

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Tacoma Pro Bono, 621 Tacoma Avenue South, Suite 303, Tacoma

Saturday, March 14, 2020 | 10:00 a.m. – until all business is completed

Conference call option available: 1-866-577-9294 Passcode: 57240

AGENDA

1. Welcome/Introductions/Approval of January Minutes/Plan for the Day Jordan Couch (and all)
2. BOG Update & Discussions Russell Knight At-Large Young Lawyer Governor
3. WSBA Updates (FY21 Budget, New Member Survey, Rural Outreach, Nominations) Julianne Unite, Staff liaison
4. Recruitment & Engagement Jordan Couch
5. Representative Reports Jordan Couch (and all)
6. Project Updates/Work Project Leads
7. Break for lunch
8. Project Updates/Work Cont. Project Leads
9. Trello set up and use for project teams Jordan Couch
10. Embracing Diversity (project or program funding)
11. Rapid Eval: New Projects Jordan Couch et al.
12. Adjournment Jordan Couch

Note: Discussion and action may be taken on any item on the agenda. The time and order of agenda items are subject to change at the discretion of the committee chair.

2019 - 2020 WYLC Meeting Schedule

November 9, 2019	Meeting: 10:00 am	WSBA Offices, Seattle
January 11, 2020	Meeting: 10:00 am	WSBA Offices, Seattle
March 14, 2020	Meeting: 10:00 am	Tacoma Pro Bono, Tacoma
May 9, 2020	Meeting: 10:00 am	Northwest Region
July 25, 2020	Meeting: 10:00 am	Skamania Lodge, Stevenson
September 12, 2020	Meeting: 10:00 am	WSBA Offices, Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | WSBA Office, Seattle, WA
Saturday, January 11, 2020 | 10:00 a.m. – 2:19 p.m.
Meeting Minutes

Present In-Person or Phone: Alixanne Pinkerton, Chelsie Elliott, Emily Ann Albrecht, Esther Hyun, Ian McCurdy, Jordan Lee Couch, Kim Sandher, Laura King, Paula Kurtz-Kreshel

Absent: Benjamin Hodges, Brian Holden, Brian Neuharth (excused), Catherine Holm (excused), Maha Jafarey, Molly Winston (excused), Zach Davison

WSBA Staff: Paris Eriksen – Member Services and Engagement Manager, Julianne Unite – Member Services and Engagement Specialist/Staff liaison

Board of Governors (BOG): Governor Russell Knight (left at 11:00 a.m.)

Public: Mike Mocerri (arrived at 11:45 a.m., left at 1:32 p.m.), Serena Sayani (arrived at 12:30 p.m., left at 1:34 p.m.), Chelsea Brisbois (arrived at 12:30 p.m., left at 1:30 p.m.)

Welcome & Introductions

Jordan Couch, Washington Young Lawyers Committee (WYLC) Chair, called the meeting to order at 10:09 a.m. WYLC members introduced themselves and discussed what they were excited about.

BOG Update & Discussion

Russell Knight introduced himself as the At-large Governor on the WSBA Board of Governors (BOG) and BOG liaison to WYLC. Governor Knight provided the WYLC with three updates: 1) Mandatory Continuing Legal Education (MCLE) Board's proposal to add a number of categories for continuing legal education (CLE) requirements and decision, 2) WSBA offering limited license legal technician (LLLT) education, and 3) the way that BOG members are elected.

Regarding the first update, Governor Knight reported that the MCLE Board proposed an increase to the number of CLE ethics categories that lawyers need to take: 1) diversity and bias, 2) mental health, and 3) technology. Governor Knight further reported that the BOG thought the proposal was too much, but were generally supportive of the idea. Governor Knight also stated that the Supreme Court rejected the proposal. Governor Knight said that the general concern of members would be that the requirements would be hard to track. Jordan asked that since there was support for diversity and bias CLE, would there be continued discussion to require that as a topic. Governor Knight replied that the BOG would consider that. Governor Knight also stated another way is to consider it not an ethics credit and require as a free-standing credit. Governor Knight explained that the letter from Supreme Court did not provide the reason as to rejecting the original proposal. Governor Knight said the BOG may be more supportive of the proposal if there weren't so many categories. Laura King, WYLC member, asked what other states are doing. Governor Knight said no other states packaged those three categories into one requirement and that other states have one of the three as a requirement, e.g., Florida has a technology requirement and a couple of other states have a diversity requirement. Governor Knight further stated that Washington would have been the first to have all three.

Governor Knight then provided additional information regarding the second update by explaining historically, the only provider for the educational component for the LLLT program is the University of Washington (UW). Governor Knight further reported that the UW was not offering the classes until Fall 2020, probably because of low demand. Governor Knight explained that the question is whether that the lack of education availability is a problem or not and that one proposal is to have the WSBA create those classes. Governor Knight stated that the concern is two folded: 1) potential antitrust problem with the entity regulating and WSBA providing education, and 2) a competition issue if UW offers classes again, then WSBA and UW would be competing. Jordan asked about whether there were talks about expanding LLLT topics as that could have an impact of number of people enrolling in education. Governor Knight replied there are talks and a variety of opinions. Governor Knight explained that the LLLT program was largely Supreme Court mandated program that has a lot of passionate and vocal supporters. Governor Knight further stated that looking at the number of people, the vast of majority lawyers don't care. Then there is a next larger group of lawyers that is not in favor of the program. Governor Knight read an interesting law review article in Seattle University School of Law's law review journal that discusses whether the LLLT program is successful. Governor Knight explained that the law review article found that the LLLT program is not successful in achieving the goal of serving low income needs of the public and that those goals can be achieved in other ways like low cost entry into practice of law. Governor Knight stated that the reality is many LLLTs are working in existing law firms and are charging clients. Governor Knight also stated that the current BOG would probably not expand the LLLT program in any way and that the BOG is not in charge of expanding the program, but what the Supreme Court does is unknown. Governor Knight explained that suggested areas of expansion to the LLLT program were estate planning, forming LLCs, etc. and those conversations started getting attention with other lawyers who practice in those areas. Governor Knight reported that at the next BOG meeting, the question they will address is whether the WSBA should be a player in administering LLLT education. Jordan asked if the Supreme Court has been notified about this now that the LLLT program is being underfunded because the UW won't offer classes. Governor Knight replied that it is UW administration that is in charge of making decision and they did not notifying the Bar that they weren't offering courses. Governor Knight reported that WSBA President Rajeev Majumdar and WSBA Executive Director Terra Nevitt had a discussion with Supreme Court and this is very much up in the air right now. Governor Knight also stated that one of the benefits of WYLC is they can synthesize a position and have Governor Knight bring it to the BOG. Kim Sandher, WYLC Immediate Past Chair, asked if the LLLT educational component and licensing was similar to attending law school and then taking an exam administered by WSBA. Paris Eriksen, WSBA staff, responded that UW has been the only provider of LLLT program education and that WSBA administers the licensing exam and the rest of the program. Paris also reported that staff have been trying to work with community colleges to provide LLLT curriculum. Governor Knight added the reality is that some of this comes down to the LLLT Board if WSBA does not enter into the marketplace. Governor Knight said the BOG would be willing to look more into community colleges. Governor Knight said his thoughts are that he is concerned if WSBA provides a law school type education. Emily Ann Albrecht, WYLC At-large Member – ABA, suggested that the LLLT Board members serve as adjunct faculty at community colleges. Kim asked if license fees would pay for LLLT education if WSBA provides it. Governor Knight replied that the goal would be for it to be revenue neutral and that the cost for staff would be covered by tuition. Governor Knight pointed out that currently, the LLLT program is not revenue neutral and that the Supreme Court's mandate initially was that this program would eventually become cost neutral. Governor Knight further stated that this discussion could morph into whether this program should be expanded and perhaps that means WSBA would be in charge of the educational component.

