

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

**Board of Governors Meeting**

**Supplemental Materials**

**September 17-18, 2020**  
**Webcast and Teleconference**

**WASHINGTON STATE**  
**BAR ASSOCIATION**

Board of Governors

<b>BOARD OF GOVERNORS MEETING Supplemental Materials September 17-18, 2020 Webcast and Teleconference</b>	
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Advancing WSBA's Vision of a Just Washington

To: WSBA Board of Governors  
From: Kristina Larry, President  
Re: Powerful Communities Project Funding Structure Proposal  
Date: August 27, 2020

**ACTION REQUESTED:** Approve the proposed change to the funding structure for the Powerful Communities Project.

As you know, the Washington State Bar Foundation is the fundraising arm of the WSBA. Its mission is to raise funds to support WSBA programs that increase diversity in the legal profession and improve the public's access to, and understanding of, the justice system. The Foundation Board disburses funds to WSBA annually in support of programs that align with our mission.

Starting in 2019, one of the programs we have helped to fund is the Powerful Communities Project (PCP), part of WSBA's Public Service portfolio. The funds the Foundation gives to WSBA for this project are in turn awarded to Qualified Legal Service Providers (QLSPs) and 501(c)(3) organizations to support legal aid programs throughout the state of Washington.

We propose that moving forward, these grants be paid directly from the Foundation. The administration of grant applications and grantee selection would continue to be managed by WSBA Public Service staff (with participation by Foundation staff and Trustees).

This change would:

1. Avoid potential issues relating to Washington State Constitutional limitations. This would potentially broaden the impact of the PCP, enabling it to serve more people and communities throughout Washington.
2. Eliminate WSBA acting as the intermediary, in that funds raised for this purpose would remain with, and be paid out by the Foundation (rather than paid to WSBA to be paid back out).

We believe this new process makes sense in light of our role, and that of WSBA, in administering these grants. Thank you so much for considering this request.

# EQUITY AND JUSTICE:

## An Update On WSBA DEI Programs

WSBA Board of Governors Meeting  
Diana Singleton & Paige Hardy  
September 17, 2020



