

DIVERSITY COMMITTEE MEETING AGENDA

:

April 13, 2021 – 12:00 to 1:30 PM

Link to access the Zoom meeting:

<https://wsba.zoom.us/j/92728923394?pwd=Vm54Sm9GdGgranM1Y09pa0QzbmpBQT09>

Zoom Conference Call Lines: **LOCAL OPTION:** (253) 215-8782 || **TOLL-FREE OPTION:** (888) 788-0099

Meeting ID: 927 2892 3394 || Passcode: 744779

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.

3 min	Welcome and Introductions	Sunitha Anjilvel and Andrea Jarmon		
2 min	March Minutes	Sunitha Anjilvel and Andrea Jarmon	Action	pgs. 3-5
5 min	WSBA Governor Update	Sunitha Anjilvel	Report	
5 min	At Large Election Bylaw Amendments	Sunitha Anjilvel	Update	pgs. 6-7
10 min	Board of Governor Proposed Resolution re: Bar Exam	Andrea Jarmon	Action	pgs. 8-11
10 min	Proposed MCLE Amendments	Carly Summers, Alec Stephens, and Sunitha Anjilvel	Action	pgs. 12-14
15 min	Law Student/Pipeline Workgroup		Discussion and Potential Action	
	<ul style="list-style-type: none"> • Law School Outreach Update Andrea Jarmon • Law Student Diversity Committee Member Michele Fukawa pg. 15 • Official Sponsor of Joint Minority Mentorship Sunitha Anjilvel pg. 16 			
5 min	Bar News Workgroup Update	Andrea Jarmon	Report	DEI Bar News



[Column
Ideas](#)

10 min	Job Postings for Minority Attorneys	Dani Casselman	Discussion	
10 min	Diversity List Serve Survey Update	Diana Singleton and Tyler Washington	Discussion	
5 min	Diversity Committee Recruitment	Diana Singleton	Report	pgs. 17-19
2 min	Legal Lunchbox Update	Andrea Jarmon	Discussion	March Legal Lunchbox
3 min	Proposed agenda items for next meeting and announcements	All	Discussion	

Next meeting is May 11, 2021 from 12:00 to 1:30 p.m.

Diversity Committee Meeting Draft Minutes

March 9, 2021 – 12:00 PM to 1:30 PM

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.

Present: Carly Summers, Michelle Fukawa, Danitza Casselman, Andrea Jarmon, Gov. Sunitha Anjivel, Nam Nguyen, Monica Reinmiller, Serena Sayani, Shirley Prasad, Laura Johnson, Gov. Alec Stephens, Christopher Swaby, Jorge Perez, Gov. Loren Boyd, Luis Beltran,
Absent: Janice Langbehn, Gov. Hunter Abell, Mubarak Abdur Raheem, Yuping Wang
Guests: Dr. Susan Lee, Cristina E. Arteaga
Staff: Diana Singleton, Janice Pasion Allred

Meeting called to order at 12:04pm.

Minutes

February meeting minutes moved by Sunitha Anjivel, seconded by Serena Sayani, Minutes approved by the committee. Laura Boyd abstained (absent from the last meeting).

WSBA Governor Update

Sunitha provided BOG updates. The next BOG meeting is on March 18th. Serena Sayani became the Governor Elect. Elections has started for some districts and elections bylaw amendments is going before BOG for action. Sunitha added that the committee should have a discussion on this topic.

Sunitha shared updates on DEI training programs for BOG members. Christiana Obey Summer has been providing training and participated in a workgroup. The workgroup formed a survey, sent to the members, and now waiting for results. The results will provide a definite plan for their DEI trainings.

Sunitha presented two questions about the bylaw amendments and asked what the committee’s position is on this. (1) The timing of the election. (2) Proposal that a candidate can only apply for one position. Committee members Sunitha, Nam, Alec, Lauren and Andrea discussed this topic in detail.

The discussion concluded that the committee would present the following to the upcoming BOG meeting. Serena and Alec will work together to form a draft.

WASHINGTON STATE BAR ASSOCIATION

- (1) The elections for the At-Large positions will not be held until the conclusion of the district governor elections.
- (2) The candidates are not precluded for running in the At-Large elections by virtue having been a candidate in the general district election.

