

# 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 . . ."

April 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

**April 29 Board of Governors Meeting in Bellevue.** To view the complete BOG book, please go to <http://www.wsba.org/info/bog/april2011bogbook.htm>. In order to try and highlight the areas that directly pertain to diversity, here is my cheat sheet:

- p. 11 — Agenda
- p. 31 — Executive Director's Report
- p. 33 — Demographics Information
- p. 149 — Upcoming Diversity Reminders
- p. 410 — Letter to Supreme Court re: Supreme Court Assessment Project Reports
- p. 411 — Letter to Chief Justice Madsen re: Racial Bias in the Criminal Justice System Roundtable

Next meeting: June 3, Kennewick.

### Governor Elections

Congratulations to Bill Viall, who won the election in the 8th district. There will be runoff elections in the 3rd, 6th, and 7th-East districts for district elections to the Board. Jane Habegger and Brian Kelly will be in the runoff for the 3rd District; Jean Cotton and Vernon Harkins in the 6th; and Dan Ford and Chris Youtz in 7th-East.

### Sixth Annual Statewide Diversity Conference

The Washington Minority Bar Association Collaboration Project will hold its annual statewide diversity conference on Friday, May 20, at Seattle University School of Law. The pre-conference reception, "Honoring Heroes of Juvenile Justice," will be held Thursday, May 19, from 5:30 to 7:30 p.m. at University of Washington School of Law. Early-bird registration continues until May 1. For more information or to register, please visit <http://www.wambac.org>.

### 2011 WSBA Awards Nominations Sought

Nominations are being sought for the Excellence in Diversity Award. This award is made to a lawyer, law firm, or law-related group that has made a significant contribution to diversity in the legal profession's employment of ethnic minorities, women, persons with disabilities, and other persons of diversity. Nominations are due April 29. For a list of all WSBA awards, please visit <http://www.wsba.org/2011wsbaawardsinfo.htm>.

### Congratulations to Eric de los Santos and Diankha Linear

In their annual Corporate Counsel Awards, *Puget Sound Business Journal* has recognized FLOW President Eric de los Santos as a Diversity Champion, and WSBA Leadership Institute Advisory Board member Diankha Linear as a Rising Star. Congratulations!

## Diversifying the Bench Guidebook

The *Diversifying the Bench Guidebook: How to Become a Judicial Officer*, produced by the Washington State Minority and Justice Commission, is an electronically published document posted on the Washington Courts website at [http://www.courts.wa.gov/programs\\_orgs/index.cfm](http://www.courts.wa.gov/programs_orgs/index.cfm).

## WSBA Lawyers Assistance Program

The WSBA Lawyers Assistance Program provides confidential individual and phone counseling, group services, and support, referral, and resources to lawyers, judges, and law students struggling with:

- Depression
- Anxiety/stress
- Job search/unemployment
- Addictions
- Life transition issues
- Work/life balance

For more information, visit <http://www.wsba.org/lawyers/services/lap.htm> or call toll-free at 800-945-WSBA (9722), ext. 8268, or 206-727-8268.

## Minority Bar Association Event Photos

The WSBA is looking for photographs and event descriptions for publication in *Bar News*. If you have photographs to share from your organization's event, meeting, or get-together, please contact our Director of Communications, Judy Berrett, at [judithb@wsba.org](mailto:judithb@wsba.org).

### Minority Bar Association Newsletters

For additional diversity news, check out recent Minority Bar Association newsletters. For more information on the Minority Bar Associations of Washington, visit <http://www.wsba.org/minority+bar+associations.htm>.

- Asian Bar Association of Washington: <http://bit.ly/gECFIN>
- The Cardozo Society: <http://bit.ly/hztCHC>
- Latina/Latino Bar Association of Washington: <http://bit.ly/gAjizx>
- South Asian Bar Association of Washington: <http://bit.ly/e1K48q>

## Yakima Pre-Law Leadership Conference

The WSBA Young Lawyers Division (WYLD) will host the 18th annual Pre-Law Leadership Conference for high school students May 21 at Davis High School in Yakima. Interested in participating? You will work with students in workshops addressing legal issues and share your path to becoming an attorney. Sign up at <http://bit.ly/eiSyb3> or contact Alma Zuniga at [almaz@nwjustice.org](mailto:almaz@nwjustice.org).

