



From the “Inside-Out” : WSBA’s Journey of Inclusion



Patrick Palace – 2013-2014 WSBA President



“The legal profession is changing dynamically and the WSBA has been out in front helping guide legal professionals into the future of the practice. Passage of WSBA’s first Diversity & Inclusion Plan in May 2013 was one important step in preparing our organization for a landscape shift in who we are, who we serve, and our collective ability to provide competent services to a changing public. The next step is to reflect on our first year of implementation, learn what we can from our progress, and commit to a continued journey toward a more diverse and inclusive bar. Thank you for accompanying us on this journey and for joining us in looking back on the year in the following pages. Together, we can help create a bright future for the bar.”

Paula Littlewood – WSBA Executive Director



“I am proud of the WSBA’s long-standing commitment to diversity, which is infused throughout our work. One of the guiding principles of our organization is **diversity, equality, and cultural understanding throughout the legal community**. It influences our policies, practices and programming. One of our two mission focus areas is **ensuring competent and qualified legal professionals**. We recognize cultural competence and bias awareness as highly relevant in today’s legal practice, and we provide staffing, tools and resources for developing these competencies. Our “Inside-Out” approach means we’re working hard to walk our talk – making time for learning and introspection, such as attending the RACE Exhibit and engaging in assessment of racial equity within the organization. We’re listening and responding –

such as being open to hearing concerns and collaborating with the disability community to reframe questions on the Bar admissions application. The WSBA’s incredible staff and volunteers are helping this institution move from diversity to inclusion in countless ways, big and small. And you, our stakeholders, help hold us accountable. I look forward to hearing your thoughts about how we’re doing at diversity@wsba.org.”

James Armstrong – WSBA Diversity Committee Chair



“In my role as a WSBA At-large Governor, I have been a member of the WSBA Diversity Committee for three years. In the last three years the committee has worked closely with staff to understand the needs of WSBA members. The 2012 Membership Study set the backdrop for understanding and responding to membership demographics. Understanding the needs of the membership as reflected in study data was an important milestone. The committee participated in the development of the WSBA Diversity and Inclusion Plan adopted by the Board in 2013. As one of the 2013-2014 co-chairs I have had the pleasure of leading the committee through the first year of the plan’s implementation. In addition, I had the honor of co-chairing the WSBA Mentorship Work Group resulting in WSBA developing a state-wide mentorship program. The Work Group was formed in response to member feedback from the 2012 Membership Study

that indicated a need for mentorship.

We have learned a lot this year. As a committee, we partnered with staff to lead projects critical to advancing cultural knowledge across the membership. As co-chair I am proud of what we have been able to accomplish. Moving forward the Committee will be seeking opportunities to strengthen partnerships in the legal community and expand opportunities to develop increased cultural awareness and competency. Serving as co-chair has been a growth experience for me. As I complete my final year as a WSBA Governor, I can look back and feel proud of all that has been accomplished. Advancing diversity and inclusion efforts is an ongoing process. I have learned that although change does not happen quickly it is possible to create and sustain consistent progress. I am pleased to have been part of the Bar’s inclusion efforts.”

Elijah M. Forde – WSBA Governor, District 9



“This past year I have been in the unique position of serving both as a minority bar leader and as the WSBA Governor representing the 9th District. In my capacity as a minority bar leader I acknowledged that the Bar Association was an organization with tremendous potential, but it was, in many respects, falling short and failing to serve portions of its membership. The membership study provided evidence to support this contention. Like many other minority bar leaders, I was emboldened by the results and used them as part of an ongoing effort to agitate for change from the outside.

In April of 2014, a seat on the Board of Governors was unexpectedly vacated in my district and I decided to run for and eventually won the position. I decided to run for two main reasons: (1) change has to come from the inside, and (2) the Bar Association, through its actions, demonstrated that it was genuinely invested in change. Noteworthy among these actions are the WSBA Mentorship Work Group, efforts to actively engage the minority bar associations in meaningful dialog, steps taken to diversify CLE faculty, and of course there have been several very well attended joint-networking events. It is true that there is a great deal more the Bar has to do in order to more closely reflect the diversity of the state and for our diverse membership to feel fully integrated, invested and supported. However, in spite of ongoing challenges, I can unequivocally say that the Bar Association’s commitment to diversity and inclusion is real and this commitment permeates all levels of the organization.”

