Diversity News - October 2010

WSBA's Commitment to Diversity:

"To advance and promote diversity, equality, and cultural understanding throughout the legal community..."

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.

New Stuff

October 29-30 Board of Governors Meeting in Vancouver, WA. To view the complete BOG book, please go to http://www.wsba.org/info/bog/september2010bogbook.htm. In order to try and highlight the areas that directly pertain to diversity, here is my cheat sheet:

- P. 10 – Agenda
- p. 35 – Executive Director's Report
    - p. 43 - Demographics and Licensing Counts
- p.80 – Approve Washington State Bar Foundation Bylaws
- p. 89 – Approve Appointment of First Year Governor to Foundation Board of Trustees
- p. 92 – Adopt ABA Disability Diversity Pledge
- p. 165 - Report from WSBA Committee for Diversity – Bob Taylor and Maureen Mannix
    - p. 166 – Memo re: Internal WSBA Diversity Programs and Activities
    - p. S-5 (Supplemental Materials – Proposal to Reform Diversity Efforts in the WSBA
    - p. LM-2 (Late Materials) – Committee for Diversity Roster 2010-2011
- p. 198 - Washington State Bar Foundation – Request to Add Three Trustees
    - p. LM-3 (Late Materials) – Proposed Opt-Out Contribution on WSBA License Form
- p. 290 – President Correspondence re: maintaining Indian Law on Washington State Bar Exam

The next BOG meeting is December 10-11 in La Conner, WA. The BOG book deadline for materials is November 24, 2010.

We would like to offer a sincere Congratulations and Thank You to our outgoing WSBA Board of Governors members:

- Geoff Gibbs, Treasurer, District 2
- Lori Haskell, District 7 (Central)
- David Heller, District 9
- Mark Johnson, Immediate Past-President
- Brenda Williams, At-large

We would also like to congratulate and welcome our new WSBA Governors and Leadership:

- President Steve Toole
- President-elect Steve Crossland
- Judy Massong, District 7
- Salvador Mungia, Immediate Past-President
- Tracy Flood, At-Large (A)
- Susan Machler, District 9
- Philip Buri, District 2

For more information on our Governors, including biographies, please see the October issue of the WSBA Bar News, on-line at:
http://www.wsba.org/media/publications/barnews/default1.htm

For more information on the WSBA Board of Governors, please see:
http://www.wsba.org/info/bog/default.htm

Please help us welcome new leadership to the following Minority Bar Associations!

- **LMBA:** As of July 1, 2010, Nicole Gaines is the President of the Loren Miller Bar Association.
- **MELAW:** As of October 1, 2010, Sahar Fathi is the President of the Middle Eastern Legal Association of Washington.
- **NIBA:** As of October, 2010, Bree Kameenui-Ramirez is the new President of the Northwest Indian Bar Association.
- **WWL:** As of October, 2010, Jessica Skelton is the new President of Washington Women Lawyers.
- **Congratulation to MAMAS on their successful Fourth Annual Luncheon!** Rachel Black will remain the President of the Mother Attorneys Mentoring Association of Seattle for the fifth straight year!

Congratulations to all new Presidents and thank you to each Immediate Past-President for your service!

For more information on all of Washington's Minority Bar Associations, please see http://www.wsba.org/minority+bar+associations.htm.

WSBA News Flash. For a quick overview of the work of the Board of Governors and a listing of upcoming events of interest. http://www.wsba.org/lawyers/links/newsflash1010.pdf

9th Circuit grants stay of 'Don't Ask, Don't Tell' injunction. A federal appeals court on Wednesday granted the government's emergency motion for a temporary stay of a worldwide injunction barring enforcement of Don't Ask, Don't Tell, the military's ban on openly gay service members.
http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202473668429&th_Circuit_grants_stay_of_Dont_Ask_Dont_Tell_injunction