## Legal Info of Interest

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**“An argument for diversity,”** by Karen Sloan. Law schools reward minority mock trial victors with cash toward tuition. <http://bit.ly/eJ6T17>

**“Arizona enacts ban on abortions based on gender, race,”** by David Schwartz. Arizona Governor Jan Brewer on Tuesday signed into law a controversial bill that makes the state the first in the nation to outlaw abortions performed on the basis of the race or gender of the fetus. <http://yhoo.it/fUtrxE>

**“Arizona Legislature approves bill requiring presidential candidates to prove citizenship,”** by Associated Press. The Arizona Legislature gave final approval late Thursday night to a proposal that would require President Obama and other presidential candidates to prove they are U.S. citizens before their names can appear on the state's ballot. <http://wapo.st/g9McGI>

**“DOJ's Civil Rights Chief Vows to Protect Muslims,”** posted by David Ingram. Assistant Attorney General Thomas Perez said today that religious discrimination against Muslims has similarities to past rampant discrimination against Catholics and other groups, and he vowed that the U.S. Justice Department would try to stop it. <http://bit.ly/gY8hWI>

**“EEOC Issues Long-Awaited, Final Disability Regulations To Implement 2008 ADA,”** posted by Marcia Coyle. The business and disability rights communities are uniting behind long-awaited, final regulations implementing the 2008 Americans With Disabilities Amendments Act. <http://bit.ly/eXQq05>

**“Gay Marriage Cases Could Cost House \$500K or More,”** posted by David Ingram. The contract hiring King & Spalding’s Paul Clement to represent the U.S. House in same-sex marriage litigation allows for the firm to collect as much as \$500,000 in fees, though the sides could raise that cap if the House hits it before the lawsuits end. <http://bit.ly/eFDi5f>

**“Hispanic Farmers File Class Action Seeking Equal Compensation in Discrimination Claims,”** posted by Zoe Tillman. A group of Hispanic farmers is pursuing a class action against the U.S. Department of Agriculture and Department of Justice, accusing officials of offering Hispanic farmers less generous terms when settling discrimination claims than those offered to African American and Native American farmers. <http://bit.ly/fhMBAi>

**“Judge Draws Distinction Between Race and National Origin in Discrimination Case,”** posted by Zoe Tillman. A Washington federal judge has ruled that allegations of discrimination based on national origin – even when the plaintiff, an Angolan national, claims that his national origin is tied up in his race as a black man – is not always the same as claiming racial discrimination. <http://bit.ly/fpMPqX>

**“Many states outpace U.S. Supreme Court on gender diversity,”** posted by National Center for State Courts. President Barack Obama holds a bipartisan summit at the White House today to seek input from congressional leaders on potential nominees to the U.S. Supreme Court. <http://bit.ly/dRdF7V>

**“Study: Job discrimination hits low-income women hardest,”** by Karen Sloan. Discrimination lawsuits brought by working professionals tend to draw public attention, but it’s low-wage workers who suffer the harshest consequences in those circumstances, according to a report by the Center for WorkLife Law at University of California Hastings College of the Law. <http://bit.ly/hGxiXb>

**“Supreme Court allows military funeral anti-gay protests,”** by James Vicini. The Supreme Court ruled on Wednesday that members of a fundamentalist church have a free-speech right to hold anti-gay protests at military funerals to promote their view that God hates America for tolerating homosexuality. <http://reut.rs/hJzVpO>

**“The Use of the term “Brother” and “Brethren” in Supreme Court Opinions,”** posted by Josh Blackman. Justice Sandra Day O’Connor was confirmed to the Supreme Court on September 25, 1981. Prior to this date, it was commonplace for Justices to refer to their fellows Justices as “Brother,” or “Brethren.” <http://bit.ly/eq4c2R>

**“U.S. intervenes for Sikh inmate who refuses to cut his hair,”** by Amanda Bronstad. The U.S. Justice Department has filed a complaint against the state of California, Gov. Jerry Brown and the California Department of Corrections and Rehabilitation for allegedly violating a Sikh inmate’s right to practice his religion by punishing him for refusing to cut his hair and beard. <http://bit.ly/eODCQH>

**“Where Are the Women Litigators?”** by Claire Zillman. Oh, if only women could schmooze. <http://bit.ly/eP573a>

**“Widener law professor faces renewed charges over classroom conduct,”** by Karen Sloan. A faculty panel’s recommendation to dismiss charges that Widener University School of Law professor Lawrence Connell made racist and sexist comments in class has not ended the wrangling over his position at the school. <http://bit.ly/etUmaJ>

## Opportunities

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Note: For job opportunities, please see [www.wsba.org/jobs](http://www.wsba.org/jobs).