Governor Knight reported on his third update notifying WYLC members that there are a number of WSBA Bylaws amendment proposals where potential action could be taken next week at the BOG meeting, but the biggest one that concerns this WYLC is how the At-large Young Lawyer Governor is elected. Governor Knight explained that currently, the WYLC makes recommendations to the BOG for appointment. Governor Knight reported that one of the amendment proposals is to have the all At-large positions elected by all members and that the WSBA Diversity Committee (DC) would like the same role the WYLC has had in recommending the candidates for the At-large diversity position. Governor Knight further explained that the amendment proposal has the WYLC and DC serve as gatekeepers by choosing three or more names to go on ballot for members to vote. Governor Knight explained that if there are no applicants, the WYLC would be serving in a recruitment role. Governor Knight also stated that the current amendment proposal removes the BOG generally (there is one exception) from any role on determining who serves on the BOG. Governor Knight's recommendation is that the WYLC should still be involved in recommending candidates. Governor Knight further said that the young lawyer seat has bright line rule for eligibility, but whether you meet "underrepresented group" is much more difficult and so it makes sense that the DC plays a gatekeeper role. Jordan asked if there is still a conversation about the new and young lawyers vote for the At-large young lawyer position as opposed to the entire WSBA membership. Governor Knight replied that amendment proposal limits the vote for that specific position to those who meet definition of young lawyers. Emily commented about how many people are actually going to vote, so really this is mostly about optics. Governor Knight reported that another component of the proposal is whether sections and committees should be allowed to endorse candidates. Governor Knight further stated that these amendment proposals are on the BOG meeting agenda for second read, which means it could be voted on or reviewed at the meeting next week.

Approval of November 2019 Meeting Minutes

On motion by Esther Hyun, seconded by Kim Sandher, the WYLC by unanimous vote (9-0) approved the November 2019 meeting minutes.

BOG Update & Discussions cont.

Jordan asked members if the WYLC should take a position regarding the WSBA Bylaws amendment proposals. Governor Knight replied that having the WYLC involved as a gatekeeper is not a popular position on BOG. Governor Knight also clarified that if the WYLC does not find at least three people to recommend for the ballot, the BOG can find people to run and nominate candidates. Esther Hyun, WYLC Snohomish County Member, asked if historically has there been only one candidate nominated for BOG seats. Governor Knight replied that it depends on the year and the position, but that the applicant pool has decreased recently. Jordan replied that the WYLC has submitted at least three candidates in recent years. Jordan also commented it is interesting that if the WYLC only forwards two candidates onto the ballot, the BOG could put a lot of candidates on the ballot because there is no ceiling. Governor Knight said that is an accurate interpretation and that one of the goals of the proposed amendment is to not have one entity controlling the vote, so the fewer the candidates, arguably the more control the gatekeeping entity has. Governor Knight explained another way of saying it is the BOG could find additional candidates up to three. Governor Knight pointed out that there is no limit on how many candidates WYLC members forward. Paula Kurtz-Kreshel, WYLC King County Member, asked why the BOG is against the WYLC having this gatekeeping role. Governor Knight replied that the BOG wants the broader membership to have a meaningful voice in the vote, so if an entity is allowed to be a gatekeeper and only forward one name, that would not really give members a meaningful choice. Governor Knight agrees that the BOG should be totally uninvolved, but should get involved if the WYLC is trying to reduce meaningful choice on the ballot. Governor Knight advised that there is a risk if the WYLC wants to

change any part of the proposed amendments as currently written. Esther said that she agrees generally with language of the proposal, but she would want to limit the number of candidates the BOG may add to “up to total of three” candidates. Governor Knight reported that one consideration is that the proposed amendments mirror the responsibilities between the WYLC and the BOG, e.g., if the BOG is limited to up to three, the WYLC have the same limit. Jordan said he doesn’t mind incentivizing WYLC to find at least three candidates because if WYLC recommends at least three, then the BOG is cut completely out of it of adding candidates to the ballot.

On motion by Jordan, and seconded by Emily, the WYLC by a unanimous vote (9-0-0) supported the language used in the WSBA Bylaws amendment proposals included in the January BOG meeting materials.

Governor Knight concluded that the BOG is meeting next week and WYLC members should email him if they have any additional feedback or come to the next BOG meeting.

WSBA Updates, Budget, & Nominations

Julianne Unite, WSBA staff liaison to the WYLC, provided the following updates:

- 2020 Expense Report is available on WSBA’s website on the Volunteer Toolbox page.
- There will be a list serve survey going out on January 14 to all WSBA members that are subscribed to WSBA list serves.
- The WSBA will be hosting a MentorLink Mixer on January 22 focused on solo and small practice and in need of table coach mentors.
- The New Member Survey should be going out sometime in February or March and Julianne will circulate draft to WYLC members prior to dissemination.
- License fees are due February 3.
- Open Sections Night will be hosted at WSBA on February 6, from 5-7 p.m.
- WYLC will need to approve the FY21 budget for WYLC expenses at the March meeting.
- WSBA Committee, Boards, and Task force applications will be open in the near future.
- The WYLC needs to confirm the March meeting location.

Jordan offered to co-lead with Brian Neuharth, WYLC Chair-elect, and work with staff to prepare a draft budget proposal for approval in March.

Julianne further reported that since the WYLC is now subject to the Open Public Meetings Act (OPMA), the process under which nominations for committee member seats is made may need to change. Julianne further explained that if the process needs to change, deliberations and nominations would need to be done at the March WYLC meeting, as opposed to a smaller nominations team. Jordan volunteered to take lead on the nominations process. Julianne also reported that once the committee applications open this year, anyone interested in serving as Chair-elect needs to apply through the standard committee application process and specify in their cover letter which position they are applying for, e.g. Chair-elect.

