WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee Meeting | Richland, WA
Saturday, July 27, 2019 | 10:00 a.m. – 2:30 p.m.
Conference call option available: 1-866-577-9294 Passcode: 57240

AGENDA

10:00 a.m.	Introductions Approval of Minutes	Kim Sandher, Chair
10:15 a.m.	WSBA Updates	Kim Sandher, Chair Ana LaNasa-Selvidge Julianne Unite
10:30 a.m.	BOG Report	Russell Knight, At-Large Young Lawyer Governor
10:40 a.m.	Subcommittee Discussion - Bylaws and Governance Update (30 mins) - Future of the Bar Discussion (30 mins)	Kim Sandher, Chair Mike Moceri, Immediate Past Chair Jordan Couch, Chair-elect Brian Neuharth, Pierce County Rep
12:00pm	Break for lunch	
12:15pm	Subcommittee Discussion Continued - Debt Committee Update - ABA update (scholarships and information about previous ABA meeting) - Awards update	
1:15 p.m.	Planning - Better communication to new and young lawyer - End of year social event	Kim Sandher, Chair Ana LaNasa-Selvidge Julianne Unite
2:30 p.m.	Adjournment	Kim Sandher, Chair

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.

2018 - 2019 WYLC Meeting Schedule

October 13, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
December 8, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
February 9, 2018	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle
April 13, 2019	Meeting: 10:00 am – 2:30 pm	Tulalip Tribal Court, Tulalip
July 27, 2019	Meeting: 10:00 am – 2:30 pm	Marriott, Richland
September 14, 2019	Meeting: 10:00 am – 2:30 pm	WSBA Offices, Seattle

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

Washington Young Lawyers Committee | Tulalip, WA
Saturday, April 13, 2019 | 10:00am – 2:30pm
Meeting Minutes

Present/Phone: Kim Sander, Mike Moceri, Nathan Beard, Alice Bagirova (joined at 12:58pm), Colin McMahon, Chelsie Elliott, Emily Ann Albrecht, Ian McCurdy, Brian Neuharth, Benjamin Hodges, Alixanne Pinkerton
Absent: Jordan Couch (excused), Molly Winston (excused), Maha Jafarey (excused), Catherine Holm (excused), Zachary Davison (excused)
WSBA Staff: Ana LaNasa-Selvidge (left at 12:15pm), Julianne Unite
Board of Governors (BOG): Russell Knight (left at 12:32pm), Rajeev Majumdar (left at 12:32pm)
Public: Darrias Sime

Introductions & Approval of the Minutes
Kim called the meeting to order at 10:01am. Alicia Horne, Court Director of the Tulalip Tribal Court welcomed the WYLC. Alicia stated that the court is seeking criminal conflict attorneys and guardian ad litem services and to contact her if anyone is.

On motion by Ian and seconded by Brian, the WYLC unanimously approved the February meeting minutes.

Chair-elect and WYLC nominations
Kim announced that the Chair-elect will be Brian Neuharth. Kim thanked Brian for stepping up and applying for the position. Discussion ensued regarding how to recruit for this position, since not many people apply with such an early deadline. Mike suggested setting time aside at a meeting to discuss the position responsibilities and time commitment. Emily stated that she was approached to apply this year, but with her role as ABA District Representative, the amount of work would be unmanageable. Ana added that the WYLC normally solicits applicants in December to align with the larger WSBA committee nominations process, but that sequencing could change to a February deadline to give folks more time to understand the WYLC and the role. Ana further stated that staff will review the current nominations policy, send to leadership team, and any proposed changes could be voted on at the next WYLC meeting. Ian asked if there was a Chair-elect position description. Ana replied that nothing formal exists, but drafting one would be something to consider.

Kim announced that the leadership team reviewed the applications for WYLC positions, and forwarded recommendations to the Board of Governors for final approval. Julianne mentioned that the North Central position is still vacant. Kim asked for WYLC members to reach out to people in that area and encouraged them to apply.

Quarterly Contact Emails
Kim reminded WYLC members that the quarterly contact emails need to go out. Kim also stated that Julianne can assist in sending out the messages if members are having trouble.

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. Brian stated that his subcommittee is still figuring out projects and deadlines, but once that is decided, he anticipates the subcommittee will start using Trello.

Annual Report
Ana reminded everyone that at the beginning of June, all WSBA committees, boards, and councils have to submit their annual report. Usually, the leadership team drafts the report. Kim told the WYLC to reach out to Kim, Mike, or Jordan if they have ideas or anything to add. Rajeev mentioned that the committee that reviews the annual reports primarily looks at the first page and looks at whether or not the WYLC addressed the feedback they received from the previous year. Kim was thankful that a BOG member was in attendance and giving direct feedback. Rajeev also mentioned that diversity is one of WSBA's core values and that the reviewing committee also tends to focus on that.

Leadership Tips from a Current WSBA Leader
Russell introduced the WYLC to Rajeev, WSBA President-elect. Rajeev began his presentation talking about his background growing up as a Hindu and person of color in Idaho. Rajeev provided an overview of his background and impressed upon the committee the importance to get involved with communities because people look up to lawyers. Rajeev started to get more involved with WSBA when he first heard stuff about a WSBA referendum to reduce license fees. Rajeev then heard about WSBA Bylaws changes and that is how he got interested in getting more involved and applied for a WSBA leadership position. Rajeev studied what was going on at WSBA and reported back to membership.

Rajeev then started discussion about current happenings at the WSBA. First, Rajeev mentioned what he was stressed about the legislation that originally was about repealing the State Bar Act. To Rajeev, the most important thing is that membership has an important role in the regulation of law. Rajeev stated thanks to WSBA lobbying and letters to legislature by members, the bill changed substantially and saves some democratic process for members and moved the implementation date to July 2020. Kim asked for an explanation of the bill. Rajeev said every year, a bill is proposed to abolish the State Bar Act. The Bar Act was adopted in 1935 to codify the WSBA under the supervision of the Supreme Court and established the Board of Governors and election procedures. Rajeev then stated the proposed bill would destroy WSBA overnight. Russell mentioned that the fundamental problem with the bill is the lack of a clear plan to go forward. Russell stated that the work Rajeev is doing, which a lot is behind the scenes, is to make the outcome of the bill less dramatic. Russell stated that what the bill looks like now would help make way for the profession of law to remain self-regulated. Brian asked if that means all subcommittees would go away. Rajeev stated that WSBA would go away, but the best interpretation of the bill empowers the court to create an entity that is exactly the same as WSBA.

