



WSBA

Diversity Committee Minutes

April 18th

12 PM – 1:30 PM

Conference Call: 1-866-577-9294 Access Code: 52680

The Washington State Bar Association's Diversity Committee is dedicated to implementing WSBA's Diversity and Inclusion Plan. The work of the committee promotes historically underrepresented groups to enter and stay in the profession of law. The Diversity Committee does this through collaborative relationships and community building activities which highlight the numerous societal benefits of a diverse law profession.

Ailene Limric, Allison Ross, Carrie Blackwood, Jennifer Cruz, Laura Wulf, Lionel Greaves, Navjot Kaur, Mubarak Abdur Raheem, Oscar Chaves, Gov. Rajeev Majumdar, Robert King, Stephanie Anderson, Gov. Jean Kang, Gov. Alec Stephens, Gov. James Doane, Jennifer Lamari, Linda Fang, Roger Hillman

In Attendance: Roger Hillman, Carrie Blackwood, Ailene Limric, Robert King, Gov. Rajeev Majumdar, Mubarak Abdur Raheem, Gov. Alec Stephens, Lionel Greaves, Jennifer Cruz, Oscar Chaves, Allison Ross, Laura Wulf, Jennifer Lamari, Stephanie Anderson

Unable to attend: Navjot Kaur, Gov. Jean Kang, Gov. James Doane, Linda Fang

Staff: Dana Barnett, Tyler Washington

Call to Order, Welcome, Approval of Minutes– Ailene Limric, Co-Chair

The meeting was called to order at 12:05. The March meeting minutes were approved unanimously by the committee.

BOG Report – Governor Alec Stephens, Co-Chair

Governor Stephens shared that there have been two special meetings regarding bylaw amendments that would add three new governor positions. (1 LLLT/LPO and 2 public members.) Supreme Court approved amendment in January but the approval is delayed at the BOG level. Workgroup is being formed and the process for the bylaw amendments will be taken up in September.

Governor Stephens also provided an election update. New governors-elect are Michael Cherry in District 1, Peter Grabicki in District 5, and Jean Kang in District 7-south. Bill Pickett is the new BOG President and President-Elect candidates are Rajeev Majumdar, Geoffrey Revelle, and Douglas Shepherd. The BOG will decide a new President-Elect in the May 17th Meeting.

Committee Purpose and Goals – Dana Barnett, Diversity and Inclusion Specialist

Dana led the committee members in reviewing the notes from the March meeting Committee purpose and goals work sessions and clarified staff questions. A working group was formed to review and refine the proposals prior to the June 9th in-person meeting.

Rajeev, Mubarak, Stephanie and Oscar volunteered to join the workgroup. Dana will set up a conference call to discuss next steps.

1. Project Updates

a. IL Programs, Final Report - Jennifer Cruz

Jennifer shared that Seattle University mock interviews were successful. Lionel thinks that the change in format at the University of Washington was more useful because it provided a hands on practical approach.

No formal feedback was acquired although Lionel has done it informally. Dana suggested we create evaluation form for students. Jennifer will reach out to the school's legal services to gather feedback. Jennifer expressed interest to repeat the program next year and Laura Wulf volunteered to co-lead the efforts.

b. Community Networking Events

The Spokane community networking event is on Friday, April 20th. We are partnering with the Asian Bar Association of Washington, the Latina/o Bar Association of Washington, QLAW, Washington State Veterans Bar Association and Washington Women Lawyers at this event. Mubarak, Dana and Tyler will be in attendance. Currently the event has 35 RSVPs.

The Bellevue community networking event is on Wednesday, April 25. We are partnering with the Filipino Lawyers of Washington, the Latina/o Bar Association of Washington, the Loren Miller Bar Association, QLAW, Washington Attorney's with Disabilities Association, and Washington Women Lawyers at this event. Roger, Allison, and Alec will be attending.

The Port Townsend Community networking event is upcoming on June 28th. It is currently in planning stages and more details are to follow.

c. Experience Exchange

Dana shared that the Spokane Experience Exchange has been truncated because we only had four mentees sign up. This is the second year with attendance issues and the program will have to be reevaluated.

Seattle: RSVPs for Seattle Experience Exchange have opened up and there are currently 15 mentees and 10 mentors registered. Dana asked committee members to consider becoming a mentor and to help spread the word. Lionel Greaves will be keynote speaker. Dana asked if any committee members were interested in helping with matching mentee and mentors for the Seattle Experience Exchange. Lionel, Rajeev, Stephanie and Allison volunteered. Dana will reach out to them.

d. Mentorlink Mixer

MentorLink Mixer: Fostering Diversity and Inclusion in Leadership in collaboration with Member Programs is taking place on Friday, April 27th at the WSBA office. There are currently 67 RSVPs.

e. Education/ Publication

Legal Lunchbox: May 29th, 2018 Hiring Retention and Advancement for Underrepresented Groups in Legal Profession

f. MBA Report

Dana shared the Winter Quarter MBA meeting report with the committee. Rajeev suggested that the committee share the MBA report with the Board of Governors.

g. Diversity Celebration

This is an event is on June 6th that celebrates the 5 year anniversary of the Diversity and Inclusion Plan. The event will take place in WSBA offices in Seattle and Gonzaga law school simultaneously. Staff has

met with the Communications department to start the marketing process. The Ted Talk style CLE presentations will be simulcast between Seattle and Spokane.

MBA's will be invited to table at the event and Dana suggested that the committee members also has a table.

Jennifer Lamari volunteered to attend Spokane event.

2. **WSBA Licensing Form** – Dana

Dana sent the committee the proposed changes to the demographic questions on the WSBA licensing form. Changes were made to provide members with more inclusive selections. WSBA contacted MBA leaders, law schools, and many other diversity stakeholders for feedback. Dana will resend link and survey and asks for the Committee to contact her if they have feedback

3. **Committee Application Timeline** – Ailene Limric, Co-Chair

Ailene gave an overview of the committee application timeline. The committee is looking to fill 8 seats, and is currently waiting for the recommendations to be put forward and approved by the Board of Governors.

Dana shared that Alec and Ailene are interested in serving for an additional year, but also encourage anyone to apply as a co-chair, if they wish to do so.

4. **Announcements**

a. **Article in NW Lawyer**

The March issue was released with the article featuring current and past committee members titled “Coming in From the Outside” with testimonials from Allison Ross, Rajeev Majumdar and Kris Olmstead.

Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday May 16th, 12:00 – 1:30
If you need special accommodations contact diversity@wsba.org