WSBA Diversity Committee



Melissa V. Simonsen – 2012-2014 WSBA Diversity Committee Co-chair (pictured front row center)

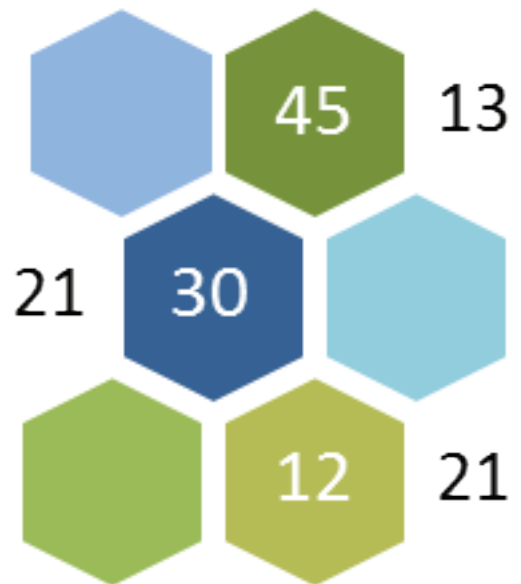
“In this year the Committee has given life to the WSBA Diversity and Inclusion Plan with the spirit of thoughtful reflection, ingenuity, collaboration and dedication. The results have been transformative and we appreciate the ongoing support of the Board of Governors as we work together to bring positive changes to our honorable profession.”

The Washington State Bar Association Diversity Committee works to support and implement the WSBA Diversity and Inclusion Plan; to support historically underrepresented groups to enter and stay in the profession; and to raise awareness in the community building coalitions through collaborative relationships on the benefits of diversity through the continued use of the Membership Study.

DID YOU KNOW?

Here's a look at WSBA membership by the numbers. Try to match each number with its corresponding description, and then check out how you did on the inside of the back cover.

- A. Percentage of membership located outside of Washington State.
- B. Average years of experience.
- C. Percentage of members who are parents and/or caregivers.
- D. Percentage of members who are female.
- E. Percentage of members under age 40.
- F. Percentage of members over age 60.
- G. Percentage of members who identify as racial minorities.
- H. Percentage of members who identify as persons with disabilities or impairments.
- I. Percentage of members who are military personnel and veterans.
- J. Percentage of members who are 40+.
- K. Percentage of members who identify as sexual orientation minorities.
- L. Percentage of members under age 30.



The Washington State Bar Association is....

29,628 Active WSBA Members



895 Members of Standing Committees,
Councils, Boards, & Panels

6,641 New & Young Lawyers

16,406 Section Memberships

WSBA's Unique Position

The Washington State Bar Association (WSBA) is committed to advancing diversity and inclusion within the legal profession. Toward that end, WSBA is committed to understanding and responding to the professional environment that exists for all lawyers in Washington. WSBA recognizes the need to enhance opportunity in the legal profession and the public's experience with lawyers by demonstrating to its members and the public at large a genuine commitment to supporting and advancing diversity and inclusion.

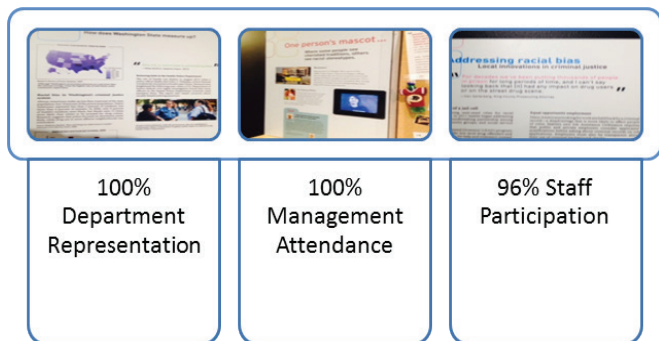
Over the last year WSBA has advanced its commitment to diversity and inclusion by engaging in activities, initiatives, and strategies in direct support of the WSBA Diversity and Inclusion Plan. The plan reflects the unique role for which WSBA is positioned to create and help nurture the conditions that promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, and thrive in the profession. The WSBA Diversity and Inclusion Plan rests on the fundamental assumption that WSBA's commitment to its own culture of inclusion and cultural competence provides the best foundation for meaningful progress. WSBA refers to this as "Inside-Out" diversity and inclusion.