BOG Report

- **Structure of the Bar/EHSB 1788/Litigation in General**: Russell began by talking about the Keller Deduction, which is based on the *Keller* case that states one cannot be compelled to pay for

"political activity". On the license form, there is a Keller Deduction that members can select to opt out of paying for WSBA "political activity". Russell further explained that Keller relied on a case called *Abood*. Another case, *Janus*, overturned *Abood* last year. *Janus* does not explicitly state that mandatory bar associations are a problem, rather it is about unions, but it overturned *Abood,* the defining case in which *Keller* relied upon. Russell further explained there are differences between mandatory and voluntary bars; however, there is a grey area of what is mandatory vs. voluntary. For example, there is a good argument that diversity and inclusion work should be mandatory. Russell reported that Justice Fairhurst has formed a Bar Structure Workgroup to review and make recommendations on the future structure of the WSBA, given the recent case law. Russell mentioned that WYLC member Zach applied to serve on the workgroup and hopes that Zach attends the workgroup meetings. Russell encouraged everyone else on the WYLC to also attend. Russell reported that the workgroup should be done by July. The workgroup will look at issues and propose a framework of where the WSBA goes. Russell said that the WYLC could have a large influence on the workgroup if members just show up. Ben asked how many states have mandatory integrated bars. Russell replied that most western states have mandatory integrated bars. The east coast has mix of mandatory and voluntary. Russell mentioned that in those states without mandatory or integrated bars, justice is still getting done and that the fundamental nature of the profession will probably not change dramatically. Rajeev stated that other mandatory integrated bars are organized differently. Rajeev said that the WSBA is geared toward member services and it is important to take care of each other and foster relationships to make a better society. Brian asked if all of the voluntary functions could possibly be lumped together. Russell replied there are multiple ways this could happen. For example, the Tacoma Pierce County Bar Association (TPCBA) is a great organization that is completely voluntary. The TPCBA still does great work and not everyone in Pierce County is a member. It is a model that could be followed. Ben replied that those voluntary associations have seen membership declining. Rajeev said it depends on regions as well. It's unknown what Washington would be like. Russell said that it would be ideal not to increase the price to be a member of a mandatory and voluntary organization. Russell further stated that the range is so broad of what the mandatory license fees could be and that the stakes are not the same for mandatory and voluntary associations. Ben mentioned that it is interesting of who has a say and how it changes. Ben further explained that what voluntary associations heavily rely on are the big firms and big firms have a huge influence on local/voluntary bar associations. Russell said that applications for volunteer positions at the WSBA as a whole is down across the entire organization. Ana explained that for some committees yes and for others no. It is interesting that some programming numbers are going great and others are not. Russell said there is a chilling effect due to the uncertainty of the organization. Ian asked about employee morale at WSBA, it seems like it may be difficult for employees. Ana replied that it is rough and the articles from *The Seattle Times* don't help.. Ana further explained that what we are trying to recognize that there is a lot of uncertainty. We are trying to instill in staff that it will be bumpy and staff will need to make decision on what matters to them. At end of day, there is a lot good programming we need to get done and members we need to serve. Rajeev said that there is no other person in the entire world that he would support in this time period than Terra Nevitt.

Ana added that for the structures workgroup, the recordings are online, you can go back and watch it to get back up to speed, encourage folks to do that to be more informed. Kim asked how people can voice their opinions. Rajeev said he will circulate a link to find the senator in their district and contact them. Kim asked about whether one of the BOG members was suing the WSBA. Russell clarified that Dan Bridges filed a tort claim. Rajeev mentioned Dan amended the claim to remove monetary damages and that the nature of the claim is a whistleblower retaliation. Russell said he is still on the BOG. Kim asked what do we tell people when they ask why is Dan still on the BOG. Rajeev said it could be seen as more retaliation to fire him. Rajeev further explained that BOG members can be removed in a number of ways 1) by membership or 2) by BOG. Russell said that none of the methods to remove a BOG member have happened. Emily asked what Dan blew the whistle about. Rajeev referred the WYLC to look at *The Seattle Times* articles. Russell said that the precursor to Dan's claim is WSBA staff Kara Ralph who made claims of alleged sexual harassment by Dan when he was a governor-elect at the time. When Kara reported, she claimed that she was retaliated against for reporting it. Kara filed a lawsuit against WSBA about what the WSBA did once she reported it. Ben asked if WSBA has training and procedures for reporting. Rajeev said BOG has anti-retaliation training. Russell said the best source of these lawsuits are the pleadings themselves.

- **Status of Executive Director (ED):** Russell acknowledged that a lot of members have good questions about Paula's termination (9-4) by BOG and Terra's appointment. Russel further expressed that everyone is trying to do what they think is best for the WSBA. Russell stated that the BOG greatly appreciates many of the things Paula has done e.g. how well-oiled this machine is, the programs like the WYLC run well and Paula had a very involved role. Russell explained that a lot of the discussion was about how much should be on the ED and how much should be on the members. Russell further explained that on advice of counsel because Paula may file suit, they are not supposed to talk about the reasons behind Paula's termination and it is frustrating to the BOG because they recognize people want the details. Russell stated that Lincoln Beauregard brought a lawsuit against WSBA to reinstate Paula. The court denied to reinstate Paula, but ruled that the WSBA is subject to Open Public Meetings Act (OPMA), which contradicts a prior case. Whether it is or not, Russell stated that more transparency is better, even if they are not required to be transparent. Russell mentioned that the articles in Seattle Times are generally accurate. Kim asked about what was stated in Beauregard's lawsuit about a secret meeting in January and whether the court ruled on that. Russell explained that the BOG met in a published meeting called executive session as permitted by the Bylaws for litigation and personnel matters. Russell clarified that the nature of the discussion in executive session was about reviewing the performance of the ED. Rajeev clarified that the BOG took the vote publicly in March. Kim asked whether it means the BOG can't have executive session. Rajeev reported that he watched a training on OPMA and there is a lot of things in the WSBA Bylaws that directly contradict OPMA. Rajeev said the effect of the ruling is that personnel discussions should be done in an open public meeting and that is concerning. Russell mentioned one of the concerns to keep personnel issues private is for protection of the employee. Kim asked if the ruling affects the WSBA. Russell mentioned that the Washington Supreme Court will ultimately review this. Russell said it does not matter what the result is, it's not bad if every single email and discussion

is subject to public disclosure. Ben asked if they could comment on the WSBA Foundation. Rajeev stated that president resigned from the BOG. Russell said the new director is Kristina Larry. Russell mentioned Board has appointed Terra Nevitt to serve as interim. Russell further stated that Terra has been involved and the WSBA is in very good hands with her. Rajeev said the theme is collaboration and build bridges.

