

# WASHINGTON STATE BAR ASSOCIATION

## Washington Young Lawyers Committee

Washington Young Lawyers Committee | Seattle, WA  
Saturday, February, 9 2019 | 10:00am – 2:30pm  
Meeting Minutes - Approved

**Present/Phone:** Kim Sandher, Jordan Lee Couch, Mike Mocerri (joined at 11:23am), Zachary Davison, Chelsie Elliott, Ian McCurdy, Alixanne Pinkerton, Brian Neuharth, Catherine Holm, Maha Jafarey (joined at 10:57am)

**Absent:** Colin McMahan (excused), Molly Winston (excused), Nathan Beard (excused), Benjamin Hodges (excused), Alice Bagirova (excused), Emily Ann Albrecht

**WSBA Staff:** Ana LaNasa-Selvidge, Julianne Unite, Paige Hardy, Robin Nussbaum

**Board of Governors (BOG):** Russell Knight (absent)

### **Introductions & Approval of the Minutes**

Kim called the meeting to order at 10:06 a.m. On motion by Jordan and seconded by Brian, the WYLC unanimously approved to adjust the quorum amount by taking into account the current vacant seats on the WYLC.

Kim opened the introductions asking WYLC members to discuss the issues and barriers to recruiting subcommittee members. Several WYLC members mentioned that young lawyers' priorities tend to focus more on work and it is difficult to get people engaged in volunteer opportunities outside their local bars and communities. Kim then stated that if there is anything leadership can do to help, let Kim know.

On motion by Brian and seconded by Jordan, the WYLC unanimously approved the December meeting minutes.

### **Chair-elect and WYLC nominations.**

Brian shared that he applied for the Chair-elect position. Kim mentioned that it seems to be an ongoing issue to get applicants for the Chair-elect position and wanted to identify ways that the committee can encourage people to apply. Jordan asked if we could change the timeline to start later. Ana provided some historical context explaining that when the WYLD transitioned to the WYLC a few years ago, they had to figure out how to align their nominations process with the larger WSBA committee and board nominations timeline, which starts in January every year. Ana further explained that because the WYLC requires regional representation, it makes sense to select a Chair-elect early in order to fill the vacancy in line with the current nominations timeline. Ana then stated that the WYLC may change the timeline for nominating the Chair-elect. Kim asked if they could create an ascension model where once a member applies, they know they will move up to Chair. Ana replied that as long as the WYLC does not create additional positions, it may be done e.g. identify an At-Large seat that will ascend to Chair-elect and then Chair. Jordan and Brian mentioned that people will want at least a year of being familiar with the WYLC before submitting an application for Chair and the current timeline does not afford new members the time to learn about the WYLC before applying. Kim asked that all WYLC members come up with a possible solution to the nominations process/timeline for the Chair-elect position to discuss at the next WYLC meeting in April.

### **Quarterly Contact Emails**

Kim asked that if WYLC members are having issues getting their messaging out, reach out to Kim and Julianne to let them know why. Julianne can also send out the messages on the WYLC member's behalf.

### **Trello**

Kim mentioned that it seems like most WYLC members have not signed up for Trello and encouraged members to sign up because it is helpful for tracking on subcommittee work.

### **FY20 Budget**

Ana reported that WSBA is starting the budget process for FY20 and that the WYLC has three line items (WYLC, Outreach, and Scholarships) in the Member Services and Engagements cost center. Ana emphasized that the WYLC needs to use the Outreach budget, because although it does not seem like the WSBA is at the point where it is looking at cutting back on funds, it would be difficult to advocate for line items that we are not using. Ana further highlighted the WYLC budget line, the WYLC only used \$10,000 of the \$15,000 budgeted last year. The reason why the amount is lower is because the WYLC moved the meeting times to start later, thereby cutting back on hotel costs. Ana stated that if this trend holds up, then in future fiscal years, the WYLC should consider lowering the budget to \$10,000.

As far as timeline, Ana stated that she will need the WYLC's budget recommendation by March 22. Ana further recommended that the WYLC stick with what was done for FY19. If the WYLC wants to request more funds, certain questions must be addressed to help the Budget and Audit know what the overall impact and investment would be. Ana then requested volunteers to work with staff to review and approve the budget. Jordan, Brian, and Ian volunteered to work with Ana. Ana will coordinate a time to discuss with the WYLC.