Inside-Out diversity is more than counting numbers. It is a philosophy built on cultural awareness, competency and accountability. Collaboration and partnership within the broader legal community is important to WSBA's Inside-Out approach. WSBA holds the dual responsibility of staff and volunteer development while providing relevant opportunities, services, and information to its members. Investing in the personal development of cultural competency and awareness for WSBA staff and volunteers positively impacts how decision making, member engagement, and bar services are approached and implemented. As WSBA works to continue its own journey of becoming more inclusive and seeks to understand the needs of the changing profession, it naturally shifts its own culture. **It is our hope that stakeholders and partners will answer the call to involvement as we work from the Inside-Out to distinguish the Washington state legal profession as an inclusive community.**

WSBA “Inside”

WSBA's Human Resources Department is core to the education and training of staff and volunteers in efforts to raise awareness around diversity and inclusion. WSBA is equipping staff and volunteers with the tools necessary to dialog productively about diversity, inclusion, and social justice issues, raise cultural awareness and competency, and strategically plan efforts to foster a welcoming environment in which diverse people and perspectives are valued. These efforts are significant steps towards achieving the goal of being more inclusive. One example of creating opportunities to educate staff across the organization was supporting voluntary staff participation in **The RACE Exhibit - Are We So Different?**

RACE Exhibit



In the fall of 2013, the Pacific Science Center hosted **The RACE Exhibit - Are We So Different?** This exhibition was developed by the Science Museum of Minnesota in collaboration with the American Anthropological Association. Since its original run in 2007, RACE has sparked conversation and contemplation at institutions in over 25 cities across the United States. By deconstructing historical, scientific and social ideas of race, the exhibit helped guests understand what race is and more importantly, what race is not. It accomplished this

by focusing on three main themes: the everyday experience of race, the history of the idea of race in the United States and the science that is challenging some commonly held ideas about race.

What made this exhibit so relevant and interesting for WSBA staff was **the integration of local experiences and data.** For example the exhibit provided information on housing, education, and criminal justice in Washington state and Seattle. This data provided the backdrop for WSBA staff to continue the conversation long after the exhibit had moved on.

RACE Exhibit

- 80% of WSBA staff found the exhibit thought-provoking

Post Exhibit Workshop Discussion

- 75% of WSBA staff found this activity helpful

Continuing the Conversation

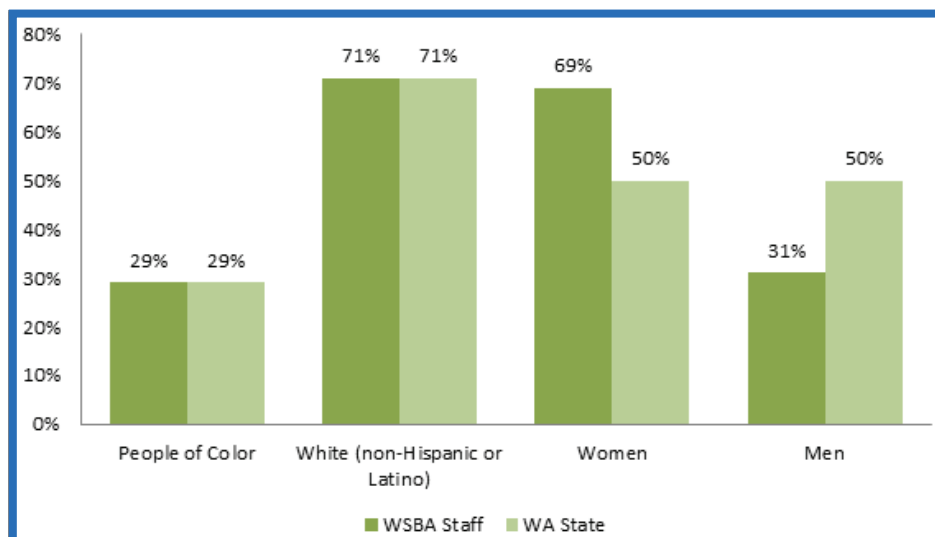
- 74% of WSBA staff were interested in keeping the conversation going

As is evidenced above, many staff expressed an interest in further opportunities to learn about and discuss these issues. In response we developed the “Continuing the Conversation” Series, a monthly facilitated discussion open to all WSBA staff. Topics cover a wide array of subjects related to diversity and inclusion. We have had active participation at these monthly conversations with topics such as implicit bias, ability and access, and the intersection of race and class.

Other staff development opportunities include development of and training around our Accessibility Toolkit and the importance of ensuring the accessibility of all WSBA opportunities.