### Conference Announcement and Call for Papers

Gonzaga University School of Law and The Task Force on Race and the Criminal Justice System are co-sponsoring a conference on September 23–24 called “Race and Criminal Justice in the West.” It will explore the role of bias, both conscious and unconscious, to ask whether race still matters in our criminal justice system.

We invite scholars, practicing lawyers, prosecutors, judges, law enforcement officials, and engaged citizens to submit proposals for individual papers and presentations dealing with these and related issues. We also seek your participation as panel moderators. We welcome suggestions for full or partial panels. If you suggest a panel, please be certain to submit the above information for each participant. If you would be willing to serve as a moderator, please indicate that on your proposal. Papers selected for publication will be published by the Gonzaga Law Review in a special symposium issue.

Deadline for submission of proposals is June 6, 2011. Please submit proposals to Professor Jason Gillmer at [jgillmer@lawschool.gonzaga.edu](mailto:jgillmer@lawschool.gonzaga.edu).

### ABA Fellowships

Several ABA section fellowships are available for lawyers seeking participation and leadership opportunities. Application deadlines begin April 30.

- Business Law Fellows Program: [http://www.americanbar.org/groups/business\\_law.html](http://www.americanbar.org/groups/business_law.html)
- Diversity Fellowships in Environmental Law Program: [http://www.americanbar.org/groups/environment\\_energy\\_resources.html](http://www.americanbar.org/groups/environment_energy_resources.html)
- Diversity in ABA General Practice, Solo and Small Firm Division Fellowship Program: <http://www.americanbar.org/groups/gpsolo.html>
- Fellows Program with ABA Law Practice Management Section: Email [marybeth.thede@americanbar.org](mailto:marybeth.thede@americanbar.org).
- Fellows Program with ABA Section of Real Property, Trust and Estate: [http://www.americanbar.org/groups/real\\_property\\_trust\\_estate.html](http://www.americanbar.org/groups/real_property_trust_estate.html)

### 2011–2014 WSBA Young Lawyer Division Positions

Connect with new lawyers in your area and across the state; help build young lawyer programming and perspective within the WSBA. The WSBA Young Lawyers Division seeks candidates for the following leadership positions, to serve from October 1, 2011, through September 30, 2014.

- President-elect — President-elect is a one-year term which immediately succeeds to the position of president for the 2012–2013 Bar year. This year’s President-elect cannot work and reside in King County.
- Greater Olympia District Trustee – serving Lewis and Thurston counties
- King County District Trustee – serving King County
- North Central District Trustee – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest Washington District – serving Island, San Juan, Skagit, and Whatcom counties
- Southeast Washington District – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla, and Whitman counties

The application deadline is May 2, 2011. District trustees are selected by vote of all WYLD members in such district. The president-elect is selected by the current WYLD Board of Trustees. For more qualifications and application details, visit [www.wsba.org](http://www.wsba.org) or contact WYLD Liaison Brian Halcomb at 206-727-8205 or [brianh@wsba.org](mailto:brianh@wsba.org).

## Upcoming Events

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**April 29:** WSBA Board of Governors meeting. The Hilton, Bellevue.

**May 6:** Minority Bar Association Executive Board Reception, by invitation only. Summit Law Group, 5:30–7:30 p.m.

**May 19:** WAMBAC's Pre-conference Reception, "Honoring Heroes of Juvenile Justice." UW School of Law, 5:30 – 7:30 p.m. RSVP at <http://www.wambac.org>.

**May 20:** WAMBAC's Sixth Annual Statewide Diversity Conference, Seattle University School of Law. Register at <http://www.wambac.org>.

**May 20:** Loren Miller Bar Foundation's Philip L. Burton Memorial Scholarship Gala. Grand Hyatt, Seattle, 5:30 p.m. For more info, visit <http://www.lmba.net/>.

**May 21:** Yakima Pre-Law Conference.

**May 27:** "Civil Rights." CLE by Washington State Association for Justice Legal Educational Seminars, [www.washingtonjustice.org](http://www.washingtonjustice.org).