Law Schools Reports

Susan Lee, Assistant Dean of students for Gonzaga University reported that this year, they saw an increase of 15% (1K applications from previous year) with mostly students of color. Susan expressed the importance of the pipeline efforts to get more diversity into the practice of law. There are 152 students in the class this year, at 27% diversity, which is the highest ever. The program works with Color of Justice, which is their primary pipeline program.

Sunitha asked Susan to expand on the efforts that they've done. Susan shared that their efforts with the Color of Justice program focuses on native and Alaska native students, working directly with high schools in Sitka and Anchorage and that these are long standing programs.

Alec asked on the entering class of 27% diversity and 15% increase. In terms of overall percentage, how are these numbers attributed? Susan discussed the scholarships offered, relationship building, and the process of continuing their efforts.

Cristina E. Arteaga of University of WA reported an increase in diversity of applications of 36% diversity, a 9% increase. This was attributed to money raised last year. They have also collaborated with affinity groups, outreach and relationship building. During COVID, virtual events allowed them to participate in many big pre-law Black and Latino conferences. The increase in applications this year is up 40% from last year. Their scholarship programs helped recruit students into the program. Cristina discussed their DEI strategic plan within the program as they work with students, faculty, and staff on priorities and measurable outcomes. Cristina also discussed re-working their 1L perspective class.

Alec asked both Susan and Cristina about retention and graduation. Both shared that they have low attrition and high retention.

Andrea asked about 40% increase on the applications in terms of diversity. Cristina reported that most applications are from Asian student population, then Latino and Black. They saw an increase in all categories of student populations, except for Native Hawaiian.

Law Student/Pipeline Workgroup Update

Andrea provided an update on the Joint Minority Mentorship (JMM) program. She reported that the first event was incredibly successful with over 150 participants between judges, lawyers (mentors) and students (mentees). She added that the committee should continue conversations about collaborating with JMM and help support their programming. Diana added, should anyone be interested, JMM could use help with virtual events. They are looking for people to serve on the panel, recommendation on speakers, or help with logistics. Andrea will send an email reminder to everyone on the substance.

Proposed MCLE Amendments

Diana asked the committee if they would like to seek the BOG to submit their comments to the Supreme Court. Alec said he would help extend the remarks and will support it. He added that he will work with Sunitha Anjilvel and Lauren Boyd on this. Because the previous comments was part of a larger memo, it will need to be edited. Diana will work in putting this together; Sunitha and Alec will review before the April meeting.

Diversity List Serve Survey Update

Diana shared that she, Tyler, WSBA Executive Director and General Counsel reviewed the survey comments. They are considering having the list serve be clear as a space to share events, CLE opportunities, and job postings related to DEI topics. They discussed that although this is not a list serve for debate and discussion, should there be a space created for this type of forum. Diana added that WSBA doesn't have the capacity to moderate these discussions and asked the committee for input and direction. Committee members- Sunitha, Andrea, and Alex discussed this topic in detail. Because of time, Andrea recommended to come back to this topic in the next meeting and after the list serve rules has been drafted.

Andrea discussed very briefly about the upcoming APEX awards and the deadline.

Meeting adjourned at 1:30 p.m.

MEMO

To: President Rajeev Majumdar and the Board of Governors

From: WSBA Diversity Committee

Date: March 17, 2021

Re: Proposal for the Board of Governors

The Diversity Committee respectfully submits its unanimous feedback in response to the Board of Governor's (BOG) proposed amendments to Article VI of the WSBA Bylaws. The Diversity Committee's primary purpose is to implement the [WSBA Diversity and Inclusion Plan](#), which outlines the WSBA's long standing philosophy and practice of "leading from the inside-out." This philosophy holds that a significant inward focus is the best foundation for impacting diversity, inclusion, and equity in the legal profession. In committing to a culture of inclusion and cultural competence within the BOG, we can then model the same with both credibility and integrity for the larger legal community.

The proposed bylaw amendments relate to the procedures, terms, and conditions for the election of the At Large Governor seats. As such, we feel particularly obligated to address our concerns about how this may impact the ultimate goal of ensuring diverse representation on the BOG. This also reflects upon the values and priorities around diversity, equity and inclusion as set forth in both our diversity plan and our inside-out philosophy.