We have finalized our Diversity Dictionary as an effort to provide shared language and common understanding when discussing diversity and inclusion. This will support our efforts to have meaningful, fruitful conversations focused on inclusion and equity.

WSBA Staff Demographics



WSBA Volunteers

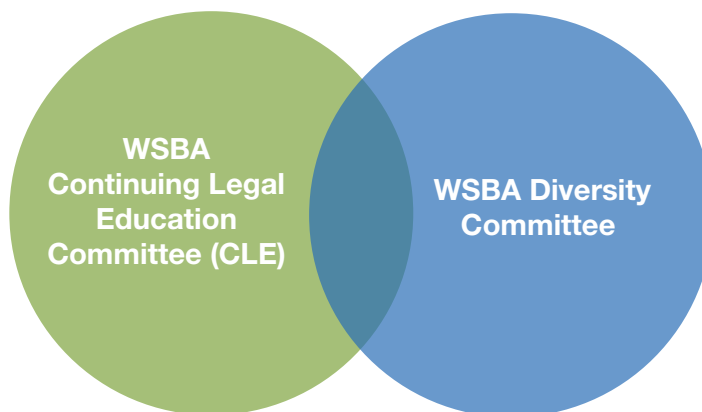
Nearly 900 volunteers are engaged in WSBA committees, boards, panels, and task forces.



Advancing diversity and inclusion throughout WSBA entities is an important part of the work. The WSBA Diversity Specialist, Robin Nussbaum, has begun building relationships with several of WSBA's sections and entities, including facilitating a retreat for the Washington State Access to Justice Board focused on cultivating feelings of inclusion among members, improving relationships across the board, and team building.

“As the Chair of the Access to Justice Board, I really appreciated Dr. Nussbaum’s facilitation of our board retreat. We left better understanding each other’s values and, more importantly, the value our individual skills, talents and perspectives bring to achieving the promise of justice. Inclusion was very important to me during my time as Chair — and it goes beyond the color of our skin and our ages to who we are as individuals. Dr. Nussbaum helped us get closer to that goal.”

—Kirsten Barron



The WSBA Diversity Committee and the Continuing Legal Education Committee partnered with WSBA staff to develop an initiative with the objective of increasing the diversity dimensions represented in CLE faculty. WSBA is uniquely positioned to provide opportunities for diverse attorneys through its CLE seminars. By participating as faculty for WSBA seminars, diverse attorneys can increase professional and personal visibility. Serving as faculty also facilitates WSBA-wide education on the breadth of leadership expertise across diversity dimensions.

WSBA “Outside”

The WSBA Diversity and Inclusion Plan was developed with the underlying goal of “promoting equitable conditions for attorneys from historically underrepresented groups to enter, stay, and thrive in the profession.” The plan was designed to achieve three over-arching objectives:



WSBA is focused on initiating new and strengthening current partnerships with members and organizations seeking to transform the legal landscape of Washington by increasing awareness and providing information necessary to becoming more inclusive.

WSBA’s Support of Minority and Local Bar Associations

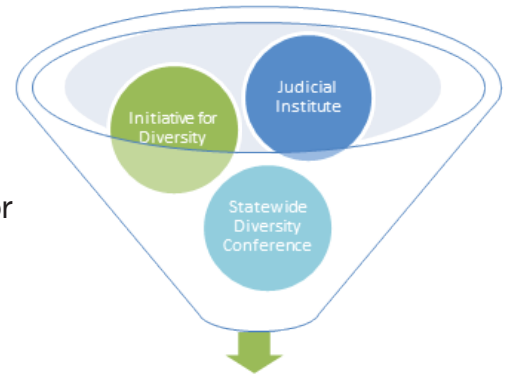
There are sixteen minority bar associations (MBAs) in Washington state. Each association exists to support the unique needs of specific groups in the broader legal community. In alignment with the WSBA Diversity and Inclusion Plan, and as part of our ongoing commitment to partnership and collaboration with the minority bar association community, WSBA leaders attend annual events.

Why We Attend These Events

- Supports the plan goal of collaboration and partnership
- Attendance provides WSBA representation and information in support of the MBA and local bar association community
- Opportunity to establish and maintain meaningful partnerships with a diverse population of WSBA membership
- Opportunity to discuss and gain insight on conditions necessary for lawyers to thrive in the profession



WSBA supports the efforts of other organizations and initiatives committed to advancing diversity and inclusion. As a unified bar association, WSBA is critically aware of the need to stand behind its commitment to diversity and inclusion within the broader legal community. Toward that end, WSBA has supported the Initiative for Diversity, Washington State Minority Bar Association Collaboration Project, and the Judicial Institute.