# EQUITY & JUSTICE TEAM



Tyler Washington

Laura Sanford

Bonnie Middleton-Sterken

Diana Singleton

Paige Hardy

# 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

# OUR APPROACH



**UPSTREAM/DOWNSTREAM**



**ON TAP, NOT ON TOP**

# A ROADMAP

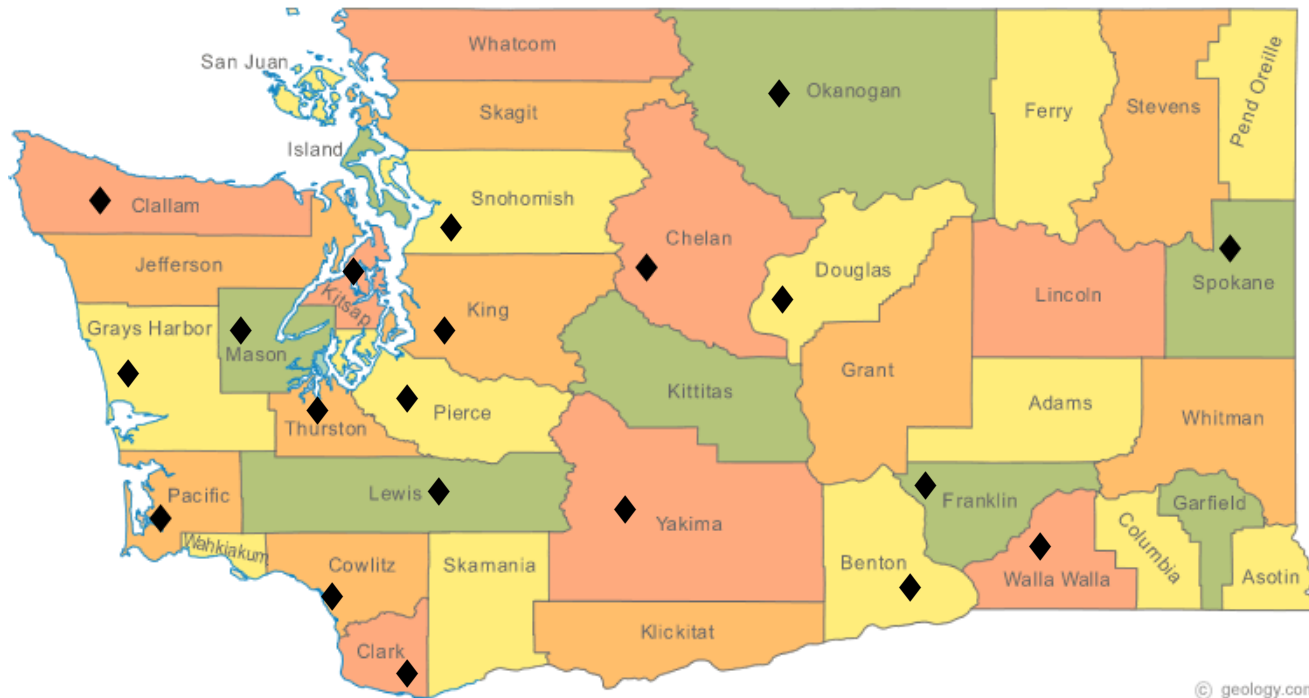
Community Partnerships

DEI Education and Learning

DEI Plan and Beyond



# COMMUNITY PARTNERSHIPS: POWERFUL COMMUNITIES PROJECT



## Communities Impacted:

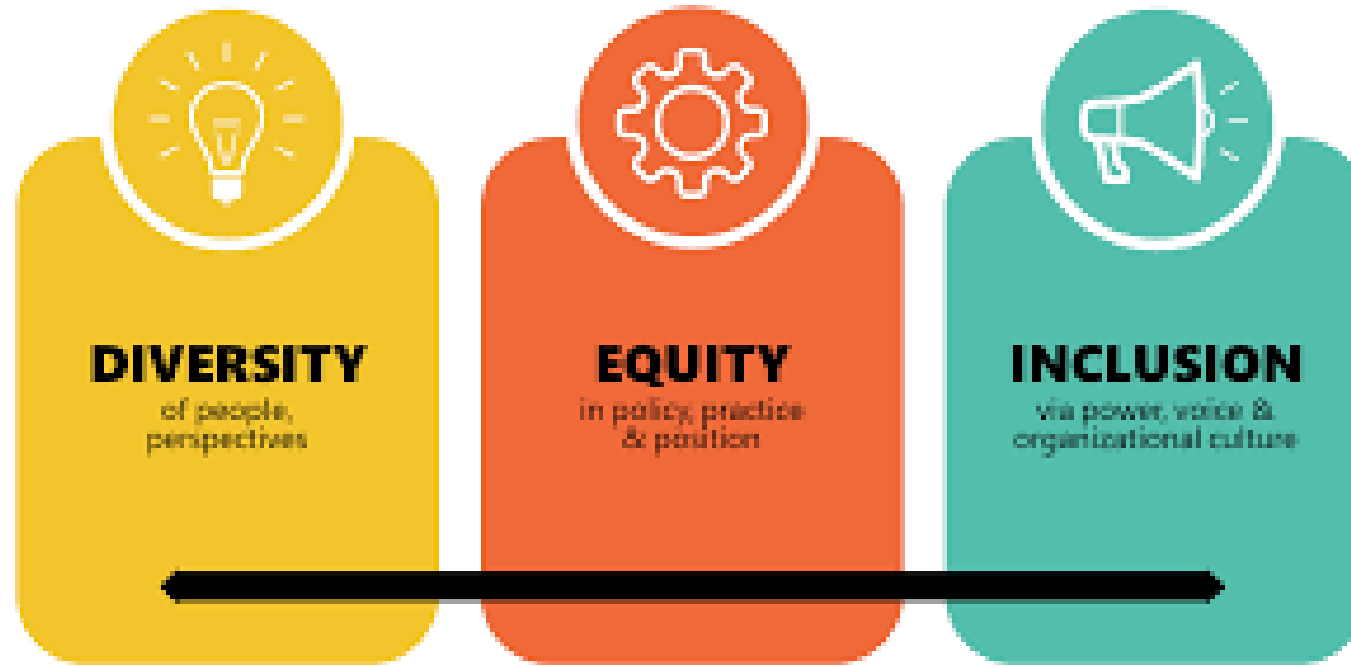
- ❖ Immigrant and refugee communities
- ❖ Communities in rural areas
- ❖ Youth and children
- ❖ LGBTQ+ communities
- ❖ Formerly incarcerated communities
- ❖ BIPOC communities
- ❖ People experiencing unemployment