Court to hear arguments Dec. 8 over Ariz. Law. The U.S. Supreme Court will hear arguments Dec. 8 in an appeal by business and civil rights groups that are trying to overturn a 2007 Arizona law that prohibits employers from knowingly hiring illegal immigrants.
http://www.necn.com/10/21/10/Court-to-hear-arguments-Dec-8-over-Ariz-/landing_politics.html?&blockID=3&apID=666828c2b3b34a8f81d762a97da82ced

Legal Info of Interest

97 Big Law Firms Get Perfect Scores on LGBT Issues, *by Debra Cassens Weiss*. The Human Rights Campaign has given perfect scores to 97 large law firms for their protections and benefits for lesbian, gay, bisexual and transgender employees.
http://www.abajournal.com/news/article/97_biglaw_firms_get_perfect_scores_on_lgbt_issues

An Agenda For Minority- And Women-Owned Law Firms, *by Karen Sloan*. Jason Brown spent the past 7 ½ years handling compliance matters, contract negotiations and litigation as director of legal at PepsiAmericas Inc. Now he's taking on a new challenge — convincing Corporate America to hire women and minority-owned law firms.
http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202472978079&An_agenda_for_minority_and_womenowned_law_firms=&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101013nlj&kw=An%20agenda%20for%20minority-%20and%20women-owned%20law%20firms

Bar Group Removes 'Prefer a Jewish Lawyer!' Ad After Jewish Lawyer Objects, *by Debra Cassens Weiss*. The Jewish American Bar Association has only three members, but it managed to get a lot of publicity with an ad on a bus bench near a Florida courthouse.
http://www.abajournal.com/news/article/bar_group_removes_prefer_a_jewish_lawyer_ad_after_jewish_lawyer_objects

Citigroup Accused Of Using Recession As Pretext For Firing Women, *by Larry Neumeister*.
Citigroup was accused in a lawsuit Wednesday of using companywide layoffs during the recent financial turmoil to purge its workforce of scores of female employees to save the jobs of less-qualified men.
http://www.law.com/jsp/article.jsp?id=1202473396904&Citigroup_Accused_of_Using_Recession_as_Pretext_for_Firing_Women=&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101015NLJ&kw=Citigroup%20Accused%20of%20Using%20Recession%20as%20Pretext%20for%20Firing%20Women

Covington Wins Partial Summary Judgment In Yolanda Young Discrimination Case, *Posted by Jeff Jeffrey*. A federal judge in Washington yesterday further reduced the claims Yolanda Young can pursue in her racial discrimination suit against Covington & Burling, where she worked as a staff attorney. http://legaltimes.typepad.com/blt/2010/09/covington-wins-partial-summary-judgment-in-yolanda-young-discrimination-case.html

Democrats Push Forward On Goodwin Liu, Other Judge Nominees, *Posted by David Ingram*. The Senate Judiciary Committee voted along party lines today to advance the nomination of law professor Goodwin Liu to the U.S. Court of Appeals for the 9th Circuit, signaling they're not ready to give up on one of President Barack Obama's most controversial nominees. http://legaltimes.typepad.com/blt/2010/09/democrats-push-forward-on-goodwin-liu-other-judge-nominees.html

DOJ, Plaintiffs' Lawyers Announce $680M Settlement In Native American Discrimination Suit, *by Mike Scarcella*. Potentially capping more than a decade of litigation in Washington, the government on Tuesday agreed to pay $680 million to a class of Native American farmers and ranchers who alleged the U.S. Agriculture Department's loan program was discriminatory. http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202473612455&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101020NLJ&kw=DOJ%2C%20plaintiffs%27%20lawyers%20announce%20%24680M%20settlement%20in%20Native%20American%20discrimination%20suit&slreturn=1&hbxlogin=1

