

WASHINGTON STATE BAR ASSOCIATION

Committee/Board Diversity Demographics 2019

The WSBA Board of Governors adopted the organization's first comprehensive [Diversity and Inclusion Plan](#) in May 2013. This Plan was built on the foundation of our "Inside Out" philosophy, meaning that our commitment begins with our own diversity and culture of inclusion among the board of governors, staff, entities, and volunteers. For the past several years we have provided a chart of diversity demographics for sections and have determined that such a spreadsheet would be helpful for our committees, boards, and panels as well. The diversity demographics included are race/ethnicity, gender, sexual orientation, disability status as percentages of those who responded to each question. We have focused on these dimensions of diversity because the [2012 Membership Study](#) suggested that these were groups facing the greatest barriers in the legal profession. We hope that committees, boards, and panels will use this info to evaluate their diversity and make progress on inclusion efforts.

We are pleased to report that in many committees/boards, the percentage of people who belong to underrepresented groups approximates or exceeds the percentage in WSBA's overall membership, particularly for gender and race. This data is useful in helping establish a baseline and focusing energies where they are most needed. For those committees/boards whose percentages closely match or exceed the membership data, this is an exciting opportunity to focus on the entity's culture of inclusion, ensuring that underrepresented individuals feel fully valued and engaged, where differences are embraced and varying perspectives are sought out to enrich decision making. Diversity and inclusion efforts are more than just numbers—these efforts are also about creating an inclusive environment where differences are embraced and valued.

If the data indicates that a board/committee does not fully mirror the diversity of WSBA's membership here are some questions to think about: What might be contributing to low numbers of a particular group? Is it the culture of the committee/board? What has been done to ensure an inclusive environment for all? Are meetings accessible to all potential attendees? How can coordination and relationship-building with minority, specialty, and county bar associations be enhanced? **We are here to work with each entity to develop approaches that serve to further support the creation of an inclusive culture and build diversity.** In the last year, a [guide for WSBA entities](#) was created that may be helpful.

For further strategies and assistance in your inclusion efforts, we encourage you to **contact the Inclusion & Equity Specialist, Robin Nussbaum at robinn@wsba.org.**

Committee Board Demographic Counts^{1, 2}

	Total Count	Race/Ethnicity		Gender		Sexual Orientation		Disability Status	
		% of Color	% Responded	% Female	% Responded	% LGBQA	% Responded	% with disability	% Responded
WSBA	40334	14.6%	69.5%	41.5%	73.7%	10.8%	2.9%	5.0%	50.8%
Access to Justice Board	10	50.0%	100.0%	50.0%	100.0%	20.0%	100.0%	0.0%	100.0%
Adjunct Disciplinary Counsel Panel	23	13.6%	95.7%	59.1%	95.7%	0.0%	95.7%	4.4%	100.0%
Board of Bar Examiners	34	12.9%	91.2%	43.8%	94.1%	17.2%	85.3%	6.5%	91.2%
Character & Fitness Board	16	25.0%	100.0%	43.8%	100.0%	18.8%	100.0%	0.0%	100.0%
Client Protection Fund Board	11	25.0%	72.7%	44.4%	81.8%	0.0%	90.9%	0.0%	72.7%
Committee On Professional Ethics	9	0.0%	100.0%	33.3%	100.0%	0.0%	100.0%	0.0%	100.0%
Continuing Legal Education Committee	18	6.7%	83.3%	29.4%	94.4%	40.0%	83.3%	0.0%	88.9%
Council on Public Defense	25	18.2%	44.0%	36.4%	44.0%	10.0%	40.0%	0.0%	36.0%
Court Rules & Procedures Committee	28	11.5%	92.9%	48.1%	96.4%	11.1%	96.4%	0.0%	89.3%
Disciplinary Advisory Round Table	5	20.0%	100.0%	60.0%	100.0%	0.0%	80.0%	0.0%	100.0%
Disciplinary Board	14	25.0%	85.7%	66.7%	85.7%	15.4%	92.9%	7.7%	92.9%
Disciplinary Selection Panel	8	12.5%	100.0%	50.0%	100.0%	16.7%	75.0%	25.0%	100.0%
Editorial Advisory Committee	8	14.3%	87.5%	57.1%	87.5%	0.0%	87.5%	14.3%	87.5%
Hearing Officer Panel	33	16.1%	93.9%	21.9%	97.0%	0.0%	90.9%	3.1%	97.0%
Judicial Recommendation Committee	22	4.8%	95.5%	38.1%	95.5%	15.8%	86.4%	5.0%	90.9%
Law Clerk Board	9	33.3%	100.0%	66.7%	100.0%	25.0%	88.9%	11.1%	100.0%
Legislative Review Committee	9	14.3%	77.8%	33.3%	100.0%	0.0%	88.9%	0.0%	100.0%
Limited License Legal Technician Board	15	20.0%	100.0%	86.7%	100.0%	14.3%	93.3%	13.3%	100.0%
Limited Practice Board	10	0.0%	80.0%	44.4%	90.0%	0.0%	90.0%	0.0%	90.0%
Mandatory CLE Board	7	33.3%	85.7%	57.1%	100.0%	0.0%	100.0%	0.0%	100.0%
Practice of Law Board	12	18.2%	91.7%	50.0%	100.0%	20.0%	83.3%	8.3%	100.0%
Pro Bono and Public Service Committee	19	11.1%	94.7%	68.4%	100.0%	5.3%	100.0%	5.3%	100.0%
Washington Young Lawyers Committee	18	18.8%	88.9%	50.0%	88.9%	0.0%	88.9%	0.0%	94.4%
WSBA Diversity Committee	14	71.4%	100.0%	64.3%	100.0%	23.1%	92.9%	9.1%	78.6%

1 Data is from the committee application form and the WSBA database.

2 Unless otherwise noted, percentages are calculated based on the number who responded to that question.

Light blue box = equal to or above WSBA percentage

Medium blue box = within 75% of WSBA percentage

Dark blue box = at or below 75% of WSBA percentage