



# WSBA

## Diversity Committee

March 18, 2017  
10:00 – 3:00 pm  
WSBA Office 1325 5<sup>th</sup> Ave. Suite 600  
Seattle, WA 98101

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

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In attendance: Ailene Limric, Gov. Andrea Jarmon, Carrie Blackwood, Cynthia Chen-Weller, Jennifer Cruz, Kristine Olmstead, Laura Reed, Laura Wulf, Gov. Mario Cava, Oscar Chaves, Gov. Rajeev Majumdar, Stephanie Anderson, Robert King

Absent: Lionel Greaves, Gov. Sean Davis, Navjot Kaur, Allison Ross

Staff: Joy Williams, Dana Barnett, Kelly Nee

### 1. Call to Order and Welcome

Cynthia Chen-Weller called the meeting to order at 10:06 a.m. The February minutes were unanimously approved.

### 2. BOG Update

Gov. Andrea Jarmon informed the committee that the BOG reviewed the Limited Jurisdiction Infraction Rules, discussed generative discussion topics particularly about how to get feedback from members for potential and relevant topics, and also discussed the LLLT program.

### 3. Committee Purpose Statement

Joy Williams presented the new Committee Purpose Statement. She informed the committee that the previous statement was written years ago and needed to be rewritten to improve fluency and clarity of purpose. Stephanie Andersen and Ailene Limric were among committee members that reviewed the new Committee Purpose Statement. Joy informed the committee that this new statement will be posted to the website, and she spoke about reviewing the statement, and referencing it when thinking about how to articulate the purpose and work of the committee. She also informed the committee that this statement is a living statement, and feedback is welcome.

#### **4. Inclusion Activity**

Dana Barnett led the committee through an inclusion activity.

#### **5. Project Updates**

##### **a. IL**

Robert King suggested speaking to and reaching out to undergraduates. Dana Barnett informed the committee that, in the past, the bar had decided to focus more on the legal profession rather than pipeline work. Mario Cava informed the committee that, at a policy level, retention of lawyers was more of a goal. The membership study reflected a lack of mentorship and training in order to ensure retention of diverse candidates in the profession. Oscar Chaves and Dana Barnett discussed Lionel Greaves' leadership role with these activities, and whether or not a committee member would be taking on this role for FY19. Dana suggested that the committee hear from Lionel about the time and tasks related to the commitment and that an interested member shadow him for FY18.

##### **b. MBA Meetings**

Dana Barnett informed the committee that WSBA has now met with 7 MBA's. Dana Barnett will be sending out a summary of these MBA meetings. Ailene Limric spoke about her positive perception of the FLOW meeting from the standpoint of her role as FLOW President Elect. Ailene recommended that committee members who are MBA leaders participate in these meetings.

##### **c. Upcoming Events**

Dana Barnett spoke about upcoming events. The calendar provided in the meeting packet reflects some updated dates.

Oscar Chaves voiced a desire for Diversity Committee members to be informed about other WSBA programming, particularly mentorship, which may relate to diversity efforts. There were suggestions and ideas offered about how best to transfer that information to the committee.

##### **d. Community Networking Events**

Kelly Nee informed the committee about upcoming Community Networking Events. Olympia will be on 3.23.2017 at Ramblin Jacks, partnered with WWL. Laura Wulf is not able to attend anymore, but Oscar Chaves and Sean Davis are attending. Bellingham will be on 4.13.2017 at Hotel Bellwether, partnered with WWL. Carrie Blackwood and Rajeev Majumdar are signed up to attend. The Bellingham Community Networking Event will be paired with an hour long MMP CLE before the event.

##### **e. Legal Lunchbox & Beyond the Dialogue**

Dana Barnett and Carrie Blackwood provided an update on the May 30<sup>th</sup> Allyship Legal Lunchbox. The draft agenda includes a 30 minute presentation on the basics of allyship, followed by a panel discussion featuring legal professionals who serve as allies to groups that they are not a member of and a representative of a community organization that works with allies who are legal professionals. Dana also provided an update about the upcoming Beyond the Dialogues town halls

- June 8<sup>th</sup> : Women Race and Age Part 2 Role of Allies

#### **6. New Business**

##### **a. Access To Justice State Plan**

Dana Barnett spoke about the ATJ Board working on a report for the next 3 years. The ATJ Board has asked for review and feedback from members of this committee. Dana will send out the report.

Committee members should respond as individuals and reference their membership in the Diversity Committee.

### 7. Committee Writing Plan

Dana Barnett reviewed the topics that the committee had laid out at the last meeting:

- Writing about personal experiences that illustrate diversity in the law
- Using blogs/articles to advertise for upcoming events
- Movie reviews/reviews of current media as it relates to diversity issues in the field of law.
- Legal Lunchboxes/Beyond the Dialogue: highlighting research and expanding on the topics

What specific topics can we write about based on the upcoming events?

- Allyship (May & June)
  - Carrie would be interested in writing about the event
  - Solidarity
  - Intersectionality
- LGBTQ (September)
  - Homophobia in legal community
  - Private vs public sector
  - Generational divide
- Age Discrimination (May- Senior Lawyer Section CLE and MentorLink Mixer focusing on transitioning out)
- WADA (Washington Attorneys with Disabilities) Annual Event. (Event is usually in October to coincide with Disability Awareness Month)
- An article focusing on multiple stories with the possible theme: What does a lawyer look like? Transforming perception -- ***After discussing this with Joy, we propose that the committee uses the vehicle of the Diversity Announcements to highlight the stories of committee members.***
  - Series of stories that are often not represented
  - Diversity Committee member's own stories
  - Diversity Committee could interview or solicit others to share their stories

### 8. Research and Reports Presentation – Subcommittee Members

Ailene Limric informed the committee that the Research and Reports subcommittee looked at the membership study from 2012 executive summary and fact sheets, the intersectionality report, literature review, and FY15 annual report with a focus on 5 groups. Women, People of Color, LGBTQ identified, people with disabilities, and members over 40. Ailene Limric, Jennifer Cruz, Laura Wulfe, and Carrie Blackwood reported on their findings. The notes are attached. There was discussion of having the committee create new fact sheets based on these presentations, which include the ways in which the Diversity Committee / WSBA is attempting to address the needs of these groups. This could be something for public distribution or internal documents to serve as quick reference for committee members in addition to the talking points.

### 9. Ambassador Activity

Dana Barnett led the committee in practicing their elevator speeches.

Cynthia Chen-Weller motioned to adjourn the meeting at 2:57 p.m., Rajeev Majumdar seconded, and the meeting was adjourned unanimously by the committee.

**Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday April 19, 12:00 – 1:30 PM**

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