- **Malpractice Insurance:** Russell reported that a taskforce was put together about a year ago to make recommendations on whether malpractice insurance should be mandatory. Currently, the WSBA requires disclosures of whether or not a member carries insurance. Russell also reported that only two states require malpractice insurance, Idaho and Oregon. Russell explained that from those he talked to, the vast majority are opposed to mandatory malpractice insurance or request for an exception for their specific situation. Rajeev mentioned about 86% of lawyers in Washington already have malpractice insurance. Emily asked for the reasons people are opposed. Russell replied cost is a big one, but also that people don't want to be forced to do it. Russell said the focus should be on what is the problem we are trying to solve. Malpractice insurance has no impact on whether client has a claim. Russell mentioned that Hugh Spitzer said there was no evidence that there is anyone that had a cognizable claim against a lawyer, sued the lawyer, was awarded a judgment, but was unable to recover judgment. Russell stated that one issue is whether a lawyer is willing to represent a harmed client against another lawyer who does not have malpractice insurance. Russell further reported that in Oregon, claims against lawyers jumped dramatically after malpractice insurance became mandatory. Russell thinks the BOG will reject the proposal to mandate malpractice insurance for everyone, but approve another proposal to mandate 1) informed consent from client and 2) attendance at a specific CLE as condition of licensing. Ben mentioned that for young lawyers, there has been more new lawyers starting their own practice. If more and more young lawyers are opening their own practice, most won't be able to satisfy a judgment. Russell said that the BOG is meeting on April 22 from 1-5pm for a public session about this topic at the WSBA office and that everyone will have opportunity to say something. Rajeev encouraged everyone to talk to their district governors and at-large governors. Ian asked about the impact to members who live out of state, but are licensed in Washington. Russell replied it is still unknown.
- **President-elect and At-large seat:** Rajeev stated that the deadline to apply April 22. Rajeev encouraged WYLC members to consider applying. Rajeev said he has never seen the BOG more unified and working collaboratively and enjoys getting to know each member, who represent a variety of backgrounds. Rajeev expressed deeply appreciation of the leadership of the WYLC and putting forth the effort. Russell stated the BOG is a diverse group with a common goal of advancing the profession of law and finding a compromising way of doing it. Rajeev stated that his goal is by fall of 2020 to get the BOG to gender parity. Kim thanked Russell and Rajeev for taking the time to attend the WYLC meeting and explain the happenings at WSBA.

General Updates

Ben reported that if anyone will be in Seattle on May 16, Foster is sponsoring a Veterans Consortium for anyone interested in training and doing pro bono work for veteran clients. Participants will be provided

a mentor and law student assistant. Ben stated he has been taking cases from them for about a year or so and it is a great program. Ben can send a link to the website if members are unable to find it online.

FY20 Budget

Brian said the Budget subcommittee met on March 8 to gather information and draft a budget. Brian further explained that the WYLC gets $20,000 from WSBA's annual budget of about $23 million. Brian suggested that it is probably not a good idea to ask for more money right now so what the subcommittee discussed was moving money around. The subcommittee looked at what has been spent in the past on outreach and suggested move $500 from outreach to ABA scholarships. Discussion ensued on how to split up the funding. On motion by Colin and seconded by Emily, the WYLC unanimously approved the proposed budget as submitted in the materials.

Subcommittee Discussion

- Outreach: Kim asked Colin if the subcommittee is planning on hosting an event in Richland. Colin said he will work on that and get in touch with Ryan Griffee. Kim said she wants to focus on a mentorship type event and wants more experienced attorneys there too. Colin reported that they are hosting a social today. Maha is working on mentorship programs through the law schools and maybe have an event in Spokane with Gonzaga and in Seattle partnering with UW and Seattle U. Colin mentioned that a great way to get new lawyers acquainted with the committee is to start at law school. Kim suggested reaching out to law students during graduation or at swearing-in ceremonies. Brian asked if there was a statewide swearing in ceremony. Colin replied there is not one and mostly local counties organize their own. Kim said maybe the WYLC could focus on giving swearing-in ceremony information to people and post on the website. Colin thanked Alice for getting the food set up for today'.
- Debt and New Lawyer Benefits: Brian mentioned that one of the things they are talking about is the Race Equity Justice Initiative (REJI) toolkit. REJI talks about how organizations can promote race equity. Brian asked if Chelsie and another could review and conduct the organizational assessment. Chelsie mentioned that some things did not apply and that there may be some way to tweak the assessment for smaller organizations because it seems like it was written for larger organizations. Maha and Brian went to diversity mixer in Bellevue and Brian plans to attend another diversity mixer in Tacoma on May 14. Brian asked whether it was appropriate for WYLC to lobby for the public service loan forgiveness program, but thought now is not the time to do it. Kim agreed it might not be the right time. Brian mentioned individual members are free to lobby in their own. Colin said that the best way to move forward is to draft a statement and then the WYLC can vote on whether they want to support that statement. Brian also stated they are working with WSBA staff to put on the Financial Focus CLE in August. Brian also talked to Colin about last year's CLE. Colin stated that at this time last year, they narrowed down what they want the CLE to be about and then from there, worked on scheduling speakers. Chelsie stated that she will work with Destinee Evers regarding changes to the WSBA website e.g. custodianship program.

- Awards: Emily reported that Public Service and Leadership Award nominations are currently being accepted until May 4 and that people were pleased about last year's *NWLawyer* article about the recipients.
- RRR/ATJ: Alixanne reported that for the RRR Summit, they are trying to determine what type of attorneys are available for folks in the areas. Alixanne said they originally focused on workers compensation claims, but didn't get enough data or correlation. The subcommittee will get county data on divorces and look at pro-se filings, those seeking services through agencies, and those seeking attorneys through the traditional way. The subcommittee is working through identifying barriers for people getting representation for complex matters. The subcommittee is talking about pairing up with Oregon to co-host this summit. Oregon appointed a team to identify what Oregon and Washington can do together and Jordan is in contact with them. Alixanne also reported that they submitted a proposal for the ATJ Conference. They were encouraged to go, but they wouldn't have their own session. Jordan and Alixanne talked about potentially going to ATJ Conference in June in Spokane.
- Bylaws and Governance: Mike reported that they are in hiatus right now because of what was previously talked about earlier in the meeting. Mike asked for direction on what the WYLC wants this subcommittee to do. Mike reported that they would focus on changing the name of the WYLC. Kim asked why they were thinking about changing the name. Mike reported one reason is because "young" was not capturing those that were new, but not young. Kim said when she thinks young, she thinks young in practice, not age. Ben says it's a great idea but does not think it will result in getting more people involved. Kim said she doesn't agree with using "new" lawyers because that also won't capture those that are not new, but young. Emily mentioned that the ABA was talking about changing qualifications of young lawyers to expand to 10 years of practice. Mike clarified those are different things 1) name change and 2) qualifications. Mike said there is also a third issue of tolling e.g. pausing the time qualification for events like those taking time off for parental leave. Mike proposed putting the subcommittee on hiatus. Kim stated she doesn't think that the subcommittee should go on hiatus, but continue to do the work and have something prepared so that when it is okay to move forward, they have it ready. Mike said the subcommittee will be working on proposal and have something ready for next meeting for the WYLC to review.
- ABA Updates: Kim mentioned she wanted to talk about process for selecting ABA delegates, since lately it has been a struggle for recruiting. Emily clarified that they need 10 delegates total each year. Ben proposed making all scholarships $250. Julianne asked the ABA subcommittee to draft a proposal for the ABA delegate application and selection process and have it ready for WYLC vote at next meeting in July. Ben also suggested that the WYLC should come up with a process for nominating new and young lawyers for national awards. Kim asked if the ABA had a RRR grant available. Julianne replied they did and the deadline for this year was last October. Kim asked Alixanne if RRR subcommittee was planning on applying for the grant next year. Alixanne confirmed it was on their radar. Kim suggested maybe filling out the old form and having it ready by July meeting. Emily said she will see if she can find more information about the grant and report back in July.