Julianne asked the WYLC for clarification whether the March meeting will be in Pierce County or WSBA. The WYLC agreed to have the meeting in Pierce County. Esther suggested that if the WYLC has a meeting in Pierce County, the WYLC should also host a social event in the area. Jordan will work with Brian N. and Brian Holden, WYLC Pierce County Member, to identify the location of the meeting and the social.

Representative Reports/New Representative Report Forms and Other Updates

Jordan asked if any WYLC members had anything they wanted to share with the group. No one had comments.

Jordan transitioned the discussion for feedback on the draft new representative report forms. Jordan explained that he created one for each At-Large member, regional member, and project team leads. WYLC members did not have suggestions ABA At-large form. Laura suggested changing the Other Constituents form to include out-of-state members, expanding question one to say “initiatives, programs, or tools”, and to not include law students. Paula reported that she likes the regional representative form better than the previous version because it is more directed. Jordan replied the WYLC will try these new report forms in March to see if they are workable for members.

On motion by Jordan and seconded by Emily, the WYLC by a unanimous vote (9-0-0) appointed Laura to serve as the At-large member for other constituents. Jordan will talk to Maha Jafarey, WYLC At-large member, about the At-large social media position. Until then, Kim will review the social media report form and see if it works.

Jordan provided an update about WSBA’s Trial Advocacy Program (TAP) and reported that every year, TAP has two new and young lawyer chairs with one having a civil background and the other criminal law background (one chair and one chair-elect). Jordan further reported that right now, the WSBA is looking for someone to serve in one of the co-chair roles. Emily clarified that the WSBA is currently recruiting the chair-elect position. Julianne added that the WSBA is looking for someone with a criminal law background to serve as chair-elect for their first year and serve as chair next year. Jordan told WYLC members to email him directly if they are interested or if they know someone that may be interested.

Kim reported she doesn’t use Facebook anymore. Emily added that the WYLC should talk about using other social media outlets. Kim asked WYLC members how they felt about changing the photo on Facebook. Kim reported she will be working with WSBA to see if the WYLC could have other social media outlets and change images. Jordan said the WYLC should take a photo at next meeting.

Paula suggested that the project teams have check-ins in between the two month periods when the WYLC meets.

Project Updates/Team Assignments

Jordan reported that the following members will serve as project leads/on the following teams:

- Budget: Brian N. (lead)
- Nominations: Jordan (lead)
- Survey: Paula (lead)
- Debt/New Lawyer Benefits: Brian N. (lead), Jordan
- RRR/ATJ: Alixanne Pinkerton, WYLC South Central Region Member (lead)
- Bylaws/Governance: Zachary Davison, WYLC King County Member, (co-lead), Paula (co-lead), Jordan
- Awards: Emily (lead)

Lunch Break 12:04-12:42 p.m.

New Project: Courtroom Attire

Jordan reported that he found the LLLT law review article and if interested in seeing it, email Jordan and he will send it over.

Mike Mocerri introduced himself as a former chair of the WYLC and happy to be at the WYLC meeting. Mike further stated that he is attending the meeting to provide a presentation about rethinking dress codes. Mike explained that this topic arose out of a recent discussion on the new lawyers list serve. Mike reported that several months ago, he broke his arm and was unable to tie a tie. Mike went to court and the judge told him that next time, he should wear a tie. Mike explained to the judge that he broke his arm and the judge suggested getting a clip on. Mike further stated that at first, he didn't think too much about it and then recalled in law school at a professionalism seminar, he heard a suggestion that ladies wear skirts and nylons to court. Mike also thought about his nephew who is gender nonconforming and the impacts of dress code rules on his nephew. Mike then posted this topic on the new lawyer list serve and the discussion became contentious. Mike then explained why this topic matters: 1) there is precedent (1999); 2) topic matters to new lawyers as suggested by the new lawyers list serve discussion, and 3) topic matters to generation Z because many identify as gender nonconforming. Mike further pointed out this is not only a gender issue, but also race. Mike stated that it makes sense to take action now so future generations do not have to. Mike then discussed current local/court rules re. dress code. Mike reported that these rules can be challenged under constitutional grounds e.g. 14th Amendment, Equal Protection Clause, and Title VII. Mike also stated that sex discrimination is reviewed under intermediate scrutiny and there is case law that explain the standard. Mike proposed a solution to get the BOG to approve a proposal for a new General Rule (GR) to the Supreme Court: "Attorneys shall not wear attire in the courtroom, which calls into question the legitimacy of, or respect for, the courts." Mike further explained that there should be an explanatory note to indicate intent. Mike also proposed a new rule under the Code of Judicial Conduct (probably under Canon 2, which concerns impartiality), which prohibits judicial officers from commenting on courtroom attire, unless it clearly violates the new GR. Mike then asked the WYLC for feedback on his proposal. Paula replied that this a ripe issue for new and young lawyers and that they should reach out to law students as well about this topic. Emily replied that she does not own a suit, and wears dresses, cardigan, and blazers to court. Mike reported that standards for men and women are different. Emily stated that there's a difference between non-conforming, gender specifics, and being sloppy. Jordan said that there is a court's committee of judges and they would need to be reached out to get them on board to support this type of proposal. Jordan also asked if the DC would like to be a part of this continuing discussion. Serena Sayani and Chelsea Brisbois, DC members, agreed that the DC should be involved. Chelsea reported that she knows gender nonconforming has impacts members where they are practicing and what they are types of law they practice. Serena reported that the underlying issue is that these types of dress codes disproportionately affect people of different races as well. Paula said that implicit bias is still there and it will take a long time for people to feel more comfortable. Serena commented that is really an unconscious bias issue not only impacting courts, but also influencing how clients view the attorney. Jordan said judges are now doing a lot more bias training now. Emily said it is important to distinguish that presentability is important and it is not the same as allowing for attire that is being gender and other diversity neutral. Jordan suggested adding "dignity" in the proposal.

On motion by Paula, and seconded by Kim, the WYLC by a unanimous vote (9-0-0) approved moving forward on this courtroom attire project.

Jordan asked what does done look like for this project. Jordan suggested that done would mean the WYLC exhausted all efforts to have a new GR. Jordan asked for volunteers for this project team. Mike and Serena volunteered to be members. Jordan reported he will temporarily serve as project team lead.

Jordan reported that he will be attending the DC meeting next week. Mike offered to repeat this presentation to the DC. Serena replied that would be a great idea and that she will work with the DC staff liaison to update the agenda.

Project Leads Presentation and Recruitment

Jordan stated that he will reach out to project leads about recruitment and make sure WYLC members are all on the same page. Jordan will update Trello to include every project and what done looks like.

