

**Diversity Equity & Inclusion Council**  
**February 12<sup>th</sup>, 2025 Meeting Minutes**

Present: Judge Andrea S. Jarmon, Sharon Sakamoto, Alec Stephens, Anthony Rich, Jerry Thomas, Julien Tarraf, Miguel Blancas, Gov. Nam Nguyen (Co-Chair), Raina Wagner (Co-Chair), SaNni Lemonidis, Viveca Burnette, Miryam Gordon

Absent:

Guests: N/A

WSBA Staff: Andrea Agrella Clemente, Saleena Salango, Diana Singleton

BOG Liaison:

Meeting called to order 12:00 pm

**January Meeting Minutes**

Nam Nguyen made a motion to approve the minutes. Judge Andrea Jarmon seconded the motion. 10 number of members voted in approval, 0 declined, 2 abstained.

**BOG Meeting**

The group presented the Equity and Justice Plan. The presentation was well received. The board then interviewed the candidates for the At-Large position.

**Debriefing the At-Large Selection Process & Preparing for April/May At-Large Selection Process**

The council must choose a date between April 18<sup>th</sup> and April 30<sup>th</sup> so there is enough time before the May BOG meeting. Historically, when the council has had an off-cycle meeting the council has typically chosen a Saturday. Andrea Agrella Clemente will be sending out a calendar poll.

**APEX Award Nominations**

[APEX Award Nominations](#) — Acknowledging Professional Excellence — Awards honor exemplary members of the legal community, including legal professionals, judges, and members of the public. The nominations are due on February 28, 2025. There are a variety of award categories. The council is encouraged to submit worthy candidates. Judge Andrea Jarmon put forth two names for consideration:

- Judge Veronica Galvan from the King County Superior Court
- Judge Leroy McCullough

Judge Jarmon also suggested that the council create an ad hoc workgroup to coordinate nominations that gathers earlier in the year for the next nomination cycle.

The council voted to have the council put forth a nomination for Veronica Galvan and Leroy McCullough, Sharon seconded, the motion passed unanimously.

**Equity and Justice Plan Workgroup**

Miryam Gordon shared the current version of the plan with the council. The committee has agreed on the draft, and they are moving forward to the council.

Alec Stephens moved to have the council vote on the submission of the draft and the cover memo, Miryam Gordon seconded. The motion passed unanimously.

# WASHINGTON STATE BAR ASSOCIATION

## **Pathways Workgroup**

Julien Tarraf reported that the Pathways Workgroup is meeting March 4<sup>th</sup> from 11:00 am to 12:00 pm.

The objectives of the workgroup include:

- Bar news series researching and monitoring the current social and political landscape
- The Developing legal guidance for firms and organizations about how to design and build these diversity programs and minimize legal risk
- Monitoring admissions rule changes and informing the public
- Budget advocacy

## **Outreach Workgroup**

Nam Nguyen reported on the activities of the workgroup including the creation of a CLE regarding the future of DEI.

Meeting adjourned at 1:20 pm

DRAFT