Regional and At-large Highlights

- Colin reported he is reaching out to Snohomish County YLD. He is now connected with their chair and trying to increase involvement.
- Alixanne reported that with her new job, she got in touch with new attorneys and those she hasn't met before and recognized the need for more government attorneys in the area. Alixanne stated that the county is sponsoring an event where folks are going to hike nature conservatories in the area.
- Brian reported that he and Maha attended diversity mixer in Bellevue and that young lawyers in Tacoma are focused on casino night. Brian also volunteered as a mock juror for WSBA's Trial Advocacy Program.
- Kim reported that Cat has been doing lunches and meeting with young lawyers.
- Chelsie reported that their local young lawyers hosted a CLE a week or two ago and had a fantastic turnout. Chelsie also reported that they have Inns of Court, which is a great way to meet attorneys and people on the bench.
- Emily will be going to the ABA YLD spring conference in D.C. in May. Emily also emphasized that they really need delegates for the August ABA Annual Meeting. Emily asked if anyone was a member of Defense Research Institute (DRI) because she is state chair and is recruiting a Vice Chair. If anyone knows anyone interested, get in contact with Emily. Emily mentioned she is involved with Birthday Dreams, a non-profit that throws birthday parties for homeless children. Emily encouraged people to volunteer.
- Ian is continuing to nurture the Whatcom Young Lawyers Group. On April 25, they will have joint happy hour with the Washington Women Lawyers Whatcom division. Kim asked if Ian just created the young lawyers division. Ian said he did started it with Esther Hyun. Brian asked if local bar provided funding for the group. Ian replied no, it's pretty informal.
- Kim reported that Maha attended the diversity mixer with Brian. Maha is involved with U.S. Small Business Administration and met with law students.
- Alice reported she recently became VP of the East King Bar Association and they are organizing a swearing in ceremony. Alice also works with the Slavic Bar association and are discussing what they could be doing.

General Updates

Julianne encouraged everyone to book rooms for Friday night in Richland. Ben asked when we would know if Saturday could be reimbursable. Julianne said generally, Saturday would not be reimbursable, unless reasonable. Julianne will let the WYLC know whether Saturday night would be reimbursable as soon after she touches base with Ana regarding the budget.

Adjournment

On motion by Brian and seconded by Emily, the WYLC unanimously approved to adjourn the meeting at 2:22pm.

WASHINGTON STATE BAR ASSOCIATION

Washington Young Lawyers Committee

At-A-Glance Calendar

October 1, 2018 – September 30, 2019 (FY 2019)

OCTOBER 2018			
	Celebrate Pro Bono Week (Oct. 21 – 27)		
13	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
NOVEMBER 2018			
15	MentorLink Mixer: Government	5:00 – 7:00 pm	Hotel RL, Olympia
16	**BOG Meeting**		WSBA Conference Center – Seattle
DECEMBER 2018			
1	*Identify chair-elect for FY19*		
3	ABA Affiliate Quarterly Reports due		
8	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
31	*WYLC Chair-elect selection due*		
JANUARY 2019			
	Celebrate mentorship month		
	Committee application cycle opens		
10	MentorLink Mixer: Rainmaking	5:00 – 7:00 pm	Red Lion Hotel - Bellevue
17-18	**BOG Meeting**		WSBA Conference Center – Seattle
25-27	ABA Midyear Meeting		Las Vegas, Nevada
31	Open Sections Night	5:00 – 7:00 pm	WSBA Conference Rooms – Seattle
FEBRUARY 2019			
	2019 committee application cycle closes		
	Identify FY20 goals and projects for WYLC		
9	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
MARCH 2019			
	Budget requests from WYLC due. Next FY budget planning discussions begin with BOG & Staff		
7-8	**BOG Meeting**		Hotel RL, Olympia
20	MentorLink Mixer: Solo and Small Firm	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
29	ABA Affiliate Quarterly Reports Due		
	New committee selection process begins.		
APRIL 2019			
13	**WYLC Meeting**	10:00 am – 2:30 pm	Tulalip Tribal Courthouse – Tulalip
13	**WYLC Social**	3:00 – 5:00 pm	The Independent Beer Bar - Everett
MAY 2019			
8	Mentorship Mixer: Alternative Careers	12:00 – 1:30 pm	WSBA Conference Rooms – Seattle
16-17	**BOG Meeting**		Hilton Garden Inn, Yakima
JUNE 2019			
	Annual Committee Reports due to the Mission Performance and Review Committee		
	New Committee appointments are made.		
JULY 2019			
26-27	**BOG Meeting**		Marriott, Richland
26	**WYLC dinner with the BOG**	6:00 pm	Richland
27	**WYLC Meeting**	10:00 am – 2:30 pm	Marriott, Richland
27	**WYLC Social**	3:00 – 7:00 pm	Art in the Park/Goose Ridge, Richland
AUGUST 2019			
8-10	ABA Annual Meeting		San Francisco, CA
14	**WYLC Financial Focus CLE**	1:00 – 3:00 pm	WSBA Conference Rooms – Seattle
SEPTEMBER 2019			
14	**WYLC Meeting**	10:00 am – 2:30 pm	WSBA Conference Rooms – Seattle
14	**WYLC Social**	TBD	Seattle
26-27	**BOG Meeting**		WSBA Conference Center – Seattle

Updated July 2019

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

Proposed Meeting Dates

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

- Saturday, November 9, 2019 at WSBA Office in Seattle
- Saturday, January 11, 2020 at WSBA Office in Seattle
- Saturday, March 14, 2020 at WSBA Office in Seattle
- Saturday, May 9, 2020 at TBD (Peninsula Region or Pierce County)
- Saturday, July 11 or July 25 at Northwest Region
- Saturday, September 12, 2019 at WSBA Office in Seattle

WSBA COMMITTEE/BOARD ANNUAL REPORT FY 19: October 2018 – September 2019

Washington Young Lawyers Committee Chair: Kim Sandher Staff Liaison: Julianne Unite, Ana LaNasa-Selvidge BOG Liaison: Russell Knight	Size of Committee: 18 Direct expenses: *to come* Indirect expenses: *to come* Number of FY20 Applicants: 13

Background & Purpose:
The Washington Young Lawyers Committee (WYLC) derives its authority from the WSBA Bylaws, WSBA Board of Governors (BOG) Committees and Boards Policy, and WYLC Appointment Policy.

Per Section XII.A of the WSBA Bylaws, the WYLC's purpose is to encourage the interest and participation of:

1) new and young lawyers and law students in the activities of the WSBA;
2) developing and conducting programs of interest and value to new and young lawyers consistent with the focus areas of public service and pro bono programs, transition to practice, and member outreach and leadership; and upholding and supporting the Guiding Principles of the WSBA.

Strategy to Fulfill Purpose:

This year's focus on fulfilling the WYLC's purpose involves seven key areas:

1. Outreach and communication;
2. Debt;
3. Public Service and Leadership;
4. Rural Placement Pilot Project;
5. Northwest Regional Summit;
6. ABA YLD Representation; and
7. PREP

The accomplishments and FY19 goals outlined in this document reflect how the work of the WYLC addresses these priorities and fulfills the purpose of the WYLC. These priorities are focused on the four key areas identified in the November 2014 new lawyer survey and July 25, 2015 Generative Discussion of the BOG with the WYLC for key issues facing new and young lawyers: Employment, Debt, Community, and Leadership.

Each member of the WYLC is required to join a subcommittee focused on the above focus areas and are tasked with recruiting members outside the WYLC to help accomplish the goals of each.