The Diversity Committee believes that the current proposed revisions to the WSBA Bylaws would have a negative impact on the pipeline and ability of diverse candidates to run for and serve on the BOG whether through the election of the Governors from Congressional Districts that serve on the BOG or the Member At Large Governor positions.

From our membership study, we know that attracting and retaining diverse populations into the legal field requires meaningful and creative pipeline programs that are responsive to and mitigate against historical barriers. The purpose of the Member At Large Governor position was to address these very challenges. Its purpose recognized that there was a lack of diversity in the legal profession, which had as a collateral consequence, a lack of diversity in the leadership. We note that creating this delegated "Member At Large Governor" seat for the deliberate presence and participation of individuals from historically underrepresented or marginalized communities was not intended to exclude or create additional restrictions on any other means of obtaining a seat on the BOG. With consideration for the purpose and background of the "Member At Large Governor" seat, we strongly believe that the current proposed amendments to the WSBA Bylaws would negatively impact the pipeline of candidates from traditionally underrepresented communities to the BOG by restraining or limiting the means by which qualified diverse candidates may participate, and of course, does not honor the spirit or intent of the At Large Seat, nor is it consistent with the goal of increasing diversity within the BOG and the legal profession.

Furthermore, having a diverse body that serves on the BOG is tantamount to (a) the BOG representing and sharing diverse perspectives on the issues facing the members of the WSBA; (b) the BOG's commitment to equity and inclusion within the legal profession; and (c) a more thoughtful and impactful representation of the communities which the members serve. In essence, a credible bar association reflects the diversity of its membership.

Proposal:

Accordingly, the Diversity Committee hereby proposes an amendment to the WSBA Bylaws that would provide for the following:

(1) that the Member At Large Governor elections would occur after the conclusion of the elections for the Governors from Congressional Districts; and

(2) that a candidate running for election as a Governor in the Congressional Districts, should be not be precluded from running in the election for the Member At Large Governor positions.

Revisiting these provisions of the bylaws affords another opportunity for the BOG to recommit, by both words and actions, to its stated diversity, inclusion, and equity values. We ask that the BOG consider the Diversity Committee's perspective on the proposed amendments and advance the proposal we have provided above.

Board of Governors:

The Diversity Committee writes to express its great concern about the premature nature of the Bar Resolution proposed by Governors Russell Knight and Hunter Abell.

Our Washington State Supreme Court has structured a workgroup that is tasked with evaluating and accessing the efficacy of the Washington state bar licensure requirement for licensing lawyers. This task force will also consider alternatives to the current licensure requirements and analyze potential alternatives. This is the verbatim stated language of the Order.

The Charter for the task force goes into even more detail as to the specific inquiries, data collection, and research that will be conducted. They are noted as follows:

- a. Review past studies conducted on the efficacy of bar exams.
- b. ***Study and report on the history of the bar exam, both nationally and within the state of Washington, particularly with regard to the purpose of the bar exam at its inception.***
- c. Analyze whether the bar exam as currently given serves the purpose of licensing competent lawyers.
- d. ***Compare Washington bar exam passage rates with other states, and if such data exists, compare rates of bar passage for examinees of color and first generation examinees.***
- e. Research whether there is data demonstrating competency or lack thereof when lawyers are licensed through means other than a bar exam.
- f. If possible, seek input from those who were admitted via 2020 diploma privilege regarding their preparedness for practice, as well as input from attorneys supervising them.

Finally, after the collection, review, and most likely very robust discussions and debates, the task force will:

- g. Make recommendations to the WSSC regarding the bar exam and licensing new attorneys in Washington state.

Of great significance is that the work of the task force has an expiration date of December 31, 2022. That time frame, again, speaks to the depth and breadth of the research and work that the task force anticipates will be done to meet the objectives.

