



WSBA

Diversity Committee Minutes

November 30th, 2016

12:00-3:00 pm

WSBA Office

1325 4th Ave, Suite 600

Seattle, WA 98101

Phone information:

1-866-577-9294 - Code: 52680#

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.

In attendance: Gov. Andrea Jarmon, Allison Ross, Stephanie Andersen, Gov Rajeev Majumdar, Doug Baier, Carrie Blackwood, Jennifer Cruz, Ailene Limric, Lionel Greaves, Cynthia Chen-Weller, Gov. Sean Davis, Stephanie Anderson, Laura Wulf

Phone: Laura Reed

Staff: Joy Williams, Dana Barnett, Jennifer Small, Kelly Nee, Robin Nussbaum, Terra Nevitt

Absent: Gov. Mario Cava, Oscar Chaves, Robert King, Navjot Kaur, Kristine Olmstead

1. **Call to Order**

Cynthia Chen-Weller called the meeting to order at 12:05 PM and facilitated introductions.

2. **Connect Activity**

Dana Barnett led the group in a team building activity.

3. **Welcome**

Governor Andrea Jarmon welcomed the committee and spoke about her story and her personal commitment to the work of diversity, equity and inclusion within the legal profession.

4. **Department Overview**

Terra Nevitt, Advancement Department Director, gave an overview of the Advancement Department, and how the work fits into the larger mission of the Washington State Bar Association.

5. **Project Updates**

- a. I L Activities – Lionel Greaves spoke about the successful presentation by committee members: Lionel Greaves, Jennifer Cruz, Oscar Chaves, and WSBA staff person, Shanthi Ragu, to the Diversity

Fellowship applicants at UW School of Law Diversity Fellowships which took place on November 17th.

- i. Volunteers will be needed for the upcoming virtual resume review. The reviews can be conducted over phone, email, skype or other web based communication platform. Committee volunteers will be matched to student applicants when the students submit their resumes. Please contact Lionel or Dana if you would like to volunteer.
 - ii. Volunteers will also be needed for the mock interviews with Seattle University on January 25th. Volunteers should have concrete experience with hiring and interviewing.
 - iii. We are looking into the possibility of offering a web based panel presentation to Gonzaga.
- b. Edits to FY17 Committee Year at a Glance – Dana Barnett walked through edits to dates on the FY17 Committee Year at a Glance document. There have been several changes and edits to event dates since the orientation.
 - c. Sign up and recruitment – Dana Barnett distributed the committee sign-up sheets for review. Please contact DanaB@wsba.org if you have a conflict with the date you signed up for or want to sign up for additional events.
 - d. 2nd Quarter Events – Dana Barnett went over the winter diversity events. The community networking events kick off in February with Bremerton, Tacoma and Vancouver. Staff will provide talking points to committee members.

6. **BOG Update**

Gov. Andrea Jarmon provided an update from the November BOG meeting. The religious policy is still not resolved. Other issues that may be of interest to the committee are the Resolution for Civil Justice Reinvestment, and the bylaws discussion, both are not resolved at this time.

7. **Logistics**

Dana Barnett submitted the current committee member's bios to the committee to review. Committee members were asked to review their bios and be in touch with any edits or changes, or to submit a bio if there is not one currently on file. Dana will also look to make sure that everyone has received the outlook invitations to the upcoming committee meetings.

8. **Committee Purpose Statement-** Tabled until next in-person meeting. If committee members would like to volunteer to work with Joy on the process for working with the committee purpose statement, please contact danab@wsba.org.

Work Session

Beyond the Dialogue / Legal Lunchbox Brainstorm – Joy Williams and Dana Barnett

The following topics were brainstormed for the Legal Lunchbox

- Juror Bias
- Current Legal events in Mass Protests and Civil Rights
- The stigma of mental health in the Legal Field
- Lawyers who are religious minorities and how it effects their practice of law
- History of law and civil rights – How did the US legal profession and institutions respond to historic moments of crisis/clashes in human rights?
- LFOs

The following topics were brainstormed for the Beyond the Dialogue Series

- Work Life Balance and Non-traditional Attorneys
- Women, Race and Age Part 2: The Role of Allies
- Second Career Attorney's and the Role of Allies: Overcoming Barriers to Success
- Ageism: From Top to Bottom

- Women, Confidence and Career Success
- Transgender and The Practice of Law: Responding to and Overcoming Bias
- Young Lawyers, Ageism and Activism
- Young Lawyers, Mentorship and Disability

Meeting was adjourned at 2:30 PM by Cynthia Chen-Weller

Next Meeting: Conference Call: 1-866-577-9294 access code: 52680, January 18, 12 PM – 1:30 PM
If you need special accommodations contact diversity@wsba.org