2018-2019 Accomplishments and Work in Progress:

Outreach and Communication

1. The WYLC's goal this year was to connect new/young lawyers with WSBA programs, services and activities (for example, the Job Seeking Assistance Program). We updated the WSBA website to better reflect what the WYLC does and restructured the quarterly contact emails in an effort to make them easier to read.
2. The WYLC has had networking events after our in person meetings and has encouraged all WYLC members to check in on social media, post pictures, and liked and shared these posts. We have also been using our Facebook page, which we now have access to, for this purpose. The last meeting in Snohomish County partnered with the local tribal court and bar association and regional representatives to be more inclusive of those outside the Seattle area. We will be doing something similar in Richland, WA this July.
3. Attended WSBA events hosted around the state, including Open Sections Night, WSBA Diversity Community Networking Events, and MentorLink Mixers.
4. The WYLC is currently still working on finding the best way to get new admittees information about these events. One thing we are working on doing is getting in touch with law schools in Spring and possibly at graduation so law students are aware of the resources available to them once they pass the bar.
5. Explored opportunities to connect with county young lawyer divisions and other new and young lawyer communities, and identified opportunities to develop local CLEs that would benefit new and young lawyers.
6. Will be working on sponsoring an event at the end of the bar year to highlight and celebrate award recipients, scholarship recipients, and young lawyer liaisons. This may be in collaboration with local bar associations.

Debt

1. WYLC continues to advocate and promote the financial planning resources WSBA currently provides.
2. The WYLC is partnering with the New Member Education team to develop another Financial Planning CLE to be delivered this August. This seminar will be free to anyone within their first five years of practice and will focus on assisting new and young lawyers to manage their student loan debt.

Public Service and Leadership

1. Public Service and Leadership Award—to expose new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer*

highlighting the impact of the each lawyer's work in the community. Applications have closed and selections will take place later on in June.

Rural Placement Pilot Project

1. This project is in the development phase, but it has been put on hold for this fiscal year because the uncertainty of WSBA's future structure is currently unknown. If it is eventually launched, WYLC will work with staff to connect regional representatives with fellows, help identify counties to participate in the pilot, and provide support for the program.

Northwest Regional Summit

1. WYLC is working on co-hosting a summit in partnership with the Oregon New Lawyers Division. The focus is on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals in rural communities.
2. The WYLC plans to apply for an ABA Regional Summit Subgrant for this.

ABA YLD Representation

1. The WYLC worked this year with the ABA YLD District Representative (DR) to select delegates for the ABA YLD Assembly at the ABA midyear and annual meetings to create a stronger connection between the ABA YLD and WYLC so that information is reported back to our meetings.
2. We put a process in place for selecting delegates who are going to be voting on behalf of the WA state young/new lawyers.
3. The WYLC is also administering subsidy scholarships to new and young lawyers who attend ABA meetings as delegates. The WYLC has opened the scholarship and will select two scholarship recipients. Recipients will write a NWSidebar blog post highlighting what they learned from attending the ABA meeting, report back to the WYLC, and provide content to be shared in the WYLC Quarterly Contact emails.

Preadmission Education Program (PREP)

1. WYLC is working with staff to support the preadmission education program and working with local and minority bar association to host live PREP Programs.

2019-2020 Goals:

1. ABA YLD Representation—The WYLC will continue to provide the ABA YLD Meeting Scholarships for new and young lawyers attending ABA meetings as delegates. Scholarship recipients will share resources with the nearly 7,000 new and young lawyers in Washington by: (1) writing a NWSidebar blog post highlighting what they learned that is of benefit to new and young lawyers in Washington State, and (2) providing content to the WYLC to be shared in the WYLC Quarterly Contact emails. The WYLC will also work closely with the ABA YLD District Representative and scholarship recipients to identify additional ABA opportunities of value to new and young lawyers.

2. Public Service and Leadership Award—to connect new and young lawyers to the value of public service and leadership, the WYLC will award four Public Service and Leadership Awards to new or young lawyers and write an article for the *NWLawyer* highlighting the impact of the new lawyer's work in the community.
3. Summit—the WYLC will co-host the Northwest Regional Summit in partnership with the Oregon New Lawyers Division in 2020. The WYLC will focus on developing a summit that leads to proposals and recommendations for the region to address concerns of legal professionals and access to justice in rural communities.
4. Outreach and Communication—it is vital to connect new and young lawyers with WSBA programs, services, and activities. To accomplish this, the WYLC plans to:
    a. Work on a stronger social media presence by liking, posting, and sharing relevant content and WSBA posts with their new and young lawyer social networks.
    b. Focus on developing in-person outreach/communications/events/mixers in partnership with WYLC regional representatives and local bar association young lawyer divisions.
    c. Determine the best way of distributing a calendar of new lawyer regional events for the year to new admittees.
5. Preadmission Education Program (PREP)—work with WSBA staff to support PREP and work with local and minority bar associations to host live PREP programs.
6. Rural Placement Pilot Project—depending on the Bar Structures Workgroup and the Courts decision, the WYLC will work with staff to connect WYLC regional representatives to fellows, help identify counties to participate in pilot, and provide additional support for this pilot program.
7. Investigate opportunities to help new and young lawyers with debt relief and financial planning. Begin implementation of at least one program and present it to the ABA YLD.

Please report how this committee/board is addressing diversity:

1) *Are you using any of the tools provided by WSBA and if so, how? 2) Have you sought out training or consultation from the Inclusion and Equity Specialist? 3) How have you elicited input from a variety of perspectives in your decision-making? 4) What have you done to promote a culture of inclusion within the board or committee? 5) What has your committee/board done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession? 6) Other?*

1. The WYLC received training from the WSBA Inclusion and Equity Specialist in February 2019. Also at that training, WSBA staff presented the results from the Race Equity Impact Analysis Tool and WYLC demographic trends over the years.
2. Dana Barnett facilitated discussion about working with the MBA's at our December meeting.
3. We have made a lot of progress in selecting new committee members next year that is diverse in gender, location, background, nationality.

Please report how this committee/board is addressing professionalism:
1) Does the committee/board's work promote respect and civility within the legal community? 2) Does it seek to improve relationships between and among lawyers, judges, staff and clients? 3) Does it raise awareness about the causes and/or consequences of unprofessional behavior? 4) Other?

1. The WYLC regularly invites speakers to educate WYLC members and guests on various topics so that members have the information they need.
2. The WYLC seeks to build and maintain relationships between all new and young lawyers and the legal community. The WYLC hosts outreach events across the state to build relationships with new and young lawyers. Additionally WYLC members attend WSBA events on behalf of their districts and the new and young lawyer community to build relationships with other members of the legal profession.
3. The WYLC is on-boarded to understand WSBA communication norms, values, and conflict resolution expectations. Over the course of the year, the WYLC has continued to discuss the value of following the communication norms and consequences of failing to do so. A major theme this year has been on increasing communication between members of the community as a whole. We've focused on social media and closer interaction with the BOG.

Please report how this committee/board is integrating new and young lawyers into its work:
1) How have you brought new and young lawyers into your decision making process? 2) Has the committee/board supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities? 3) Other?

