the workings throughout the organization. Noelle mentioned she has seen the same issues with "first amendment rights" challenges or complaints with ongoing legislation and mandatory trainings at the AG's office. Miryam asked if there are any policies related to how governors could be held accountable for wrongdoing while on the council. The WSBA BOG anti-harassment policy can be found [here](#).

Gov. Anjilvel volunteered to write the letter addressed to the BOG. Gov. Stephens was in favor of having a letter along with a proposed policy that will be put forward and will be working with Gov. Anjilvel to do so.

At-Large Governor Elections

The deadline for the at-large governors position application is April 17th, 2023. The council can endorse up to three individuals from those who applied to the At-Large governor position. There will be a session 4/11 to discuss what service on the BOG looks like. Members of the counsel were encouraged to make recommendations and send invitations to attorneys.

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Interviews will be held April 21st and will occur between 11:00 a.m. to 1:00 p.m. via zoom. The selection committee will be those who participate as panelists.

DEI Council Recruitment

April 21st is the deadline to apply to be a council member. Members are encouraged to reach out to individuals that might be interested in applying for the positions. There are currently eight seats that will need to be filled to ensure the council will be at full capacity.

Law Student Pipeline Subcommittee Update

The Pipeline workgroup met with Tanya Martinez-Gallinucci, the Executive Director of the NYC Bar's Diversity, Equity, Inclusion, and Belonging office. She provided additional details relating to the NYC Bar's programs and the importance of beginning the pipeline work at a young age with children in school.

DEI Plan

The committee met with Christiana relating to the plan and what the work would look like. There will be an RFP that will be put forward for interested parties to apply. The committee is meeting the first Friday of each month at 2:00 p.m.

DEI Council Retreat Planning

Gov. Anjilvel stated the NYC Bar mentioned having a summit and a symposium where members of the BOG, the judiciary, the council, and others in the legal field get together and discuss the work being done, proposing time set aside to discuss at the upcoming retreat. Sharon suggested it may be important to carve out time relating to what the plan should look like amongst all members in attendance for the DEI Council retreat.

Meeting adjourned at 1:19 pm