Awards: ABA Scholarships and PSLA

Emily reported that two people applied for the ABA YLD Midyear scholarships this year and that the WYLC has more scholarships available than applicants. Emily further reported that she reviewed both applications and believe both are qualified to receive the scholarships. Julianne pointed out that she redacted some confidential information from the application materials in the WYLC meeting packet. Jordan suggested redacting the names of applicants as well. Kim suggested using the funds for WYLC members to attend the ABA meetings instead of awarding scholarships. Kim further explained the she personally would want WYLC members to attend. Emily suggested the WYLC discuss potentially increasing the amount of scholarships and identifying what to do with any unused funds. Emily further suggested that the WYLC could award two scholarships per meeting at \$500 each, instead of \$250. Kim asked if that will impact the ability to recruit delegates. Emily replied that the proposal would leave \$250 for each meeting that could be designated to WYLC members to attend. Esther asked what will happen to the unused scholarship funds for the Midyear. Emily suggested moving leftover funds for the Midyear to offer four \$500 scholarships for annual. Jordan asked about including optional diversity, equity and inclusion questions and potentially including criteria in the updated scholarship application form. Esther suggested including language about public disclosure. Julianne reported that she will be redacting names and other confidential from applications. Emily asked when the updated application form will go out. Julianne replied after she receives an updated application form with the WYLC indicating the change in scholarship amounts and any other updates as discussed. Emily reported she will update the application form and send it to Julianne. Jordan asked about addressing whether a WYLC member should be able to apply and be eligible for the scholarships and that the WYLC should continue this discussion at the March meeting. Paris suggested that it seems entirely reasonable that WYLC members would not be eligible to apply so that the WYLC can engage other new members to participate. Paris further explained that it seems to overcomplicate things to allow WYLC members to apply and then having to mitigate potential conflict issues as they arise. Paris said it's a good idea to discuss at the March meeting in preparation for the FY21 budget process. Emily agreed that the WYLC should talk about this in budget discussions at the March meeting. Jordan suggested including language in the application that preference will be given to those who are not WYLC members.

On motion by Emily, and seconded by Jordan, the WYLC by a unanimous vote (9-0-0) approved to award the Midyear scholarships to both applicants.

On motion by Emily, and seconded by Kim, the WYLC by a unanimous vote (9-0-0) approved reallocating the remaining \$750 budgeted for the Midyear to scholarships to combine with the \$1,250 allocated to the Annual scholarships, for a total of \$2,000 to be awarded as four \$500 scholarships for the Annual meeting.

Julianne brought up the WYLC's Public Service Leadership Award (PSLA) and asked for any feedback/changes to the current application or process. Emily replied that she likes the application form and would like to use it again. Emily suggested getting the PSLA application out before the ABA Annual

meeting application. Julianne reminded everyone to communicate these opportunities to their quarterly contacts.

Paula asked about when we can communicate about court room attire or other matters the WYLC is discussing. Jordan replied to hold off for now. Paris suggested that WYLC members may communicate, but should use language that makes clear what the communication is and whether or not WYLC is taking action. Paris also said that she and Julianne will be meeting to identify other stakeholders and follow up with WYLC who should be informed re. courtroom attire.

Rapid Evaluation: New Projects

Jordan asked if anyone wanted to discuss any new projects.

Esther reported that she included in her representative report the Embracing Diversity challenge award. Esther further explained that the ABA provides funds for certain projects that increase diversity in the legal profession. For next year, the WYLC might want to discuss applying for funding a WYLC project. Jordan asked for examples. Esther replied it could be a wide variety of things that promote diversity in the legal profession. Esther state she will serve as the project lead.

Jordan asked about the MCLE requirements that Governor Knight reported earlier in the meeting. Emily responded that she agrees making those topics more available, but not making them requirements. Paris clarified that the court letter said that while not required, it should be encouraged and CLEs should be developed in those areas.

Jordan asked about the WYLC about their thoughts on the LLLT program. Esther replied she needed more clarification on the proposal. Paris responded that they are discussing whether it is appropriate for the WSBA to fill the education gap and suggested that the WYLC keep track of the developments. Jordan encouraged members to reach out to Governor Knight if they have thoughts.

Adjournment

On motion by Jordan, and seconded by Emily, the WYLC by a unanimous vote (9-0-0) approved to adjourn the meeting at 2:19 p.m.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

OCTOBER 2019			
	Celebrate Pro Bono Week (Oct. 20 – 26)		
	ABA Midyear Meeting Delegate and Scholarship Applications Open		
1	FY2020 Begins		
NOVEMBER 2019			
9	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
22 - 23	BOG Meeting		WSBA Conference Center – Seattle
DECEMBER 2019			
	ABA Affiliate Quarterly Reports due		
31	ABA Midyear Delegate and Scholarship Award Application deadline		
JANUARY 2020			
	Celebrate mentorship month		
	Committee application cycle opens		
	ABA Annual Meeting Delegate and Scholarship Applications Open		
	Public Service and Leadership Award Applications Open		
11	WYLC Meeting	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
11	Select ABA Midyear delegate/scholarship recipients		
16-17	BOG Meeting		WSBA Conference Center – Seattle
22	MentorLink Mixer	12:00 – 1:30 pm	WSBA Conference Center – Seattle
31	Identify and select chair-elect for FY20		
FEBRUARY 2020			
	2020 committee application cycle closes		
	Identify FY2021 goals and projects for WYLC		
6	Open Sections Night - CANCELLED	5:00 – 7:00 pm	WSBA Conference Center – Seattle
12-17	ABA Midyear Meeting		Austin, Texas
MARCH 2020			
	Select new WYLC members		
	ABA Affiliate Quarterly Reports Due		
14	WYLC Meeting	10:00 am – 2:30 pm	Tacoma Pro Bono - Tacoma
14	WYLC Social	3:00 – 5:00 p.m.	7Seas Taproom & Brewery - Tacoma
14	Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff		
19-20	BOG Meeting		Hotel RL, Olympia
30	WYLC Status Report Due to BOG		
APRIL 2020			
17-18	BOG Meeting		WSBA Conference Center – Seattle
20	WYLC Chair Meeting with BOG Executive Cmte.	9:00 – 10:00 a.m.	WSBA - Seattle
MAY 2020			
9	WYLC Meeting	10:00 am – 2:30 pm	TBD, Northwest Region
9	WYLC Social	TBD	TBD, Northwest Region
9	Select Public Service Leadership Award Recipients		
9	Select ABA Annual Meeting Delegate and Scholarship Award Recipients		
14-15	BOG Meeting		Bellwether Hotel, Bellingham
JUNE 2020			
	New Committee appointments are made.		
24	Skamania Lodge booking due date		
JULY 2020			
23	BOG Retreat		Skamania Lodge, Stevenson
24-25	BOG Meeting		Skamania Lodge, Stevenson
24	WYLC dinner with the BOG	TBD	TBD
25	WYLC Meeting	10:00 am – 2:30 pm	Skamania Lodge, Stevenson
29 – Aug. 4	ABA Annual Meeting		Chicago, IL

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Washington Young Lawyers Committee DRAFT - At-A-Glance Calendar

October 1, 2019 – September 30, 2020 (FY2020)

AUGUST 2020			
1-4	ABA Annual Meeting		Chicago, IL
5	Financial Focus CLE	12:30 – 3:00 pm	WSBA Conference Rooms – Seattle
28-29	BOG Meeting		Davenport, Spokane
SEPTEMBER 2020			
	Annual Report Due		
	Identify FY21 project leads		
12	WYLC Meeting	10:00 am – 2:30 pm	WSBA – Seattle
12	WYLC Social	TBD	TBD, Seattle
17-18	BOG Meeting		WSBA Conference Center – Seattle
30	FY20 Ends/Expense Reports Due		

Budget Overview & Process

The Budget and Audit Committee of the WSBA Board of Governors is responsible for developing the annual WSBA budget. The WSBA budget is a policy document and management tool that allocates funds to fulfill our regulatory responsibilities to protect the public, and to help members succeed in the practice of law.