1. The WYLC is entirely made up of new and young lawyers.
2. Yes, the WYLC focuses entirely on these topic areas.

Please report how this committee/board is addressing the needs of the public:
1) How is the public impacted by your work? 2) Has the committee/board sought input from the public, and/or communicated its work to the public? 3) Other?

1. Public has interest in having competent representation. As new and young lawyers come in, this committee helps those lawyers navigate through difficult issues.
2. We have a subcommittee dedicated to access to justice.
3. We have been using our Facebook page to interact with the public and make young lawyers more accessible to young lawyers.
4. Committee continues to explore ways to include community involvement either by attending meetings or inviting them to come to events.
5. WYLC encourages all new and young lawyers to participate in public service.

FY19 Demographics:

- Gender (Female: Male: Not Listed): 8:9:0 (1 did not answer)

- Number of members self-identified with a racial/ethnic under-represented group: 3 (2 did not answer)
- Number of members self-identified as having a disability: 0 (0 did not answer)
- Number of members self-identified as LGBT: 0 (1 did not answer)

Washington Young Lawyers Committee
Nomination Summary Sheet, 2019-2020

BOG action: Appoint

Committee size: 18

- Number of continuing members: 10
- Number of members to be appointed now: 7
- Number of applicants: 13

Term length: 3 years; October 1, 2019 - September 30, 2022 (except as noted below)

Diversity: If the nominated applicants are appointed, the demographics of the 2019-2020 committee in the following areas will be

Total members: 17

- Number of members self-identified as female = 9, trans+ = 0 (1 did not answer)
- Number of members self-identified with a racial/ethnic under-represented group = 3 (2 did not answer
- Number of members self-identified as having a disability = 0 (1 did not answer)
- Number of members self-identified as LGB+ = 0 (3 did not answer)

The Washington Young Lawyers Committee Nomination Team nominates this applicant:

Name			Bar/ID #	District	Position	Reappointment?
Chelsie	Marie	Elliott	49865	3	Member	Y
Brian	Christopher	Holden	52780	10	Member	N
Brandon	Price	Holt*	53433	4	Member	N
Esther		Hyun	52271	2	Member	N
Laura	Elise	King	48165	10	Member	N
Paula	Jean	Kurtz-Kreshel	54158	7S	Member	N
Brian	Andrew	Neuharth	50263	6	Chair-elect	y
Kaelen	H	Brodie	54493	6	Alternate	
Anthony	Robert	Sterling	53424	9	Alternate	
Scott		Ugelstad	52521	6	Alternate	

* Term begins immediately, as he is filling a currently vacant position

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

2018 – 2019 Liaisons and Subcommittees

Meetings listed below are telephone conference calls led by the respective subcommittee chair. Participants will be members of the subcommittee, relevant WSBA staff, and other relevant participant(s).

LIAISONS

BOG Meeting Attendance Ensure WYLC member attendance at every BOG meeting		
TBD	Liaison	

ABA District Representative/Meeting Attendance Ensure attendance at ABA Meetings. Duties include: • NW Sidebar article submitted within 30 days of the ABA meeting; • Report back on the ABA meeting at next WYLC meeting; • Provide ABA YLD resources and content to be shared in WYLC Quarterly Contacts; • Keep ABA apprised of work of WYLC; • Notify WYLC of any programs, awards, initiatives, etc. WYLC may want to participate in • Work with ABA YLD Credentials Board to provide delegates		
Emily Ann Albrecht	ABA District Representative 2018-2020	

SUBCOMMITTEES

DEBT

Debt and New Lawyer Benefits Subcommittee • Be part of WSBA's Practice Management Discount Guides Review Team. • Develop financial planning CLE with WSBA CLE team – this involves recruiting speakers, researching, and picking a topic relevant to young lawyers. • Work with WSBA staff to support Preadmission Education Program (PREP). • Propose, develop, and outline debt solutions and/or new lawyer benefits for young and new lawyers. • Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.		
Brian Neuharth	Chair	WSBA Staff Devorah Signer Hill – Seminar Lead Destinee Evers – PMA Adviser
Chelsie Elliott	Member	
Kaelen Brodie	Member	
Timeline and Goals: (may meet more frequently May-August due to Financial Focus CLE) • August: o Financial Focus CLE		

Meeting Dates and Times:

- Thursday, November 1 at 1:30pm (cancelled)
- Thursday, January 3 at 1:30pm
- Thursday, March 7 at 1:30pm
- Thursday, May 2 at 1:30pm
- Friday, July 12 at 1:30pm
- Thursday, September 5 at 1:30pm

COMMUNITY

Outreach and Communications Subcommittee

- Develop in-person outreach/communications/events in partnership with WYLC regional representatives and local bar association young lawyer divisions with focus on social and career networking.
- Create a stronger social media presence by liking, posting, checking in, and sharing relevant content and WSBA posts with their new and young lawyer social networks through personal social media accounts and WYLC Facebook page.
- Determine the best way of distributing a calendar of regional new lawyer events for the year to new admittees, and new and young lawyers.
- Work with staff, local, and minority bar associations to host live PREP programs.
- Reach out to and engage with new and young lawyers to ascertain relevant issues for the subcommittee.
- Notify and encourage new/young lawyers to apply for WYLC positions.

Colin McMahon	Chair	WSBA Staff Sue Strachan, Legal Community Outreach Specialist Connor Smith, Communications Coordinator
Maha Jafarey	Member	
Alice Bagirova	Member	
Laura King	Member	

Timeline and Goals:

Meeting Dates and Times:

- Thursday, November 15 at 3pm (cancelled)
- Thursday, January 17 at 3pm
- Thursday, March 21 at 3pm
- Thursday, May 16 at 3pm
- Thursday, September 19 at 3pm

AWARDS

Awards Subcommittee

- Administer the Public Service & Leadership Award (PSLA) and select four new or young lawyer recipients.
- Write NWSidebar blog posts and/or NWLawyer article about PSLA awardees.
- Coordinate awards for outgoing WYLC members

Emily Ann Albrecht	Chair	
Ian McCurdy	Member	
Molly Winston	Member	

Timeline and Goals: (could schedule to meet monthly as awards/programs are ongoing throughout the year)

- December:
  - Update PSLA award;
  - WYLC Chair-elect recruitment – do we recruit for this outside the WYLC? Isn't this something we should announce at our WYLC Meetings?
- January:
  - PLSA Award kickoff
  - Recruit, promote applications
- May:
  - PLSA award deadline early May; decision by end of month
  - Deadline to write blog posts and/or articles about PSLA
- August:
  - Coordinate awards for outgoing WYLC members

Meeting Dates and Times:

- Friday, November 30 at 1pm
- Friday, February 1 at 1pm (cancelled)
- Friday, May 17 at 1pm (cancelled)
- Friday, June 14 at 1pm
- Friday, August 2 at 1pm

EMPLOYMENT

Rural Recruitment and Retention Subcommittee

Educate the Bar, Law Schools and Membership on the rural retention challenge and the opportunities to successfully build a rural practice.