EEOC Claims Obesity Is A Disability In Suit Filed For Fired Worker, *by Debra Cassens Weiss.* The Equal Employment Opportunity Commission has filed a suit on behalf of a woman who was fired, allegedly because of severe obesity. http://www.abajournal.com/weekly/article/eeoc_claims_obesity_is_a_disability_in_suit_filed_for_fired_worker?utm_source=maestro&utm_medium=email&utm_campaign=weekly_email

Findings Confirm Fears For Minority Hiring By Law Firms, *by Karen Sloan*. New data from the Minority Corporate Counsel Association and Vault.com provide a grim picture of law firm diversity efforts in a difficult economy. http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202472739299&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101001NLJ&kw=Findings%20confirm%20fears%20for%20minority%20hiring%20by%20law%20firms

Fla. Magistrate Resigns Amid Complaints About Race Remarks, *by Jose Pagliery*. A Miami-Dade general magistrate abruptly ended his 22 years on the bench just weeks after a black female prosecutor accused him of making racially insensitive remarks in court. http://www.law.com/jsp/article.jsp?id=1202472990736&Fla_Magistrate_Resigns_Amid_Complaints_About_Race_Remarks=&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101007NLJ&kw=Fla.%20Magistrate%20Resigns%20Amid%20Complaints%20About%20Race%20Remarks

Immigrant Advocates Issue Report Card On ICE Reform Efforts, *Posted by Jenna Greene*. Human rights groups today issued a one-year report card on efforts by Immigration Customs and Enforcement to reform the detention system for aliens facing removal. http://legaltimes.typepad.com/blt/2010/10/immigrant-advocates-issue-report-card-on-ice-reform-efforts.html

Judge Orders Plaintiffs Firms To Add Minorities And Women To Case, *By Andrew Longstreth*. When it comes to diversity in the bar, most of the attention is paid to large law firms. But a New York federal judge appears intent on shining the light on plaintiffs firms. http://www.law.com/jsp/article.jsp?id=1202472380122&Judge_Orders_Plaintiffs_Firms_to_Add_Minorities_and_Women_to_Case=&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20100923NLJ&kw=Judge%20Orders%20Plaintiffs%20Firms%20to%20Add%20Minorities%20and%20Women%20to%20Case

Katrina Relief Fund Discrimination Ruling Upheld On Appeal, *by Karen Sloan*. The NAACP Legal Defense Fund scored another victory Wednesday on behalf of black residents of New Orleans who lost their homes in Hurricane Katrina. http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202472448937&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20100924NLJ&kw=Katrina%20relief%20fund%20discrimination%20ruling%20upheld%20on%20appeal

Law Firm Accused of Being 'Mad Men' Throwback - Requiring Heels, Then Discriminating After Injury, by Debra Cassens Weiss. A law firm in Detroit created a hostile work environment for secretaries and discriminated against an executive assistant who initially injured her back while wearing required high heels, according to a lawsuit and the lawyer for the plaintiff. http://www.abajournal.com/weekly/article/law_firm_accused_of_requiring_heels_then_discriminating_when_injury_occurre?utm_source=maestro&utm_medium=email&utm_campaign=weekly_email

Lawyer Sues Ex-Firm for Harassment, Cites Clothing-Optional 'Modern Male Initiation' Event, *by Martha Neil*. A personal injury lawyer has sued the California law firm at which he formerly worked, contending that his pay was at first cut and then eliminated after he refused pressure to attend a "New Warrior Training Adventure" outdoor weekend retreat. http://www.abajournal.com/weekly/article/ex-lawyer_sues_firm_cites_clothing-optional_modern_male_initiation_event

SEC Halts Scam Defrauding Deaf Investors, *Posted by Jenna Greene*. The Securities and Exchange Commission has obtained a temporary restraining order and emergency asset freeze against an Internet company that allegedly defrauded deaf investors. http://legaltimes.typepad.com/blt/2010/10/sec-halts-scam-defrauding-deaf-investors.html