# COMMUNITY PARTNERSHIPS: MINORITY BAR ASSOCIATIONS

- **Events:**
  - Twice-yearly MBA leadership meetings
  - Governance trainings
  - MBA annual events
  - CLEs
- **Resources:**
  - MBA leaders list serve
  - MBA scholarship support



# DEI EDUCATION AND LEARNING



**Legal Responses to Hate Crimes in the PNW**

**Washington Attorney with Disabilities Association  
Annual Event**

**Trans-inclusion in the Legal Profession**

**Trainings & Resources for Bar committees,  
boards, and councils**

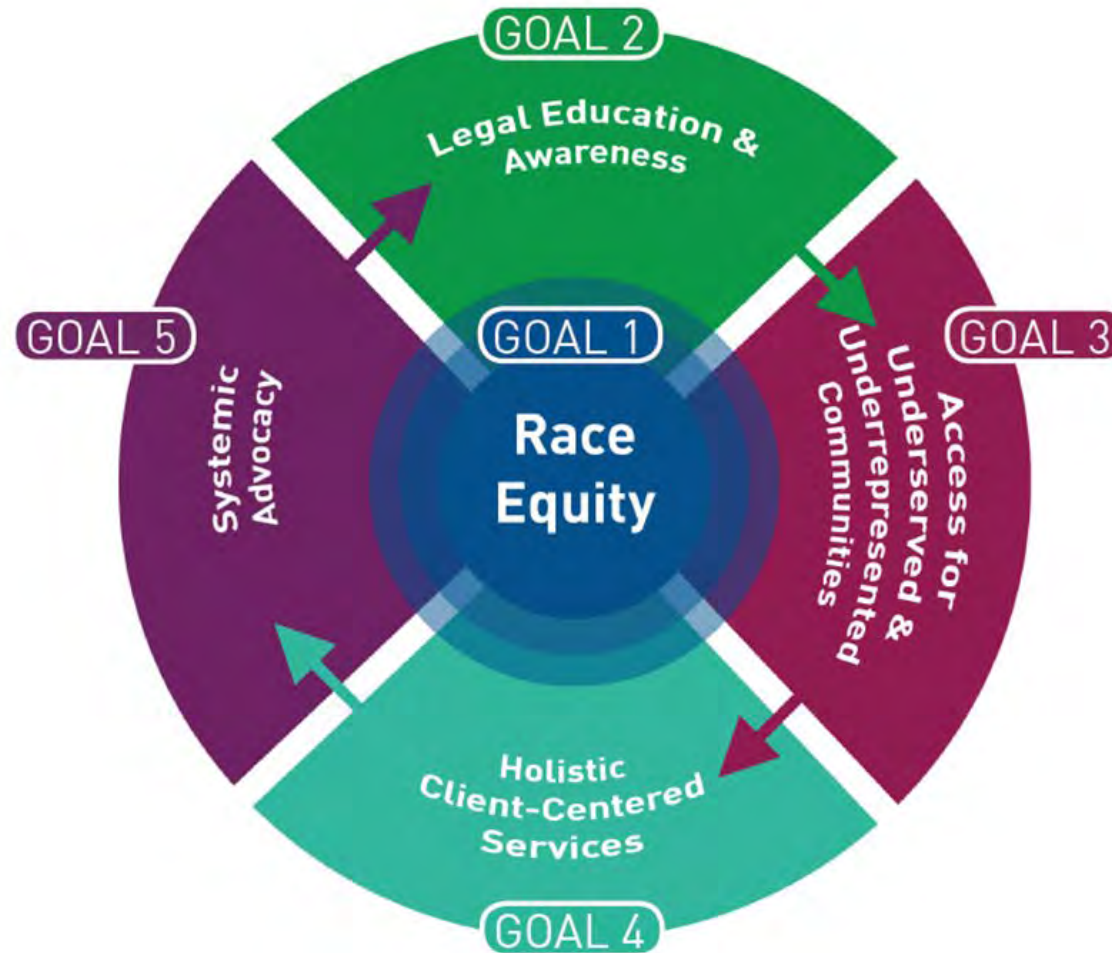


WSBA

# Diversity and Inclusion Plan

Approved by the Board of Governors May 2013

# THE ALLIANCE FOR EQUAL JUSTICE STATE PLAN



# **WASHINGTON RACE EQUITY & JUSTICE INITIATIVE**

REJI is a network of people, communities, and organizations working together for racial fairness and justice in the law, legal profession, and justice systems.

## REJI Commitment #2:

“Change structure, policies, processes, and practices in the law, legal profession, and justice system that allow harm and disparate outcomes for Black, Indigenous, and communities of color to continue unabated.”

## REJI Commitment #4:

“Continuously examine whether we and the organizations we work with operate in ways that align with the race equity and justice values and goals we support. This commitment includes ensuring that race equity is reflected in policies and practices for recruitment and hiring, work acceptance, priority-setting, governance, organization culture, communications, and community partnerships and accountability, particularly with low-income communities of color.”

## REJI Commitment #7:

“Ensure our organizations invest in active, ongoing learning that will teach us to see, reveal, and transform structures that create racialized outcomes and push communities of color outside the Circle of Human Concern. This commitment requires that we help members of our organizations and communities to actively and expressly challenge the use of racist language and behaviors, openly listen when we ourselves are challenged, and learn techniques and tools for reducing and eliminating implicit and explicit bias.”



# WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

## ORGANIZATIONAL RACE EQUITY TOOLKIT



### WASHINGTON RACE EQUITY & JUSTICE INITIATIVE

#### ORGANIZATIONAL ASSESSMENT

##### HOW TO USE:

With each question below, select the number that best reflects the organization you are assessing, according to the rubric set forth below.

- (1) No work within this area
- (2) Identified as an area for improvement but no plans/work yet
- (3) Planning/implementation in process
- (4) Implemented but not yet uniformly applied across organization
- (5) Firmly established and able to model for other organizations

Circle a Choice	SECURING AN ORGANIZATIONAL COMMITMENT TO RACE EQUITY WORK
Unknown 1 2 3 4 5	The organization incorporates race equity into its mission, vision, and/or values statements.
Unknown 1 2 3 4 5	The organization has allocated financial and human resources toward internal and/or external race equity work. This may include assigning personnel or funding for coordination of work, development and implementation of plans, and/or monitoring and evaluation work.
For each of the following, the group is diverse across demographics and perspectives and reflects the communities that are most impacted by its work.	
Unknown 1 2 3 4 5	Board
Unknown 1 2 3 4 5	Staff
Unknown 1 2 3 4 5	Volunteers
Unknown 1 2 3 4 5	Organizational Partners/Allies
Unknown 1 2 3 4 5	Community Supporters/Local Donors
Unknown 1 2 3 4 5	The organization communicates to its stakeholders and supporters its values and work around racial justice.
Circle a Choice	CREATING MORE EQUITABLE ORGANIZATIONAL CULTURE
Unknown 1 2 3 4 5	The organization creates space for discussing issues of race and racism in ways that are relevant to the work.
Unknown 1 2 3 4 5	The organization encourages/makes racial competency trainings available on an ongoing basis to staff, board, and volunteers.
Unknown 1 2 3 4 5	Cultural "norms" of the organization, spoken or unspoken, allow for questions, issues, and concerns about racial dynamics internally to be openly discussed and addressed.
Unknown 1 2 3 4 5	Staff/leadership/volunteers who identify as people of color or with other marginalized groups feel they can bring their full identities to the workplace, if they choose, feel recognized and respected, and have their input taken into account to shape organizational culture.

# QUESTIONS, COMMENTS, IDEAS?

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