- Explore co-hosting the "Northwest Regional Summit" in partnership with the Oregon New Lawyers Division in 2019.
- Explore developing an RFP for the Access to Justice Conference workshop that will focus on the changing landscape of membership practicing in rural communities and address concerns of legal professionals in rural communities.
- Work with staff on the "Rural Placement Pilot Project" to connect WYLC regional representatives to fellows.
- Help identify counties and other potential participants such as law schools, local bar associations, etc. to participate in pilot, and provide additional support for this pilot program.

Jordan Couch	Chair	
Alixanne Pinkerton	Member	
Brian Neuharth (alternate)	Member	
Maha Jafarey (alternate)	Member	

Timeline and Goals: (do we know any deadlines for the summit with OR?)

Meeting Dates and Times:

- Thursday, November 1 at 11am
- Monday, January 14 at 11am
- Tuesday, March 5 at 11am
- Tuesday, May 28 at 11am
- Tuesday July 16 at 11am (cancelled)

- Tuesday, September 10 at 11am

BYLAWS

Bylaws and Governance Subcommittee

This subcommittee will be doing work preparing proposed Bylaws changes affecting the young lawyer definition as well as the young lawyer BOG position. The subcommittee plans on interfacing more closely with the BOG and the state Supreme Court and analyzing how pending litigation and the Janus decision affect WSBA governance.

Mike Moceri	Chair	
Nathan Beard	Member	
Zach Davison	Member	

Timeline and Goals:

Meeting Dates and Times:

- Friday, November 2 at 9am
- Friday, December 7 at 9am
- Friday, January 4 at 9am
- Friday, February 1 at 9am
- Friday, March 1 at 9am
- Friday, April 5 at 9am
- Friday, May 3 at 9am
- Friday, June 7 at 9am
- Friday, July 5 at 9am
- Friday, August 2 at 9am
- Friday, September 6 at 9am

ABA

ABA Subcommittee

- Administer ABA YLD Meeting Scholarship for midyear (one $250 award) and annual meetings (two $225 awards).
- Administer notifying, recruiting, picking young/new lawyers to be delegates to midyear and annual assembly to represent the young/new lawyer voice of WA
- Notify, recruit new and young lawyers to apply for scholarship. Set application deadlines.
- Evaluate the scholarship applications and pick scholars
- Work with ABA liaison, staff and leadership

Ben Hodges	Chair	
Cat Holm	Member	

Timeline and Goals:

- September/October 2018:
  - ABA Scholarship for Midyear Kickoff.
  - Recruit for applications for scholarships
  - Recruit delegates
  - Send out emails, use social media, word of mouth, etc.
- November:
  - ABA Scholarship for Midyear deadline mid-November; decision by end of month
  - Pick 5 delegates to represent WA

• February:
  o ABA Scholarship for Annual meeting kickoff
• June:
  o Deadline for ABA scholarship early June; decision by end of month
• September/October 2019:
  o ABA Scholarship for Midyear Kickoff

Meeting Dates and Times: • Thursday, December 13 at 11:30am • Thursday, June 13 at 10am • Monday, Jun 24 at 9am

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Subcommittee Report

DUE: 2 weeks prior to committee meeting

Please submit report electronically to the WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and Staff Liaison 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 membership outreach and leadership.*

Subcommittee Topic: Debt and Benefits Subcommittee
Subcommittee Chair: Brian Neuharth
Members: Brian Neuharth; Kaelen Brodie, Chelsie Elliott

1. **Top three recent ways you helped accomplish the subcommittee's goal:**

   1.Working to moderate Financial Focus Series Webinar scheduled for 8/14.

   2.Met Claire Carden at Access to Justice Conference after her presentation on lawyer wellness. Claire will inform subcommittee on wellness issues unique to young lawyers.

   3. NW Lawyer article on lawyer wellbeing is being explored. Kaelen Brodie has expressed interest in authoring or co-authoring.

2. **Any action item or feedback you are requesting from the full Committee:**

   1.

   2.

   3.

3. **Any additional items to report or future agenda items**:
   NPR ran a story on a teacher's union suing the dept. of ed. over loan forgiveness

program issues. This is an ongoing concern as a matter of young lawyer debt. The complaint will be reviewed through PACER. Kaelen has expressed interest in this issue.
https://www.npr.org/2019/07/11/739860400/broken-promises-teachers-sue-u-s-over-student-loans-that-werent-forgiven

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Subcommittee Report

DUE: 2 weeks prior to committee meeting

Please submit report electronically to the WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and Staff Liaison 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 membership outreach and leadership.*

Subcommittee Topic: Awards Subcommittee
Subcommittee Chair: Emily Ann Albrecht
Members: Ian McCurdy; Molly Winston

1. **Top three recent ways you helped accomplish the subcommittee's goal:**

   1. Reviewed nomination materials for eleven (11) eligible nominees for Public Service Leadership Award (PSLA);

   2. Discussed our thoughts upon careful review of the nomination materials; and

   3. Selected five (5) award recipients during open meeting.

2. **Any action item or feedback you are requesting from the full Committee:**

   1. Follow up with award recipients to obtain headshots;

   2. Follow up with award recipients as needed to gather additional background information; and

   3. Submit article about award recipients to *NWLawyer* by August 1, 2019 for publication in November 2019 issue.

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

   Not at this time.

WASHINGTON STATE
BAR ASSOCIATION

Washington Young Lawyers Committee

WYLC Subcommittee Report
DUE: 2 weeks prior to committee meeting
Please submit report electronically to the WYLC Chair Kim Sandher (ksandher@pivotallawgroup.com) and Staff Liaison 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 membership outreach and leadership.*

Subcommittee Topic: RRR/ATJ Subcommitee
Subcommittee Chair: Jordan Couch
Members: Alixanne Pinkerton

1. **Top three recent ways you helped accomplish the subcommittee's goal:**

   1. Met with the OYLD to discuss the joint summit and set up initial plans for it

   2. Attended the ABA equal justice conference in Louisville KY

   3. Reached out to Joshua Lenon to discuss the pro loano project

2. **Any action item or feedback you are requesting from the full Committee:**

   1. LSC innovations in technology conference January 14-17 in Portland Oregon

   2.

   3.

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

WSBA COMMUNICATION CHANNELS

WYLC Meeting

July 27, 2019

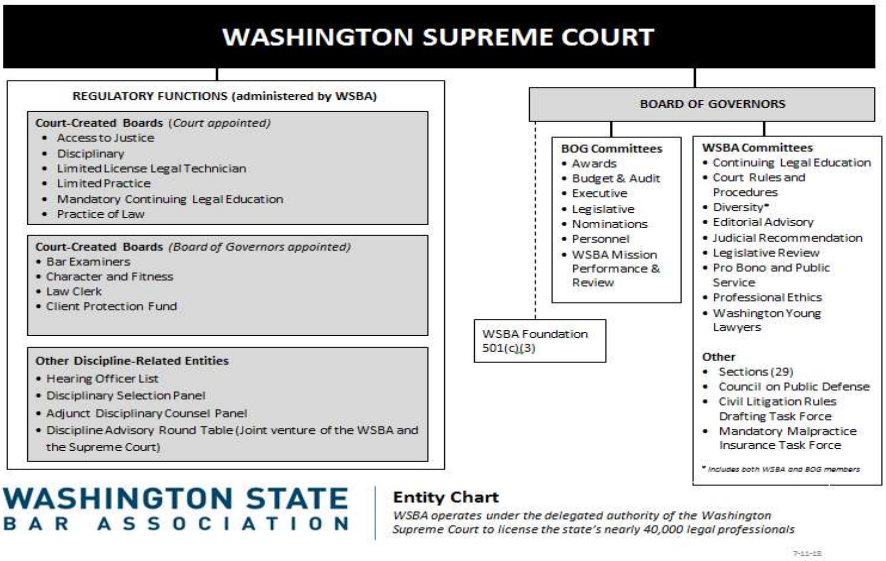
THE WSBA IS…

40,000 Active WSBA Members (Lawyers, LLLTs, LPOs)