Among the members of the task force, are relevant and material individuals from from the legal community, legal institutions, the court, and public:

- Deans (or their designees) of each of the Washington law schools (including Co-chair)
- Two admissions committee members from any Washington law school
- One member from the WSBA Board of Governors
- One member from the National Conference of Bar Examiners
- WSBA General Counsel or Chief Regulatory Counsel
- One student member from each of the Washington law schools

- One member from the Young Lawyers Section of the WSBA
- Two licensed lawyer members of the Washington State Bar Association, including a member with experience as an employer
- Two public members, who are not licensed legal professionals
- One member from the Minority and Justice Commission
- One member from the Gender and Justice Commission
- Additional ex officio members as determined by the Co-Chairs

Despite the extensive nature of the work to be done by the task force, despite the diversity of expertise that will be involved, and despite the projected time frame, the BOG has put forward a resolution that presupposes a definitive outcome. The resolution is entitled, "Resolution in support of a bar exam to ensure a competent, ethical, and diverse legal profession." Yet, this resolution defies its own title. It is internally and inherently conflicting in that while it purports to support a diverse legal profession, it declares, without the findings of the work group, that it will maintain the status quo. It does so without any input from the very members of the legal community that it purports to be invested in—marginalized and underrepresented communities.

It is striking that the BOG completely disregards that one of the central areas of inquiry for the task force is the history of the bar exam and whether there are issues of disproportionality. This resolution is manipulative and disingenuous in that it seeks to have the WSBA take a pre-determined position on the very issues that the Task Force has been constructed to examine and present recommendations on. Even as the resolution acknowledges that "stakeholders have expressed concern that the bar exam has a discriminatory effect on examinees of color and first-generation examinees" and even as the resolution also acknowledges that the task force, among other things, will "assess disproportionate impacts on examinees of color and first-generation examinees," it nonetheless goes on to essentially have the bar declare that the bar exam requirement should remain.

This BOG should be aware that many minority students, practitioners, and minority bar associations have long raised issues about the continued historical barriers that impact the path to the legal profession by minority and first-generation students. Finally, we have the opportunity to have a long awaited constructive and focused dialogue about these issues. That process should not be thwarted or undermined by a foregone conclusion, which is exactly what this resolution seeks to do.

Therefore, we respectfully, urge that you abandon this resolution in its entirety. Let the task force complete its work; receive the recommendations; and then take a position on the recommendations.

Alternatively, we would propose the following amended resolution:

WHEREAS, the mission of the Washington State Bar Association ("WSBA") is to serve the public and the members of the Bar, to ensure the integrity of the legal profession, and to champion justice; and

WHEREAS, passing a bar exam has long been a requirement for membership in the WSBA, but has not been studied to determine whether it accomplishes the objectives of ensuring a competent and ethical legal profession; and

WHEREAS, on June 12, 2020, the Washington State Supreme Court acknowledged extraordinary barriers facing applicants registered to take the bar examination in July and September 2020, and entered Order No. 25700-B-630, which temporarily modified the Admission to Practice Rules 3 and 4, and granted diploma privilege as an option to graduates of ABA accredited law schools who were registered for either the July 2020 or September 2020 bar exams; and

WHEREAS, the Washington State Supreme Court has not extended diploma privilege to applicants registered for subsequent bar exams; and

WHEREAS, stakeholders have expressed concern that the bar exam has a discriminatory effect on examinees of color and first generation examinees; and

WHEREAS, on November 20, 2020, the Washington State Supreme Court entered Order No. 25700-B-649 establishing the Washington Bar Licensure Task Force (“WBLTF”); and

WHEREAS, the WBLTF is asked to “examine current and past bar examination methods, passage rates, and alternative licensure methods, assess disproportionate impacts on examinees of color and first generation examinees, consider the need for alternatives to the current bar exam, and analyze those potential alternatives”; and

WHEREAS, the WSBA supports the work of the WBLTF;

NOW, THEREFORE, BE IT RESOLVED THAT

1. The WSBA supports the establishment of a licensure requirement that will ensure a competent, ethical and diverse legal profession.
2. The WSBA encourages a review of, and possible changes to, the structure, format and content of the examination process to both strengthen and improve the licensure process to ensure the competent and ethical practice of law and to ensure there is no discriminatory effect on examinees of color and first-generation examinees.

While we make these suggested amendments to the proposed resolution, again, our primary position and ask is that this resolution simply be abandoned, at least until such time as the BOG has been presented with a preliminary report from the task force.

This task force is going to be uniquely situated to examine the licensure requirements and make recommendations. In many ways, supporting, without condition, the work of the task force is an opportunity for the BOG to demonstrate its commitment to principles of diversity and inclusion as expressed in GR 12 (a) (6) which states:

The Washington State Bar Association strives to promote diversity and equality in the courts and the legal profession.

