



## Diversity Committee Minutes Final

May 15, 2019

12 – 1:30 pm

CONFERENCE CALL 1-866-577-9294 Access Code: 52680

---

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities which highlight the numerous societal benefits of a diverse law profession.

---

In Attendance: Roger Hillman, Nam Nyguen, Gov. Jean Kang, Lisa Mansfield, Laura Wulf, Chelsea Brisbois, Sunitha Anjilvel, Ailene Limric, Gov. Alec Stephens, Andrea Jarmon, Allison Ross

Absent: William Locke, Jennifer Cruz, Thomas McGirk, Gov. Dan Clark, Gov. Athan Papailiou,

Staff: Dana Barnett, Tyler Washington

### **Call to Order, Welcome and Approval of Minutes**– Ailene Limric, Co-Chair

Ailene called the meeting to order 12:06pm. On motion by Roger and seconded by Lisa, the March Diversity Committee minutes we unanimously approved.

### **WDC Update** – Ailene Limric

Ailene informed the committee that applications for FY20 committee members are currently being reviewed. She also announced that Mubarak has resigned from the committee leaving a vacant seat that needs to be filled. Ailene asked the committee to encourage those within their networks to apply. Dana stated that in the interest in diversity, there are no members in district 2 and 5, low representation from districts 5, 3 and members who identify as LGBT or having a disability.

Dana will share the position description with the committee with instruction on how to apply.

### **BOG Report** – Alec Stephens, Co-Chair

Alec provided the BOG report. He shared that the next BOG meeting will be held in Yakima on May 16-17. During that meeting the District 1 Governor, At-Large Governor and BOG President-Elect will be selected. He also shared that Mandatory Malpractice Insurance is on the agenda.

### **Structures Workgroup Report** – Andrea Jarmon

Andrea provided a report back from the Structure Workgroup meetings. So far the workgroup has discussed the Bar Association structure, the current legal landscape and what implications the Janus and Fleck cases are and the potential impacts on diversity, ATJ, and pro bono efforts. She shared that Nebraska Bar Association bifurcated and the diversity/ATJ were transferred to Supreme Court commissions. Her hope is that there is room for Washington State to lead and make diversity an integral part of the legal professional and to not allow it to become auxiliary efforts housed in voluntary associations.

Andrea stated that the workgroup is accepting public comments on a rolling basis and that she wishes to see more engagement from MBAs. Dana encouraged committee members to write in. Andrea shared that the meetings are public and that the minutes and materials are posted on the WSBA website. The next meeting will occur on May 29 and Andrea encouraged attendance. Next, the workgroup will be working on one-pagers of potential bar structures.

### **Program Updates and Reports**

- Pipeline Workgroup Report – Chelsea Brisbois

Chelsea shared that she, William and Dana had a brainstorming session on how to further engage with undergraduate and high schools students. They determined the best next steps are to reach out to high schools and law schools to further understand what barriers and needs there are as well as what programming currently exists that the diversity committee may be able to support. Dana shared that UW Tacoma Legal Pathways were excited to part of the Community Networking Event in Tacoma and expressed interest in future collaborations. They asked if the committee would be interested in participating in a panel in June. Dana will set up a call with the Civil Rights Law Section, who are also interested in working with high school students. Lisa expressed interest in working with Legal Pathways and involving the Pierce County MBA. Ailene and Andrea are interested in being in the pipeline workgroup.

  - Discussion ensued out how to increase involvement and build relationships with MBAs. Andrea expressed interest in having designated liaisons for the MBAs from the committee and Lisa believes it would be easier to have designated committee members to focus on building relationships with MBAs. Roger mentioned that the committee has addressed this through having committee members attend the the bi-annual meetings and the MBA annual events. Dana explained that she performs outreach and regularly meets with the 15 MBAs who are responsive, but has not had as much response from some of the MBAs and that the committee has discussed and tried to implement having members with relationships to those MBAs increase the outreach efforts. Dana shared that she and committee members have floated the idea with MBAs of a Diversity Committee liaison but it has not had much traction. Ailene stated the committee needs to be aware of how MBA's might perceive reach outs from the WSBA diversity committee, and that Dana has increased the involvement and support of MBAs over the last few years. The committee has also added MBA updates as a standing agenda item in order to further facilitate connection between MBAs and the committee. Andrea will write up suggestions and share them with the committee.
- Oregon Specialty Bar Letter – Alec Stephens

Dana stated that Sara Niegowski has shared the Oregon Specialty Bar Letter through various forms of outreach but Alec will follow up with her because the committee has not seen any messaging. Oregon is in the middle of litigation and Alec will also follow up with General Counsel any impacts that can cause.
- Networking Events - Dana Barnett

- Tacoma- Dana shared that the networking event was well attended by several MBAs, community partners and student organizations. About 50 people were in attendance with committee representation by Lisa, Laura, and Andrea. Laura shared that she believed the event went well and appreciated the new location and partnerships. Lisa echoed that it was a great event and was nice to see different MBAs mixing.
- Bellingham- Dana shared that the networking event in Bellingham will be held on May 23. This mixer is held in partnership with WWU's Law, Diversity, and Justice Program, several MBAs and volunteer organizations.
- Legal Lunchboxes – Dana shared that there are two upcoming legal lunchboxes. She stated that there is a development call with CLE on May 20 for those interested in being involved in the White Nationalism/Hate Crimes topic in July. She also shared September's Legal Lunchbox will cover Age Discrimination and Intergeneration Relationships. Chelsea and William are currently on development team.
- ARC Reception – Dana shared that the ARC reception will be held on July 10. In the past, the reception has supported incoming ARC students, but this year there is interest to expand it to all students from underrepresented groups. This would create a need for more attorney volunteers. Dana asked the committee to volunteer and to reach out to anyone in their networks they believe would make good mentors.

#### **New Business**

- **Boston Bar Association Statement** – Alec Stephens  
Dana shared that KABA is considering writing statement of support for Judge Joseph of Boston, who was charged with helping an immigrant escape ICE. They are reaching out to Diversity committee and other local and minority bar associations to raise awareness and see if there is interest in getting involved in similar efforts. Discussion ensued about whether the committee were able to offer statements or if they are restricted by GR 12. Andrea noted that situations such as this are currently being discussed in the Structure Workgroup. Ailene and Alec supported sharing this information with the Civil Rights Sections and MBA/Diversity-Stakeholders List serves.

#### **MBA Updates and Reports**

Andrea shared that the Pierce County MBA will be holding a CLE that discusses representing clients with disabilities on May 18.

Alec shared that LMBA is hosting their annual banquet on Friday, May 17 at the Sheraton.

Dana shared that the Cordoza Society is hosting a free banquet. Dana will share details with the committee.

Ailene shared that FLOW is supporting ACR's Walk for Rice on June 22<sup>nd</sup> and will be hosting a barbeque afterward with ABAW.

#### **Announcements**

Alec shared that he attended the last MCLE Board meeting. He learned that the additional ethic credits proposal is in alignment with the ABA model. The MCLE board will be inviting more formal comments from stakeholders and the public. After that, the proposal will move forward to the Board of Governors and ultimately the Supreme Court. He also shared that the overall process to make changes to MCLE requirements is a process that takes several years.

**The Diversity Committee adjourned the meeting at 1:27pm.**

**Next Meeting: WSBA Office Saturday June 8<sup>th</sup> 10-3**

**If you need special accommodations contact [diversity@wsba.org](mailto:diversity@wsba.org)**