

# Diversity News

A Newsletter of the Washington State Bar Association



The Washington State Bar Association's Commitment to Diversity: "To advance and promote diversity, equality, and cultural understanding throughout the legal community . . ."

November 2011

Here's what's happening in the world of diversity (from the WSBA perspective). If you have any questions, please feel free to email me at [chachdw@wsba.org](mailto:chachdw@wsba.org).

## New Stuff

**Congratulations to our new MBA Leader of Washington Women Lawyers, Alison Bettles, and thank you to WWL's outgoing president, Jessica Skelton, for her commitment and service!**

Contact information for all of Washington's Minority Bar Associations can be found at [www.wsba.org/Legal-Community/Minority-Bar-Associations](http://www.wsba.org/Legal-Community/Minority-Bar-Associations).

### Membership Study Update

The WSBA will be conducting a membership study focusing on retention and the reasons that our members are moving within and/or leaving the profession. The survey will be sent to approximately 10 percent of the membership in January 2012 and your participation is vital. We will post the survey on the WSBA website in the event you are not randomly chosen to be part of the control group. We hope you will fill out the survey, so that we can get your feedback.

We will then be conducting four online fora (similar to focus groups) in order to ask specific follow-up questions from our survey. If you are selected to be part of one of the fora, please participate, as we need your help to get critical information.

All survey and fora information will be handled by an outside consulting company (Areté Resources, PLLC), to keep responses confidential. The WSBA will not have access to the respondents' names.

### Interested in becoming a judge?

**The Judicial Institute Pilot Boot Camp Program**  
**Saturday, January 21, 2012**  
**8:00 a.m. to 6:00 p.m.**

The Judicial Institute is a collaborative group consisting of representatives from the Washington State Bar Association, minority and specialty bar associations, local bar, and the judiciary. The Judicial Institute is committed to addressing the concerns that an extremely low number of minority lawyers pursue judicial careers through the appointment or election processes and the need for continued diversification of the respective court benches. Our mission is to encourage qualified minority attorneys to seek judicial positions, through a comprehensive education and mentorship program. Our goal is the promotion of court benches which reflect the richness and diversity of the communities and populations served by our judicial system throughout the State of Washington. (*cont'd.*)

The Judicial Institute will conduct an all-day training program on January 21, 2012. Instructors including judges, former MBA judicial evaluation committee members, judicial election consultants, and former and present governors' counsels will discuss various topics including: the life of a superior court judge, getting yourself ready and preparing your CV, the governor's judicial appointment process, and various aspects of judicial elections. In addition, participants will be assigned judicial mentors who will provide feedback and guidance throughout the year.

We are seeking applicants who have great interest in becoming judges, have a strong desire to provide committed public service to their community, and have a minimum of eight years of lawyer experience. Approximately 20 fellows will be selected to participate in the inaugural 2012 class.

Applications and supporting documentation, which must include your current CV/résumé and a letter of interest, must be submitted by email to [diversity@wsba.org](mailto:diversity@wsba.org) no later than the close of business on **November 30, 2011**. Your letter of interest must include a description of "what diversity you bring to the bench." Selection of the final fellows will be conducted by a sub-committee consisting of members of the Judicial Institute Advisory Committee. Preference will be given to applicants with a demonstrated history of service and leadership within the minority communities.

## Legal Info of Interest

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**"An Advocate's Path to the Judiciary,"** by Lauren Stiller Rikleen. Nancy Gertner describes controversial cases she handled at a time when women weren't particularly welcome in courtrooms. <http://bit.ly/u8xcyy>

**"Chinese Law and Political Oppression,"** by Leonard Orland. New criminal code provisions legalize 'residential surveillance,' which could be invoked against dissidents. <http://bit.ly/tYA0Vk>

**"Death Row Inmate Harmed by Law Firm Error May Get Second Chance from High Court,"** by Marcia Coyle. Alabama death row inmate Cory Maples, who lost his chance to bring a critical appeal because of a mailroom snafu in a New York law firm, may be getting a second chance from the U.S. Supreme Court. <http://bit.ly/uEURLq>

**"Hearing Her Story: Women Judges Speak from the Bench,"** *Pepperdine Magazine*. School of Law dean Deanell Reece Tacha shares memories from the bench with fellow judges Carolyn Dineen King, Dorothy W. Nelson, and Rosemary Barkett in an exclusive interview for Pepperdine Magazine, conducted by Shelley Saxer, professor of law and director of Pepperdine's Byrne Judicial Clerkship Institute." <http://bit.ly/vxdfBi>