6,610
New & Young Lawyers

WASHINGTON STATE
BAR ASSOCIATION

A LOOK INSIDE WSBA



WASHINGTON STATE BAR ASSOCIATION

Entity Chart

WSBA operates under the delegated authority of the Washington Supreme Court to license the state's nearly 40,000 legal professionals

7-11-18

NEW AND YOUNG MEMBER AUDIENCE – 7,000 MEMBERS

In what ways do you like to receive communications?

EMAIL, EMAIL, EMAIL

Eblasts – formal communication channel. WSBA sends X eblast a week.

TakeNote – a biweekly news digest that goes out to members who subscribe. Currently, there are x members subscribing.

List Serves – there are over X list serves and messaging is frequent and daily.

NWSIDEBAR – THE BAR'S BLOG

NWSidebar
The Voices of Washington's Lawyers and Legal Community

- Posts are shorter, less formal, and more immediate than *NWLawyer* magazine articles.
  - Sample Article: https://nwsidebar.wsba.org/2018/07/10/interested-in-being-a-young-lawyer-liaison-to-sections-you-should-be/
- Currently:
  - 687 followers

SOCIAL MEDIA – FACEBOOK, TWITTER

- Like, comment, follow, share! https://www.facebook.com/wastatebar.main/
- Like, comment, follow, retweet us! https://twitter.com/WAStateBar
- Currently:
  - Facebook = 2,981 likes
  - Twitter = 4,189 followers

WASHINGTON STATE
BAR ASSOCIATION

NWLAWYER – THE BAR'S OFFICIAL PUBLICATION; SENT TO ALL ACTIVE MEMBERS

- It's a magazine, not a law review
- Mailed to all active members

WASHINGTON STATE
BAR ASSOCIATION

WYLC OUTREACH

Quarterly Contacts – One after every meeting, total of 6 emails.

Facebook – subcommittee posts

Events – done in conjunction with a meeting

NWLawyer article – Public Service Leadership Award

WASHINGTON STATE
BAR ASSOCIATION

GROUP ACTIVITY

WASHINGTON STATE
BAR ASSOCIATION

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 Kim Sandher (ksandher@pivotallawgroup.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 membership outreach and leadership.*

Member: Chelsie Elliott
Region Represented: Southwest

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

   1. Discussion and outreach with new attorneys in the area at Young Lawyer Section and CCBA events.

   2. Networking coffee/lunch with new attorneys.

   3. Discussion and outreach with new attorneys in the are at CCVLP sessions.

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

   1. CCBA BBQ; July 26, 2019; 12:00 pm; Public Access Building, Vancouver, WA 98660

   2. Lawyer Talk; July 25, 2019, 5:00 pm; Downtown Vancouver Public Library

   3. Family Law Legal Clinic; August 6, 2019; 5:30 pm; Clark County Superior Courthouse

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

   N/A.

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 Kim Sandher (ksandher@pivotallawgroup.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: Emily Ann Albrecht
Region Represented: At-Large/District Representative

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

   1. I attended the ABA YLD Spring Conference in Washington, DC as District Representative for Washington and Oregon;

   2. I worked with ABA YLD Affiliates throughout the State of Washington to prepare our Q4 Affiliate Update Report in anticipation of the ABA Annual Meeting, which I will be attending as District Representative for Washington and Oregon; and

   3. I was reappointed as an Associate Editor for ABA YLD *TYL* Magazine for 2019-2020.

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

   1. We are still in need of additional delegates to represent Washington at the ABA YLD Assembly on August 9-10, 2019 during ABA Annual Meeting in San Francisco;

   2. The ABA YLD Fall Conference will take place on October 3-5, 2019 in New

Orleans and it would be great to increase WYLC's presence; and

3. ABA *TYL* magazine is always seeking new authors to contribute content for publication in print and online, so please contact me if you or anyone you are interested in writing something.

3. <u>Any additional items to report or future agenda items</u>:

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
WYLC Chair Kim Sandher (ksandher@pivotallawgroup.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: Alixanne Pinkerton
Region Represented: South Central

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

   1. Had lunch with two attorneys new to the Yakima area.

   2. Attend the WSBA Listening Tour in Yakima and discussed the recruitment of young lawyers to rural communities.

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

   1. At the WSBA Listening Tour Event- meet with and discussed potential event with South Central Region's Family Law Section.

   2. Yakima County Bar Association monthly lunch CLE.

   3. End of summer social/networking event for WYLC in Kittitas County.

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
Please submit report electronically to the
WYLC Chair Kim Sandher (ksandher@pivotallawgroup.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: Cat Holm
Region Represented: Greater Olympia

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

   1. Thurston County Bar Association – Young Lawyers Division Lunch

   2. Networking with other non-traditional attorneys who work in the government/legislative sphere

   3. Meeting with younger attorneys in Lewis County and encouraging them to join Thurston County Young Lawyers Division as Lewis County/Young Lawyers is non-existent.

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

   1. Thurston County Bar Association is participating in the "United Way Day of Caring" on September 27. You sign up for a half day/full day for volunteering on a variety of different projects/issues. Maybe this is something WYLC can do as a team building activity or just as a way to do more for our communities? Not necessarily just this day of service, but maybe other day of services around WA?

3. **Any additional items to report or future agenda items**:
   None. Hope everyone is having a wonderful summer!

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 Kim Sandher (ksandher@pivotallawgroup.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: Brian Neuharth
Region Represented: PIerce County

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

   1.Meetings with young lawyer transitioning out of clerkship to find volunteer, WYLC, and job opportunites.

   2.Spoke at WSBA diversity mixer to extend WYLC support; Tacoma event.

   3.Increasing newlawyer listserve activity to respond to questions brought by new practioners. Offered sample documents, caselaw, and service referrals.

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

   1.Financial Focus Series Webinar on 8/14

   2.Interest in article regarding wellness program services from young lawyer perspective. Working on involving two other attorneys in this effort.

   3.

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

Please submit report electronically to the
WYLC Chair Kim Sandher (ksandher@pivotallawgroup.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:

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

   1. Attended the Access to Justice Conference in Spokane. Shared information about WSBA and WYLC.
   2. Discussed WYLC with law students volunteering at legal clinics.
   3. Mentored a newly admitted attorney on a nonprofit matter.

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

   1.
   2.
   3.

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

Interesting upcoming CLE hosted by the WA Women Lawyers: https://wwl.org/event-3475843