About the Budget

- The WSBA's fiscal year is Oct. 1–Sept. 30.
- The Budget and Audit Committee of the Board of Governors oversees the budgeting and financial matters of the WSBA.
- The WSBA's Chief Financial Officer is responsible for the WSBA's financial operations.
- WSBA oversees an annual operating budget over \$20 million dollars.
- The budgeting processes begin as early as January by WSBA staff in preparation for the following fiscal year.
- The WSBA budget uses department codes, cost centers, and line items to identify and organize WSBA programming.

About the WYLC Budget

- WYLC expenses are captured as line items in the Member Services and Engagement cost center. Below are the three line items that correspond to the work of the WYLC.

G/L Account #	Expense Name	FY19 YE	FY20	Actual YTD*	Est. FY21
55266	WYLC Outreach Events	\$1,844.69	\$ 2,500.00	\$ 96.51	\$ 2,500.00
58525	WYLC ABA Scholarship	\$2,081.27	\$ 2,500.00	\$ 0	\$ 5,000.00
55270	WYL Committee	\$6,180.73	\$ 15,000.00	\$ 767.08	\$12,500.00
	Totals	\$10,106.69	\$20,000.00	\$863.59	\$20,000.00

*As of December 31, 2019.

- Line item 55266 allocates funding for outreach events. Last fiscal year the WYLC organized two outreach events in conjunction with the two meetings outside Seattle.
- Line item 58525 allocates the ABA Scholarship Awards. The plan is to award up to five \$500 scholarships for both the ABA Midyear and Annual Meetings. Starting in FY21, the WYLC is increasing the total amount of scholarships to \$5,000 to encourage more people to volunteer as ABA YLD delegates.
- Line item 55270 allocates meeting costs, which currently includes three out of Seattle meetings. Generally, the WYLC hosts two out of Seattle meetings in a year. Overall, this cost went down by 38% in the past few years since the meeting time on Saturdays moved to start later in the

morning. This has helped save on hotel costs. Starting in FY20, this also includes an allocation of up to \$3,000 for the ABA District Rep/WYLC At-large member to attend the ABA YLD meetings.

Timeline

WSBA staff will prepare the Member Services and Engagement Cost Center in late March. Staff's role/goal is to ensure the committee has adequate funds to carry out its work in furtherance of the WSBA mission. The committee must provide clear goals and explanation of what it needs to accomplish these goals.

Any budget change requests to the existing WYLC line items (increase, decrease or shift in how funds will be used) must be made to Julianne Unite by **March 14, 2020**. This request must include the following information:

1. What is the change/request?	
2. What is the amount? ○ Does this include an overall increase, or are you moving funds from another line item?	
3. How does this fit in the WSBA strategic priorities?	
4. Outcomes or Return on Investment	



WASHINGTON YOUNG LAWYERS COMMITTEE APPOINTMENT POLICY

2014

(Effective for 2014-2015 Committee Appointments)

Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annual through the Committee/Board/Panel application form available each January.

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made the June Board of Governors meeting for service beginning October 1st. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the committee members should be appointed on the basis of residing or working in one of the following regions:

- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
- Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties

The committee members shall have three year terms, staggered so that one third of the committee member terms end each year.

Group A, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large

Group B, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (1)
5. At-Large

Group C, beginning in 2017, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (2)
5. At-Large

Committee Bar Leaders

The nominating committee of the Washington Young Lawyers Committee will nominate a chair-elect from the committee no later than the December 31 of each year for service beginning October 1. The region of the committee member nominated as chair-elect shall become vacant and the remaining term shall be open for applications during the regular committee recruitment process (which begins in January each year). The chair-elect will serve a three year term as chair-elect, chair, and immediate past-chair.

The nominating committee of the Washington Young Lawyers Committee shall nominate members to the at-large positions based on factors which will achieve the broadest range of diversity and experience possible.



WASHINGTON STATE BAR ASSOCIATION

WASHINGTON YOUNG LAWYERS COMMITTEE APPOINTMENT POLICY

(Effective for ~~post FY2020~~²⁰¹⁴⁻²⁰¹⁵ Committee Appointments)

Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annually through the Committee/Board/Panel application form available each year (usually in January). Applicants interested in the Chair-elect position must first notify the WYLC Chair and Staff Liaison and also apply through the aforementioned process. [NOTE: If a applicant's term does not end that same year, staff will need to change term in Personify to allow a applicant to apply through the online process.]

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made at the June Board of Governors meeting for service terms beginning October 1st. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the eighteen total committee members should be appointed on the basis of residing or working in one of the following regions:

- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties

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- Southwest—serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties
-

Other positions on the committee include:

- Chair
- Chair-elect
- Immediate Past Chair
- At-large (3 positions)

The committee members shall have three-year staggered terms, (except for the positions of Chair, Chair-elect, and Immediate Past Chair), staggered so that one third of the committee member terms end each year. A Chair-elect must be appointed every year.

Group A, beginning in 2014, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large (ABA)

Group B, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (pos. 1)
5. At-Large (Other constituents)

Group C, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (pos. 2)
5. At-Large (Communication/social media)

Committee Bar Leaders Recommendations

The ~~nominating recommendation team-committee~~ of the Washington Young Lawyers Committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will ~~nominate~~ recommend a Chair-elect from the committee no later than ~~on the December 31~~ April 10 of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications ~~during the~~ through the regular standard committee recruitment process ~~(which begins in January each year.)~~ After a ppointment, the

JU Updated 3/10/2020

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Chair-elect will serve a total of three years on the committee: term year one as Chair-elect, year two as Chair, and year three as Immediate Past-Chair.

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The ~~nominating recommendation team committee~~ of the Washington Young Lawyers Committee shall ~~nominate~~ recommend members to serve in the regional and the At-large positions based on factors which will achieve the broadest range of diversity and experience possible.