WSBA Support in the form of staffing, logistical management, and in-kind donations.

WSBA “Inside-Out”

This year WSBA sought opportunities that allowed for the combined participation, education and inclusion of staff, volunteers and members. For instance, WSBA CLE and Diversity teams collaborated on outreach to MBA’s to recruit diverse attorneys for its Legal Lunchbox Series. Pierce County Minority Bar Association, Mother Attorneys Mentoring Association Seattle, and the Vietnamese Bar Association were represented as faculty in this series.

Neuroscience in Decision Making CLE

- “Enormously important CLE, well done! Excellent!”
- This is one of the best webinars I’ve attended -- very nice job keeping it all together.”
- “She was excellent.”

Legal Lunchbox Series

- “Not a question really, more of an observation that Omar and Michelle represent the future of the practice - having command of all the tools and new technologies available for them to craft their practice around these amazing tools. Many of us were introduced to these tools that were simply not available when we started over 30 years ago. Exciting and intimidating at the same time. Thank you!”

Networking and Connection Events

- “We (Combined MBA Leadership) do have some ideas for ways that WSBA could expand the efforts for greater benefit of the bar and MBAs.... Focusing on geographic diversity for MBA networking events is something that we think WSBA would be well-suited towards with its resources and funding”
- **WSBA held events in Tacoma, Yakima and Everett**

The Legal Lunchbox Series dishes up free monthly CLEs as a benefit to WSBA members. WSBA Diversity Programs and Continuing Legal Education work together to recruit minority attorneys as seminar faculty.

Looking at Our Accomplishments

Articles, Surveys and Diversity Resources

Authored 6 articles pertinent to expanding cultural awareness published in NWLawyer and NW Sidebar

Law Office Management Assistance Program survey disseminated to MBA's and diversity stakeholders to develop inclusive programming and services

Initiated follow up survey to 2012 Membership Study

4 fact sheets and retention strategies based on Study data

Collaborated with the District & Municipal Court Judges Association to develop a survey examining the experience of former Pro-Tem attendees

Legal Lunchbox and CLE Seminars with MBA Faculty

The Financial Side of Your Practice

- Pierce County Minority Bar Association (PCMBA)

The 21st Century Law Practice: Tools and Efficiencies

- Vietnamese American Bar Association (VABAW)

Personal Lives/ Practical Strategies: Career Development with a Family

- Mothering Attorneys Mentoring Association (MAMAs)

Ethical Representation of Clients with Disabilities

- Washington Attorneys with Disabilities Association (WADA)

“On behalf of the Mother Attorney Mentoring Association, we were delighted to participate in the Legal Lunchbox series. Our panelists were pleased to have the opportunity to share their perspectives on how to manage the demands of client needs, career goals and family life. Being a great lawyer and a great parent is not mutually exclusive. It was great that the WSBA offered this platform for its members to share ideas on how to improve our profession.”

— Robin Schachter

Workshops and Town Halls

Mentorship
Town Hall

MBA Non-Profit
Governance
Workshop

2 Diversity
Stakeholder
Meetings

CLE Seminars: Achieving Inclusion Series

A lunchtime seminar series devoted to increasing cultural awareness and competency for WSBA Members, Volunteers and Staff

TOPICS

Promoting Diversity and Cultural Competence in Washington Courts Through Mentoring

Advancing Inclusion in Tribal Court Representation: Understanding Culture and Tradition

Providing Culturally Competent Services to Undocumented Trauma Survivors

Full day CLE program presented by Kimberly Papillon, a nationally recognized expert on judicial and legal decision making entitled, *Applying the Neuroscience of Decision Making to the Practice of Law: Tools to Maximize Effectiveness, Efficiency, and Fairness.*



“As an attorney, educator, author and lecturer, Kimberly Papillon has literally written the book on the intersection of implicit bias and decision making. She offers a unique perspective that draws on neuroscience and social cognition to make a compelling case that cultural competency really matters in achieving a fair application of the law and in reaching a just result. With a focus on leadership and ethics, Ms. Papillon has explored the impact of implicit bias in law firm dynamics, including hiring, promotion, retention, succession planning, performance evaluations and client interactions. She has examined jury selection, evidentiary rulings, judicial sentencing decisions and prosecutorial charging policies and offers concrete strategies for lawyers and judges to recognize unconscious preferences. Ms. Papillon opens doors to understanding our choices that many of us never realized were closed.”