### **WSBA Programs**

Ana thanked Kim and Brian for attending Open Sections Night on January 31 at the WSBA office and connecting with young lawyers and section leaders.

### **WSBA Public Service Programs**

Paige Hardy, WSBA Public Service Specialist, provided the WYLC with a presentation on WSBA's public services programs, including CLE credit for pro bono work, Qualified Legal Service Providers (QLSPs), Call to Duty/Day of Service, Moderate Means Program (MMP), Remote Legal Services Project with MBAs, and the Pro Bono and Public Service Committee. Paige further explained that she is looking for ways that the WYLC can help recruit attorneys to participate in MMP or identify other ways to collaborate and promote pro bono and public service. Jordan stated that the WYLC's ATJ/RRR Subcommittee is working on similar projects and they would welcome collaborating with WSBA's Public Service Program.

### **Subcommittee Discussion**

- Outreach: Kim stated that the next WYLC meeting is set for April 13<sup>th</sup> in Snohomish County at the Tulalip Tribal Court. Kim further said that usually when the WYLC meets outside Seattle, there is some sort of social/networking event the WYLC hosts after the meeting. Kim suggested

a networking event with older attorneys to entice new members to come to the social. Kim asked WYLC members that if they plan to attend the April meeting to reach out to two attorneys they look up to and ask if they would be interested in coming to the networking event. Kim stated that the social event will probably start after the meeting around 3pm. The location is still to be determined.

- Debt and New Lawyer Benefits: Brian reported that the subcommittee met on Feb. 3 to discuss the history, past goals, and future goals of the subcommittee. For the future, the subcommittee plans to work on a brief bank, student loan debt forgiveness and CLE, and working with the REJI initiative. Ana reported that she will do some research regarding what happened in the past when the WYLC tried to create a brief bank and send that information to Brian. Maha stated that she is currently brainstorming ways to incorporate new lawyers in their efforts.
- ABA Updates: Julianne reported that the WYLC received seven applications for the ABA Midyear Meeting Scholarship and two so far for the Annual Meeting. Julianne also reported that one member received the Midyear scholarship (\$250), and two will receive an Annual meeting scholarship (\$225 each). Julianne encouraged the WYLC to identify a process for recruiting and selecting ABA delegates. Kim suggested that WYLC Regional Representatives reach out to their regions to help recruit delegates. Kim further suggested that At-Large members use social media to recruit. Kim also suggested that Ben's subcommittee as well as other WYLC members develop a proposal for the delegate selection process.

### **WSBA Diversity and Inclusion**

Robin Nussbaum, Ph.D, WSBA Inclusion and Equity Specialist, gave the WYLC members a Diversity and Inclusion training. The training included topics such as WSBA's commitment to diversity and inclusion, dimensions of diversity, inclusion, differences between equality and equity, microaggressions, institutional oppression/racism, implicit biases, and strategies and tools to mitigate biases in decision making. Robin encouraged the WYLC to identify ways to use the information in the training and what they can do differently. Robin stated that the WYLC will get ethics CLE credit for the training, if they have not previously received ethics credit for this training in the past. Robin requested that the WYLC members email Ana and Julianne with their Bar number so Robin can report the credits.

### **Subcommittee Discussion Continued**

- Bylaws and Governance: Mike reported that he did not have an update. Ana reported that the BOG is reviewing applications for the Sections positions on the Supreme Court Structures Workgroup and wanted to give a shout out to Zach for applying. Mike asked what the proposed timeline was. Ana responded that based on the information posted online, the workgroup was supposed to meet in January, but since the workgroup is not yet formed, she imagined it could take another month or two before they meet.

### **Other Announcements**

Jordan mentioned he will not be attending the April meeting. Everyone congratulated Jordan and wished he have a great wedding and honeymoon.

Kim reminded WYLC members that in preparation for the April meeting, members should:

1. Contact attorneys re. the networking event after the April meeting
2. Come up with a proposal for the Chair-elect nominations process
3. Come up with a proposal for the ABA delegate selections process

**Adjournment**

On motion by Jordan and seconded by Brian, the WYLC unanimously approved to adjourn the meeting at 12:43 p.m.