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JU Updated 3/10/2020

WASHINGTON YOUNG LAWYERS COMMITTEE
APPOINTMENT POLICY

2020

(Effective for post FY20 Committee Appointments)

Overview of Process

Appointment of the Washington Young Lawyers Committee is governed by the WSBA Committee and Boards Policies, in addition to the information provided below.

New and young lawyers interested in serving on the Washington Young Lawyers Committee shall apply annually through the Committee/Board/Panel application form available each year (usually in January). Applicants interested in the Chair-elect position must first notify the WYLC Chair and Staff Liaison and also apply through the aforementioned process. [NOTE: If applicant's term does not end that same year, staff will need to change term in Personify to allow applicant to apply through the online process.]

All members of the committee shall be appointed by vote of the Board of Governors. Appointments are generally made at the June Board of Governors meeting for service terms beginning October 1. Any committee positions remaining open after the June Board of Governors meeting will be filled as soon as possible.

Composition of Committee

In order to assure geographic diversity for purposes of outreach to new/young lawyers, twelve of the eighteen total committee members should be appointed on the basis of residing or working in one of the following regions:

- Greater Olympia – serving Lewis and Thurston counties
- Greater Spokane – serving Lincoln, Pend Oreille, Spokane and Stevens counties
- King County – serving King County (2 positions)
- North Central – serving Chelan, Douglas, Ferry, Grant, and Okanogan counties
- Northwest – serving Island, San Juan, Skagit and Whatcom counties
- Peninsula – serving Clallam, Grays Harbor, Jefferson, Kitsap and Mason counties
- Pierce – serving Pierce County
- Snohomish – serving Snohomish County
- South Central – serving Yakima, Kittitas, and Klickitat counties
- Southeast – serving Adams, Asotin, Benton, Columbia, Franklin, Garfield, Walla Walla and Whitman counties
- Southwest – serving Clark, Cowlitz, Pacific, Skamania and Wahkiakum counties

Other positions on the committee include:

- Chair
- Chair-elect
- Immediate Past Chair

- At-large (3 positions)

The committee members shall have three-year staggered terms, (except for the positions of Chair, Chair-elect, and Immediate Past Chair), so that one third of the committee member terms end each year. A Chair-elect must be appointed every year.

Group A, beginning in 2014, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Northwest
2. Pierce
3. Greater Spokane
4. North Central
5. At-Large (ABA)

Group B, beginning in 2015, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Peninsula
2. Greater Olympia
3. South Central
4. King County (pos. 1)
5. At-Large (Other constituents)

Group C, beginning in 2016, and in each third year following, the nominating committee of the Washington Young Lawyers Committee will nominate a member from each of these regions:

1. Southwest
2. Southeast
3. Snohomish
4. King County (pos. 2)
5. At-Large (Communication/social media)

Recommendations

The recommendation team of the Washington Young Lawyers Committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will recommend a Chair-elect from the committee no later than April 10 of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications through the standard committee recruitment process. After appointment, the chair-elect will serve a total of three years on the committee: year one as Chair-elect, year two as Chair, and year three as Immediate Past Chair.

The recommendation team of the Washington Young Lawyers Committee shall recommend members to serve in the regional and the At-large positions based on factors which will achieve the broadest range of diversity and experience possible.

Process for nominating the WYLC Chair-elect

The WYLC begins the nomination process for the chair-elect position as early as December; this in part is due to the timing of committee recruitment and the need to fill targeted regional representation. This is an overview of the process the committee will use to fill the Chair-elect position.

Application Process for Chair-elect position:

WYLC members interested in the Chair-elect position must email the current WYLC Chair and Staff Liaison expressing their interest. After the WYLC Chair and Staff Liaison confirm receipt, the applicant must complete an online application form through their myWSBA.org profile and upload a resume and cover letter.

Nominating the Chair-elect:

The WYLC nominating committee (consisting of the Chair, Chair-elect, Immediate Past Chair, BOG Liaison, and Staff Liaison) will meet to review application materials and nominate the chair-elect for the following fiscal year (FY). The nomination is subject to the approval of the BOG.

WSBA policies and bylaws information on nominating the WYLC chair-elect

Committees and Boards Policy (amended Sept. 2015)

Nominations for open positions on each standing committee and board will be made by a nomination team comprising the chair, vice-chair or chair-elect, staff liaison and BOG liaison, in consultation with WSBA diversity and inclusion staff. In addition, each district-based BOG member may nominate one applicant from his or her district to any committee or board that does not have a continuing member from that district. At large BOG members may, as a group, nominate one applicant to each committee or board.

Note: the Committees and Boards Policy calls out the WYLC as having exceptions (outlined in the WYLC Appointment Policy). The appointment policy does not refer to the makeup of the nominating team (in the appointment policy this is called nominating committee). The nomination team will follow the guidelines of the Committees and Boards Policy.

Washington Young Lawyer committee Appointment Policy (approved 2019)

The nominating committee of the Washington Young Lawyers Committee will nominate a Chair-elect from the committee no later than April 1 of each year for service beginning October 1. The region of the committee member nominated as Chair-elect shall become vacant and the remaining term shall be open for applications through the standard committee recruitment process. After appointment, the chair-elect will serve a total of three years on the committee: year one as Chair-elect, year two as Chair, and year three as Immediate Past Chair.

Process for selecting WYLC members beginning January 2020

Roles on the nomination team:

The nomination team is made up of the WYLC leadership team, which includes the Chair, Chair-elect, Immediate Past Chair, the Board of Governors (BOG) Liaison, and the Staff Liaison. The leadership team will seek to reach consensus on the person to be nominated for each position. Should a vote need to be taken, there are three total votes that can be cast. The BOG Liaison and Staff Liaison will each have one vote, and the Immediate Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the nominations. There is no limit on alternates that can be nominated and all members of the nomination team should provide the names of people they would like to see listed as alternates.

Positions to fill:

- Chair-elect
- Northwest Region
- North Central Region
- Greater Spokane Region
- Pierce County
- At-Large (ABA)

Assessing applicant qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). It lists preferred qualifications and skills (Qualifications and skills include but are not limited to) as:

- Past volunteer experience
- Dependability
- Collaboration and team work
- Creativity
- Problem-solving ability
- Experience developing new lawyer programs or benefits
- Connection to local YLD or other new lawyer networks

In addition to these qualifications it is valuable to work towards having diverse backgrounds and perspectives represented on the WYLC. The nomination team should take into consideration the strengths of the current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year:

- TBD

Any additional qualifications for consideration should be agreed to before discussions of nominees by the nomination team. Any review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

FY20 Recommendation of WYLC Members

Recommendation Team Roles:

The recommendation team is made up of the WYLC Immediate Past Chair, Chair, Chair-elect, the Board Liaison, and the Staff Liaison. The team will seek to reach consensus on the person to be recommended for each position, in addition to identifying alternatives for positions. Should a vote need to be taken, there are three total votes that can be cast. The Board Liaison and Staff Liaison will each have one vote, and the Immediate Past Chair, Chair, and Chair-elect will share the third vote.