In perhaps a more profound sense, it is another opportunity for this BOG to demonstrate its commitment to responding to the Washington State Supreme Court's call to action in its letter of June 2020. In that letter, our Supreme Court Justices spoke to the urgent need of those in the legal community to take responsibility for the injustices in our system and take steps to address it.

Undoubtedly, supporting the work of the task force in examining the history of the bar exam and issues of disproportionality is one small effort that this bar association can make. Our Washington State Bar Association is more than 125 years old. One need not guess at who was and was not allowed to practice and based upon what measures.

Lastly, this BOG has represented to its members of color and underrepresented groups that it takes seriously our voices and concerns. To that end, many of us are speaking directly and loudly and asking that this resolution be abandoned.

Respectfully submitted,

Sunitha Anjilvel
Co-Chair
Diversity Committee

Andrea S. Jarmon
Co-Chair
Diversity Committee

WASHINGTON STATE BAR ASSOCIATION

MEMO

To: Board of Governors

From: Andrea Jarmon and Gov. Sunitha Anjilvel, Co-Chairs of the WSBA Diversity Committee

Date: April __, 2021

Re: Proposal to Submit Comment to Supreme Court in Support of the MCLE Board's Suggested Amendments to Admission to Practice Rule 11

ACTION/DISCUSSION: Authorize WSBA to take all required or appropriate action to submit to the Washington State Supreme Court, on behalf of the Diversity Committee, the attached comment in support of the MCLE Board's suggested amendments to Admission to Practice Rule 11 before the public comment period closes on April 30, 2021.

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.

Pursuant to its purpose mission, in July 2020, the Diversity Committee recommended to the Board of Governors that they support the MCLE Board's proposal which would require licensed legal professionals to devote at least one of six mandated ethics credits per reporting period to the topic of "equity, inclusion, and the mitigation of bias in the legal profession and practice of law." See attached memo.

In September 2020, the WSBA Board of Governors voted to support the MCLE Board's suggested amendment and provided a letter of support, which was then submitted to the Washington Supreme Court on October 15, 2020. We now ask that the Board of Governors approve submission of the attached comment in support from the Diversity Committee to the Washington Supreme Court prior to the April 30, 2021 deadline.

WASHINGTON STATE BAR ASSOCIATION

MEMO

To: Washington State Supreme Court

From: Andrea Jarmon and Gov. Sunitha Anjilvel, Co-Chairs of the WSBA Diversity Committee

Date: April __, 2021

Re: Comment to Washington State Supreme Court in Support of MCLE Board's Suggested Amendments to Admission to Practice Rule 11

The Washington State Bar Association Diversity Committee respectfully submits the following comments in support of the MCLE Board's proposed amendments to Admission to Practice Rule 11.

On October 15, 2020, the WSBA Board of Governors submitted to the Washington State Supreme Court support for the proposed amendment to Admission to Practice Rule (APR) 11, which would require licensed legal professionals to devote a minimum of one of their six mandated ethics credits per reporting period to the topic of "equity, inclusion, and the mitigation of bias in the legal profession and practice of law."

The Diversity Committee advocates within the Bar Association and its leadership for meaningful commitment to diversity, inclusion, and equity in the legal profession in Washington State. The [WSBA Diversity and Inclusion Plan](#) outlines the Committee's purpose.

We view our mission as a multi-channel effort. The Diversity Committee works with our law schools to strengthen the pipeline to law school and the practice of law for diverse students, offering support to our Minority Bar Associations, providing scholarships, and creating mentorship and networking opportunities. We offer our practicing members access to resources for learning about diversity, systemic racism in the legal profession, understanding unconscious bias, and creating anti-racist organizations and systems. We offer CLE programming, Beyond the Dialogue town halls, and other opportunities for our members to learn and reflect on how we can do better individually and as a bar.

We see this work as critical to our effort. But it represents one component of what is required to make headway. As anyone who studies and works on diversity, inclusion, and equity will tell you, any organization can talk about change. True systemic change requires not only education, resources, goals, and plans – but changing the rules of the system (written and unwritten) – to reflect the desired outcomes.