— Washington State Supreme Court Chief Justice, Barbara A. Madsen



“This program is the most enriching CLE that I have attended. The program really made me ask myself some hard and important questions about how I view and interact with the world. I use the information from this class on a daily basis as I meet with potential clients and witnesses, evaluate cases, and develop approaches to judges and juries. I highly recommend the class for anyone dealing with issues regarding how people relate and react with other people – which is everyone in the legal profession.”

— Oscar Chaves

More Efforts to Increase Inclusion

- WSBA provided each minority bar association four free New Lawyer Education (NLE) vouchers and four free section memberships to share with their members.
- University of Washington School of Law, Seattle University School of Law, and the WSBA Diversity Committee collaborated to offer a review session to assist students in creating competitive application materials for diversity fellowships.
- The WSBA Lawyers Assistance Program (LAP) offered a free career management program, “Obstacles and Opportunities Relating to Job Seeking and Career Advancement for Members of Racially Underrepresented Groups.”
- The Diversity Committee in partnership with the Seattle University School of Law hosted a reception to welcome and introduce incoming Academic Resource Center (ARC) students to the profession. The primary purpose of ARC is to support diverse and nontraditional students so they excel in law school.

Pointing Towards the Future

The 2012 Membership Study paved the way for the WSBA Diversity and Inclusion Plan adopted by the Board of Governors in 2013. Since then, implementation of the plan and underpinning its overarching goals has been the focus of WSBA staff and Diversity Committee. It has been a year of learning, growing experiences, and thoughtful evaluation.

As we move forward into the next year we progress beyond initial implementation and set our sights on sustainability. We will be examining the fruitfulness and effectiveness of our efforts. Measurability is important. We know that the work of diversity and inclusion is rooted in building authentic and profitable relationships with members, staff, and volunteers. We will continue to improve the knowledge and competence of our staff and volunteers through workshops and opportunities to engage in meaningful dialog about diversity and inclusion topics. Workshops tailored to WSBA's leadership (both staff and volunteers) are being developed and will be provided to ensure that everyone representing and leading WSBA is knowledgeable about current demographics, trends, and best practices as well as gains important competence in diversity and inclusion.

Our role as the state Bar is to find ways to increase cultural awareness in support of all WSBA members, staff, and volunteers regardless of which diversity dimension is represented. WSBA members will be invited to participate in seminars, focus groups and collaborative events aimed at achieving inclusion and keeping you informed.

In the upcoming year you can expect to learn more about the many facets of diversity and inclusion. You will be offered tools and information to consider your own role in creating a more inclusive legal community. You will also be invited to share your input, feedback, and perspective on the work we are engaged in. We value the experiences of WSBA staff, volunteers, and members. Understanding and responding to your experience within the profession is crucial to the development and sustainability of WSBA initiatives, programs, and strategies.

We look forward to the year ahead. We believe that the successful implementation of WSBA's first diversity plan has set the stage and points us towards a more inclusive future. It will require a concerted, collaborative, and intentional effort of all stakeholders invested in an equitable society.

“The problem isn't that society cannot be more inclusive, that it does not have what it takes to embrace, protect, and honor the difference existing among us; the challenge is that attaining authentic inclusiveness requires individuals, groups and organizations to accept and own responsibility for the dismantling of barriers to inclusion they may have unconsciously participated in erecting.”

— K. Joy Williams, WSBA Diversity Program Manager

Diversity Committee Members 2013–2014

Erik Bakke
Ahndrea Blue
Daniel Casillas
Oscar Chaves
Cynthia Chen-Weller
RaShelle Davis
William Elsinger
Gov. Dan Ford
Lionel Greaves
Sunny Hong
Tsering Kheyap
Gov. Jerry Moberg
Amy Rimov
Tanya Thorp
Gov. Karen Denise Wilson

Answers to — Did You Know

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| A. | 18 |
| B. | 19 |
| C. | 38 |
| D. | 45 |
| E. | 30 |
| F. | 21 |
| G. | 12 |
| H. | 21 |
| I. | 13 |
| J. | 79 |
| K. | 9 |
| L. | 7 |

For questions or more information about this report contact diversity@wsba.org.