When the final selection is made, the Staff Liaison will submit the recommendations. All members of the recommendation team should provide the names of people they would like to see listed as alternates. There is no limit on alternates that can be nominated.

Positions to Fill:

Region	Counties	Candidates	Status	Nominated
Chair-elect	N/A			
Northwest Region	Island, San Juan, Skagit, Whatcom			
North Central Region	Chelan, Douglas, Ferry, Grant, Okanogan			
Greater Spokane Region	Lincoln, Pend Oreille, Spokane, Stevens			
Pierce County	Pierce			
At-Large (ABA)	N/A			

Assessing Applicant Qualifications:

Applicants for the WYLC were provided [this volunteer job description](#). Below is a criteria check list to help the recommendation team in selecting committee members.

Criteria	Always (3)	Often (2)	Seldom (1)	None (0)
Understands the various issues facing new and young lawyers				
Works toward promoting diversity and inclusion in the legal profession				
Shows initiative, leadership, and responsibility				
Engages with the legal community				
Establishes collaborative relationships				
Experience with other volunteer leadership roles				
Understands WSBA's Mission and the role of the Bar				

In addition, the recommendation team should take into consideration the strengths of current WYLC members and what additions would be valuable to the committee. Consideration should include skills needed to be replaced due to folks rolling off the WYLC this year.

Any additional qualifications for consideration should be agreed to before discussions of nominees by the recommendation team. Review of materials, request for additional materials, and/or vetting process used should be consistent across all candidates.

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WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

*Please submit report electronically to the
WYLC Chair Jordan Couch (jordan@palacelaw.com) and
Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Maha Jafarey

Region Represented: None

1. Top three recent ways you helped accomplish WYLC's focus areas:

1. Reached out to young attorneys of color to join the WYLC Committee.
2. Conversation with MELAW about possible collaboration.

2. Relevant upcoming events and any opportunities for WSBA, WYLC, and/or community partner collaboration:

3. Any additional items to report or future agenda items:

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

- support new/young lawyers as they transition to practice;
- connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and
- serve as a resource for new/young lawyers through outreach and leadership.

Member: Emily Ann Albrecht
Region Represented: ABA At-Large Rep

1. Are there any ABA YLD initiatives we should know about?

ABA YLD's Embracing Diversity Challenge - due by 3/31/2020 application
a week will be awarded to the top 3 Affiliates (\$1,500; \$1,000; \$500)
to submit reports + recognition at YLD Spring Conference

2. Are there any opportunities for collaboration with the ABA YLD or expanding our projects through the ABA YLD?

ABA YLD's Spring Conference 2020 is in Nashville, TN from
April 29 - May 2 (a joint conference with TIPS)

3. Is there anything you need from the WYLC?

Not at this time. 😊

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

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- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Brian Holden

Region Represented: Pierce County

1. Are there any initiatives with the local young lawyers we should know about?
Not that I can think of at this time.
2. Any recruitment actions were taken in the last 2 months? Were they successful?
I have recruited individuals to come to the social that we are hosting after the next meeting. I haven't received any firm commitments to attendance from the individuals I have spoken with but have received some moderate interest.
3. Any feedback from constituents on WYLC activities?
Nothing that I have received.
4. Is there anything you need from the WYLC?
Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Ian McCurdy

Region Represented: NW Region (San Juan, Whatcom, Skagit, and Island Counties)

1. Are there any initiatives with the local young lawyers we should know about?
 - March 18 Whatcom Young Lawyers Happy Hour
 - April 24 (or thereabouts) new lawyer swearing in ceremony at Whatcom County Courthouse.
2. Any recruitment actions were taken in the last 2 months? Were they successful?
 - Had coffee with two new lawyers in Bellingham.
3. Any feedback from constituents on WYLC activities?
 - None.
4. Is there anything you need from the WYLC?
 - Possibly when I begin organizing May meeting in Bellingham.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

*Please submit report electronically to the
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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Laura King

Region Represented: Other Constituents At-Large Rep (Law students, out-of-state members, LLLT & LPO)

1. Are there any other constituent related initiatives, programs, or tools we should know about?
2. What has been or should be done to further recruit and include other constituents in our work?

I reached out to Gonzaga Law's career services to promote membership on the WYLC.

I participated in a preliminary discussion with a law professor of practice management on resources for new lawyers starting their own practices, and how WYLC can contribute to that conversation.

I started discussing the possibility of collaborating on a Perkins Coie initiative that is geared toward transitioning and/ out-of-state Washington lawyers.

- 3.** Is there anything you need from the WYLC?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Alixanne Pinkerton

Region Represented: South Central

1. Are there any initiatives with the local young lawyers we should know about?

Not initiatives so much but there are quite a number of jobs openings in Yakima the South Central region both in the private and public sector. Anyone that is interested can contact me for information.

2. Any recruitment actions were taken in the last 2 months? Were they successful?

As noted above, the South Central Region is really in need of more new and young lawyers in the area. Spreading the word about employment opportunities by actively discussing opportunities with current colleagues in the area in the hopes that they will notify their various networks.

3. Any feedback from constituents on WYLC activities?

Not at this time.

4. Is there anything you need from the WYLC?

Not at this time.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

*Please submit report electronically to the
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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Brian Neuharth

Project: Debt and New Benefits

1. What did the project team do in the last 2 months?

Brian spoke on the phone with King County Councilmember Kohl-Wells regarding her efforts around 2001-2003 to establish an endowment to assist public lawyers repay loans.

2. What does the project team plan to do in the next 2 months?

Brian is preparing a presentation regarding LRAPs and updated proposals for WYLC consideration.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Approval to present a proposal to the BOG for financial commitment to a statewide LRAP or at least lobbying support.

4. Anything additional you would like to share?

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Representative Report

DUE: 1 week prior to committee meeting

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Julianne Unite (julianneu@wsba.org).*

WYLC Focus Areas:

- *support new/young lawyers as they transition to practice;*
- *connect new/young lawyers with the WSBA programs, services, and activities including pro bono and public service; and*
- *serve as a resource for new/young lawyers through outreach and leadership.*

Member: Alixanne Pinkerton

Project: RRR/ATJ

1. What did the project team do in the last 2 months?

Kept track of BOG/WSBA initiatives regarding “Powerful Communities Project” and how these programs could help recruit attorneys to rural areas and provide legal services to those in need.

2. What does the project team plan to do in the next 2 months?

It would be nice to continue to work on organizing the RRR/ATJ Summit with the Oregon Bar.

3. Do you need anything from the broader WYLC to accomplish your next 2 month goal?

Potentially a determination of how the RRR/ATJ project will be structured.

4. Anything additional you would like to share?

Brian Neuharth shared a great article from the ABA Journal (I’ll note that it would be nice to win a \$90 million plus lottery to help resolve issues related to the recruitment of rural attorneys).