We ask that you help us do just that, by taking the action uniquely within your power: We ask that you adopt a requirement for members of the bar to carefully reflect and take individual responsibility to address systemic racism in the legal profession. This Court made a plea for action to the legal community in its letter last summer, "We call on every member of our legal community to reflect on this moment and ask ourselves how we may work together to eradicate racism." For the legal profession, the rules are

everything. We beseech the Court to approve the change to our rules and help us continue to make our effort more than a goal – but a reality.

We ask that the Court adopt the proposed amendment to APR 11.

DRAFT

Are you a law student who is passionate about improving Diversity, Equity, and Inclusion in the profession of law? If so, then apply to become a Law Student Representative on the Washington State Bar Association's Diversity Committee!

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

The Diversity Committee is seeking Law Student Representatives to help facilitate collaboration with the law student population in Washington state. The Law Student Representatives will work alongside Committee members in areas including: providing feedback and guidance to the content of educational and other programs; representing the committee at activities and events; joining subcommittees as needed; deepening their own understanding of Diversity, Inclusion and Equity issues and WSBA positions and programming priorities; and acting as ambassadors to members and stakeholders for the committee.

Law Student Representatives will also be responsible for:

- Sharing information about Diversity Committee programs and resources with law schools and law students
- Provide insight and brainstorm along with the Diversity Committee at regular Committee meetings.
- Assist with any work delegated to them by the Diversity Committee as appropriate and as needed by the Committee.

Commitment is about 4-5 hours per month.

If you are interested in being considered for a Law Student Representative position, please submit a resume and brief statement of interest (no more than 350 words) to ----- by -----.

Joint Minority Mentorship Program

The Joint Minority Mentorship (JMM) program aims to pair law students and new lawyers (who self-identify as being from any and all historically marginalized or underrepresented groups) with mentor attorneys and judges (from all walks of life, including allies) to support mentees as they prepare to enter and navigate their legal careers. The kick-off program was generously sponsored by Foster Garvey, and hosted by the South Asian Bar Association of Washington, in partnership with several other minority bar associations (MELAW, WADA, NIBA, WSBA-ILS, KABAW, & WWL).



WSBA Diversity Committee FY21 ROSTER

Mubarak Abdur Raheem 1307 Pine Ave NE Olympia, WA 98506-4119	Phone: (360) 440-1498 Email: mubarakabdurraheem@gmail.com October 1, 2020 - September 30, 2022 (2 nd Term) District: 10
Luís Beltrán PO Box 2317 Tacoma, WA 98401-2317	Phone: (253) 593-2948 Email: luis.beltran@atg.wa.gov October 1, 2020 - September 30, 2022 (1 st Term) District: 6
Danitza Casselman PO Box 47460 Olympia, WA 98504-7460	Phone: (360) 534-1335 Email: danitzac@dor.wa.gov October 1, 2020 - September 30, 2022 (1 st Term) District: 9
Michele Fukawa 721 N Cincinnati St Spokane, WA 99202-2021	Phone: (509) 313-3728 Email: fukawa@gonzaga.edu October 1, 2020 - September 30, 2022 (1 st Term) District: 5
Andrea Jarmon (Co-Chair) PO Box 42401 Olympia, WA 98504-5611	Phone: (360) 753-6823 EXT 1206 Email: andrea.jarmon@bija.wa.gov October 1, 2020 - September 30, 2021 (2 nd Term) District: 6
Laura Johnson 920 5th Ave Ste 1200 Seattle, WA 98104-1643	Phone: (206) 615-3276 Email: lhjohnson@firstam.com October 1, 2019 - September 30, 2021 (1 st Term) District: 7S
Janice Langbehn 604 W Meeker St Ste 201 Kent, WA 98032-5701	Phone: (253) 471-7774 Email: janice.langbehn@lutzlaw.com October 1, 2020 - September 30, 2022 (1 st Term) District: 10
Nam Nguyen PO Box 40123 Olympia, WA 98504-0123	Phone: (360) 664-0870 Email: nam.nguyen@atg.wa.gov October 1, 2019 - September 30, 2021 (2 nd Term) District: 10
Shirley Prasad 999 3rd Ave Ste 1400 Seattle, WA 98104-4041	Phone: (206) 216-2550 Email: shirleyp@wsha.org October 1, 2020 - September 30, 2022 (1 st Term) District: 7S
Monica Reinmiller 12920 SE 38th St Bellevue, WA 98006-1350	Phone: (425) 383-5612 Email: monica.reinmiller@gmail.com October 1, 2020 - September 30, 2022 (1 st Term) District: 9
Serena Sayani 1420 5th Ave Ste 3000 Seattle, WA 98101-2393	Phone: (206) 892-2105 Email: serena.sayani@stokeslaw.com October 1, 2019 - September 30, 2021 (1 st Term) District: 7S