**"High Court Wrestles with Extent of Ministerial Exception to Employment Bias Suits,"** by Marcia Coyle. The Supreme Court on Wednesday plunged into a thorny thicket surrounding government enforcement of job bias laws and religious employers, and emerged apparently divided over how to protect the interests of both. <http://bit.ly/odpWXs>

**"LSAC Settles Test Taker's ADA Complaint,"** by Karen Sloan. It's been a mixed bag of late for aspiring lawyers with attention deficit disorder seeking special accommodations when sitting for the Law School Admission Test. <http://bit.ly/sNg9N6>

**"Senate Committee to Consider DOMA Repeal,"** by David Ingram. The Senate Judiciary Committee next week will debate the ban on federal recognition of same-sex marriage, according to a meeting agenda released Oct. 25. <http://bit.ly/utRNjw>

**"The Bloom is Coming off the Rose for Prospective Law Students,"** by Karen Sloan. The negative attention heaped on law schools of late seems to have made an impression on would-be law students. <http://bit.ly/rL8Lu6>

**"The Minority 40 Under 40,"** *The National Law Journal*. The lawyers profiled here were all born in the 1970s, a decade when law schools and law firms were just beginning to welcome minorities in significant numbers. <http://bit.ly/ulUO0l>

## Legislative Matters of Interest

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“Washington Apple Growers Scrambling to Find Workers,” by Lornet Turnbull. One after another, at a recent emergency meeting in Wenatchee called by the Governor’s Office, fruit growers talked about how hard it’s been to find workers as the harvest hits its sweet spot. <http://bit.ly/sfPp1Z>

## Opportunities

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### Race and Social Justice Initiative

Please join us on Saturday, November 12, from 9:00 a.m. to 1:00 p.m. at the Rainier Community Center (4600 38th Ave. S). Share your ideas on how to end racial inequity in jobs, housing, education, and other areas. We want to hear from you. The event will be an opportunity to share the work the City of Seattle’s Race and Social Justice Initiative to date, and for you to provide your input in developing a three-year work plan for the City of Seattle.

- What should the City’s priorities be in racial equity?
- What opportunities exist for partnership between the City and community?

Help us create a Seattle that has opportunity and equity for all! Free childcare and food will be provided. Interpretation provided upon request. RSVP at [www.seattle.gov/rs](http://www.seattle.gov/rs). We will also be providing tables for organizations to share information and resources. Limited space is available; please register at [www.seattle.gov/rsji](http://www.seattle.gov/rsji).

See event flyers in English and translated into Chinese, Spanish, Vietnamese, Somali, Amharic, Tigrinya, and Oromo: <http://www.seattle.gov/rsji/planningEvent.htm>. If you have questions, please contact Maria Rodriguez at 206-684-0548, or email [maria.rodriguez@seattle.gov](mailto:maria.rodriguez@seattle.gov). Learn more about the Race and Social Justice Initiative, including a short video, at [www.seattle.gov/rsji](http://www.seattle.gov/rsji).

### Women of Color Networking Reception

Please join us for a fun-filled evening of reconnecting and meeting women of color who are attorneys. Numerous leaders from the Minority Bar Associations, judiciary, and law schools in our community hope you will be able to join us for an evening of networking.

**When:** Wednesday, November 9, 2011  
5:30 – 7:30 p.m.

**Where:** The Rainier Club, Heritage Room, 820 4th Ave., Seattle

RSVP online at <http://conta.cc/wocseattle>.

## Upcoming Events

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**November 10:** Mother Attorneys Mentoring Association of Seattle Annual Banquet. 11:30 a.m.–1:30 p.m. W Seattle Hotel, 1112 Fourth Ave., Seattle. <http://bit.ly/vLvGVE>

**November 10:** SABAW Annual Banquet. 5:30–8:30 p.m., Waterfront Marriott Hotel, 2100 Alaskan Wy., Seattle. <http://bit.ly/uelhHy>

**November 15:** VABAW’S 7th Annual Banquet: Strengthening our Community, The Triple Door, 216 Union St., Seattle. <http://bit.ly/3rxHGV>

**November 17:** MAMAS Brown Bag Luncheon. School is back in session and what a mess! Noon to 1:00 p.m. Garvey Schubert Barer, 1191 Second Ave., 18th Fl., Seattle. RSVP through Big Tent (preferred if you are a MAMAS member) or by email to [davinai@vulcan.com](mailto:davinai@vulcan.com).

**December 9–10:** BOG Meeting, Bellingham. <http://bit.ly/u1Zvfs>

**December 9–11:** WYLD Board of Trustees meeting and retreat, Bellingham.