<http://www.abajournal.com/magazine/article/no-country-for-rural-lawyers>

WASHINGTON STATE BAR ASSOCIATION

Scholarship to Attend ABA Young Lawyer Division Meetings

The Washington State Bar Association (WSBA) and the Washington Young Lawyers Committee (WYLC) have prioritized the use of funds to send new and young lawyers to attend American Bar Association Young Lawyer Division (ABA YLD) meetings and/or conferences. This scholarship is designed to:

1. encourage attendance and participation at the ABA YLD meetings;
2. ensure that Washington is represented by Delegates to YLD Assembly at ABA Annual and Midyear; and
3. to create the opportunity for scholarship recipients to bring ideas back to the WYLC about how to engage and serve new lawyers in Washington.

The ABA YLD is a network of over 130,000 members and 300-plus affiliated young lawyer organizations from around the world. Twice a year, at the ABA Midyear and Annual Meetings, the ABA YLD Assembly meets to debate and vote on issues of importance to young lawyers that if passed are recommended to the ABA House of Delegates to become official policies of the American Bar Association.

As a scholarship recipient, you will be given the opportunity to represent the interests of new and young lawyers in Washington State at a national level by participating in the ABA YLD Assembly. Attending the ABA meeting will also give you the opportunity to network with other lawyers, attend CLEs, and learn what other states are doing to tackle important young lawyer issues. You will also review and consider ideas and programs to bring back to WSBA and its WYLC. Scholarship recipients are strongly encouraged to attend plenary and closing sessions and at least one block of programming each day. If you are unsure of what to attend, please reach out to your current ABA YLD District Representative (Emily Albrecht: emilyalbrechtattorney@gmail.com) or current WYLC Chair (Jordan Couch: jordan@palacelaw.com).

The scholarship is designed to partially offset your expenses to attend the meetings. You are encouraged to seek additional funding through the ABA or other resources available to you.

Scholarship for Midyear: There will be five \$250 scholarship awarded to a new and young lawyer to attend the ABA midyear meeting in Austin, TX on February 14-16, 2020. The scholarship will come in the form of a reimbursement.

Scholarship for Annual: There will be four \$500 scholarships awarded to two new and young lawyers to attend the ABA annual meeting in Chicago, IL on July 30 to August 1, 2020. The scholarship will come in the form of a reimbursement.

Responsibilities

Each scholarship recipient is **required** to serve as Washington Delegate to the YLD Assembly at one of the above ABA meetings and attend the following WYLC meeting (either in person or over the phone) to share what they learned that may be applicable to new and young lawyers in Washington State. Scholarship recipients may also be asked to provide a written summary for new and young lawyers via the WSBA new lawyers list serve and/or the WSBA blog, NWSidebar.

Requirements to Apply

1. Applicants must be current members or become members of the ABA YLD.
2. Applicants must be considered "Young Lawyer" as defined in section XII of the WSBA Bylaws at the time of the selection. The WSBA considers an active member a Young Lawyer if at least one of the two criteria below is met:
 - the member has been admitted to practice for fewer than five years (in any state); or
 - the member is under 36 years of age.

Selection Process

The WYLC will select the scholarship recipients for the Annual Meeting at the May 9, 2020 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. For more information, contact newmembers@wsba.org.

WASHINGTON STATE BAR ASSOCIATION

Application for Scholarship to Attend ABA Young Lawyer Division Meetings

Name: _____

Email: _____

Bar No. _____

Employer: _____

Address: _____

Which meeting are you applying for scholarship funding to attend? Please note application deadlines:

<u>Meeting</u>	<u>Dates</u>	<u>Location</u>	<u>Application Deadline</u>
___ Midyear	February 14-16, 2020	Austin, TX	Tuesday, Dec. 31, 2019
___ Annual	July 30 to August 1, 2020	Chicago, IL	Thursday, April 30, 2020

Why are you interested in attending this ABA meeting?

Are you actively involved in any Bar Association programs or projects? If so, please name them and briefly describe your involvement, including any positions held:

Please list any *pro bono* participation and/or activities:

Have you ever attended an ABA YLD Meeting? _____ Yes _____ No

Have you ever attended any other ABA Meetings, and how many?

Scholarship recipients will receive the reimbursement after each meeting by completing a WSBA Expense Report form and including all applicable receipts up to the limit specified in the scholarship they receive. In addition to receipts, scholarship recipients must submit a schedule of ABA YLD events attended. Reimbursement will only be made for expenses for airfare, hotel, registration, or meals (excluding alcoholic beverages) incurred in connection with the meeting.

If you are unable to attend a meeting for which you have been selected as a scholarship recipient, please email NewMembers@wsba.org as soon as possible. This will allow us to award another applicant the scholarship.

Signature _____

Date _____

Please return your completed application by mail or email to: New Member Programs c/o Washington State Bar Association, 1325 4th Ave., Ste. 600, Seattle, WA 98101; Phone: 206.727.8258; Email: NewMembers@wsba.org

Washington Young Lawyers Committee Public Service and Leadership Award

The Washington Young Lawyers Committee (WYLC) will honor four young lawyers with the 2019-2020 Public Service and Leadership Award. Each award recipient will be eligible to attend one free (or no-cost) WSBA-CLE program of up to six credits total to be used within one year of receiving the award. The award recipient's name and photo may be posted on the WSBA website, publications, and/or social media.

Eligibility requirements

Award recipients must meet the "young lawyer" definition in the Washington State Bar Association (WSBA) Bylaws. Under the Bylaws, an active member is considered a young lawyer if at least one of two criteria is met: 1) the member has been admitted to practice for fewer than five years (in any state), or 2) the member is under 36 years of age.

Nomination process

Candidates for the award must be nominated by another individual. To complete a nomination, submit the application below and nominee's resume to newmembers@wsba.org.

Selection process

During the selection process, the WYLC will consider the nominee's leadership in their community and involvement in public service activities as described in [RPC 6.1](#). Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blogpost for [NWSidebar](#) and/or writing an article for [WSBA magazine](#).

The WYLC will select the award recipients at the May 9, 2020 WYLC meeting. All application materials will be included in the WYLC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact newmembers@wsba.org.

Date:		
Nominee Name:		
Firm/Employer:		
Mailing Address:		
City:	State:	Zip Code:
Phone:	Fax:	E-Mail:
WSBA No.		Year Admitted to Practice In Washington:
Nominator's Name:		Relationship to Nominee:

Please complete the questions found on page 2

WASHINGTON STATE B A R A S S O C I A T I O N

Describe the nominee's leadership in his or her local community:

How has the nominee promoted and/or contributed to the legal profession and community?

Describe a situation in which the nominee has "gone above and beyond"?

Additional information:

Submit nomination and nominee's resume to newmembers@wsba.org