Carly Summers
1916 Pike Pl Ste 12
Seattle, WA 98101-1056

Phone: (206) 330-1806
Email: csummers09@gmail.com
October 1, 2019 - September 30, 2021 (1st Term)
District: 7S

Christopher Swaby
17837 1st Ave S
Normandy Park, WA 98148-1728

Phone: (206) 212-6752
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October 1, 2020 - September 30, 2022 (1st Term)
District: 9

Yuping Wang
920 5th Ave Ste 3300
Seattle, WA 98104-1610

Phone: (206) 383-2826
Email: yupingwang@dwt.com
October 1, 2019 - September 30, 2021 (1st Term)
District: 9

Hunter Abell (Board of Governor)
601 Union St Ste 4100
Seattle, WA 98101-1368

Phone: (206) 628-6600
Email: habell@williamskastner.com
October 1, 2019 - September 20, 2022 (1st Term)
District: At Large

Sunitha Anjilvel (Board of Governor, Co-Chair)
800 5th Ave Ste 4100
Seattle, WA 98104-3100

Phone: (206) 922-2826
Email: sunitha@amlawseattle.com
October 1, 2019 - September 30, 2021 (2nd Term)
District: 1

Lauren Boyd (Board of Governor)
1013 Franklin St
Vancouver, WA 98660-3039

Phone: (360) 397-2261
Email: lauren.boyd.bog@gmail.com
February 4, 2021 - September 30, 2021 (1st Term)
District: 3

Alec Stephens (Board of Governor)
5718 55th Ave S
Seattle, WA 98118-3001

Phone: (206) 941-5690
Email: alecstephensjr@gmail.com
January 15, 2021 – September 30, 2023 (1st Term)
District: At Large

WSBA Staff Liaison: Diana Singleton
Email: dianas@wsba.org

WSBA Staff Liaison: Tyler Washington
Email: tylerw@wsba.org

Diversity Committee

Volunteer Position Description

The Washington State Bar Association's Diversity Committee works to support and implement the [WSBA Diversity and Inclusion Plan](#), support historically underrepresented groups to enter, stay and thrive in the profession. The Diversity Committee does this through collaborative relationships and community-building activities which advances diversity, equity and inclusion in the legal profession.

Position overview: Committee members help to advance WSBA's commitment to diversity, equity and inclusion in the legal profession through planning and participating in a variety of programming and activities and collaborating with stakeholders throughout Washington State. Appointment is for a two-term with a two-term limit.

Time commitment: The Committee meets every month for 1.5 hours except for a couple longer meetings reserved for orientation and strategic planning. Members are expected to attend meetings and volunteer for committee activities.

Requirements: Active WSBA membership. Agreement with and interest in advancing WSBA's commitment to Diversity and Inclusion Plan, and the [Race Equity and Justice Initiative](#) Acknowledgements and Commitments. Willingness to attend and actively participate in committee meetings and programs.

Preferred qualifications and skills: Lived experience with systemic oppression.

Benefits:

- Being a leader on the issues of diversity, equity, and inclusion in the legal profession.
- Education in the current issues and strategies regarding diversity inclusion and equity.
- Networking with other bar members, stakeholders, leaders, and partners in this work.
- Recognizing your own personal stake in diversity regardless of your individual and group identities.

Reimbursement policy: This is an unpaid volunteer position. Members are eligible for reimbursement of travel expenses under WSBA's committee volunteer reimbursement policy.

Selection and appointment process: Candidates are vetted by a team including the committee co-chairs, staff liaison and BOG liaison. Recommendations are made to the Board of Governor's Nominations Committee, which makes the appointments.

For further information: See <https://www.wsba.org/Legal-Community/Committees-Boards-and-Other-Groups/wsba-diversity-committee>.

How to apply: See instructions at www.wsba.org/joincommittee. Questions about the application? Email barleaders@wsba.org.