Special Report: Diversity, *National Law Journal***.** Opportunities for disabled attorneys are increasing both through advances in technology and changing attitudes toward the rights and abilities of those with handicaps.
http://www.law.com/jsp/nlj/PubArticleNLJ.jsp?id=1202473139435&src=EMC-Email&et=editorial&bu=National%20Law%20Journal&pt=NLJ.com-%20Daily%20Headlines&cn=20101011NLJ&kw=Special%20Report%3A%20Diversity

Yakima Municipal Court, Following Controversy Stirred In Seattle, Begins Sentencing Policy With Dire Consequences For Immigrants, *by Nina Shapiro*. Yakima Municipal Court has adopted a new sentencing policy for petty criminals that will likely result in many more immigrants being deported.
http://blogs.seattleweekly.com/dailyweekly/2010/10/yakima_municipal_court_followi.php

Diversity Opportunities

Note: For job opportunities, please see http://www.wsba.org/jobs/default.htm.

Call for Nominations for the 2011 Margaret Brent Awards - Deadline for Nominations - Tuesday, November 23, 2010

Do you know an outstanding woman lawyer who has achieved professional excellence in her field and has paved the way to success for other women lawyers? The ABA Commission on Women in the Profession is seeking nominations for the 21st Annual Margaret Brent Women Lawyers of Achievement Awards. These awards will be presented at a luncheon on Sunday, August 7, 2011 during the ABA Annual Meeting in Toronto. For more information, please see:
http://www.abanet.org/women/awards.html

Yakima County Superior Court Judicial Vacancy

On September 15, 2010, Hon. Michael Schwab announced his retirement from the bench effective December 31, 2010. Governor Christine Gregoire is now seeking interested and qualified members of the Washington State Bar Association to submit applications to fill this position. The Governor's application for judicial appointment, the Uniform Judicial Evaluation Questionnaire, is also accepted by several minority bar associations for evaluation purposes and can be downloaded from: http://www.governor.wa.gov/judicial/default.asp

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Remember! We archive old Diversity Newsletters. If you are interested in reviewing them, please see the Diversity homepage at http://www.wsba.org/wsbadiversity.htm. Thank you!

Upcoming Events

Please see the Diversity Calendar for upcoming events at http://www.wsba.org/wsbadiversity.htm and send any events that you would like posted to Jennifer Carter at jenniferc@wsba.org.

1. October 29, 2010. BOG Meeting, Vancouver, WA.
2. November 4, 2010. "Disability Rights: Ethics and Practical Skills"; by Seattle University School of Law, 3:30-5:30 p.m.; Sullivan Hall, Room C5.
   Learn how to better advocate on behalf of people with disabilities, including improving interviewing techniques, ensuring compliance with the RPCs, and utilizing Disability Rights Washington as a resource in your case. Participants will also learn how to issue-spot special education issues in housing, family, public benefits, and other areas of practice. This CLE is designed for equal justice lawyers including civil legal services attorneys, public defenders, and pro bono attorneys. To register, please go to www.regonline.com/DisabilityRights. For group rates, contact cle@seattleu.edu.
3. November 5, 2010. "Immigration Options for Immigrant Survivors of Domestic Violence: U-Visa under the Victims of Trafficking and Violence Protection Act." 10:00 a.m.–4:15 p.m., Law Offices of Perkins Coie, Seattle. 4.25 CLE credits including .75 ethics. A CLE program on providing advocacy to immigrant survivors of domestic violence. Register online at www.uwcle.org, or contact Linda Thompson, linda12@uw.edu, for additional information.
4. November 10, 2010. Vietnamese American Bar Association of Washington's (VABAW) Sixth Annual Banquet at the Triple Door in Seattle. RSVP by October 27, 2010. For more information, please see: http://vabaw.com/default.aspx
5. November 18, 2010. South Asian Bar Association of Washington 5th Annual Banquet; Hyatt at Olive 8 Hotel, Seattle; 5:30-8:30 p.m. For more information, contact Rajiv Sarathy at 206-359-6478 or rsarathy@perkinscoie.com