



WSBA

Diversity Committee Minutes

February 14, 2018

12 – 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.

In attendance by phone: Gov. Rajeev Majumdar, Allison Ross, Gov. Alec Stephens, Roger Hillman, Robert King, Oscar Chaves, Stephanie Anderson, Laura Wulf, Gov. Jean Kang, Navjot Kaur, Lionel Greaves

Unable to attend: Ailene Limric, Gov. James Doane, Carrie Blackwood, Jennifer Cruz, Jennifer Lamari, Linda Fang, Mubarak Abdur Raheem

Staff: Joy Williams, Dana Barnett, Jennifer Small

1. **Call to Order and Welcome**– Governor Alec Stephens
Gov. Alec Stephens started meeting at 12:04.

2. **BOG Report** – Governor Alec Stephens

At the January BOG Meeting:

- Training on diversity and inclusion issues for the governors by Joy Williams and Robin Nussbaum was very well done.
- BOG looked at requirement for president to be from Eastern WA every 4 years. Conversation about four proposals to consider this issue will be discussed at the March BOG meeting. Gov. Stephens proposed a workgroup to look at the issue on a less rapid time frame.
- Minority and Justice Commission requested that the BOG change the name of the Diversity Apex award to the Charles E. Smith Diversity award. Unanimously passed.
- Presentation by Joy, with Co-Chairs and Dana present, about the WSBA Diversity Committee and the diversity and inclusion activities was well received.

Next meeting in March will be in Olympia on March 8, and will meet with the Supreme Court .

Joy stated that it is important for Committee members to be available for BOG meetings when diversity issues are on the agenda to provide the BOG more input and different perspectives to consider.

Approval of minutes from January – Gov. Rajeev motioned to approve. Oscar noted one edit - Under 1L events – says Jennifer Limric should be Jennifer Cruz.

Minutes approved unanimously with the edit

3. **Goal Setting Next Steps** – Dana Barnett

The Diversity Committee March 17 meeting will start promptly at 9am. It will start with a one hour diversity, inclusion and equity training. Next, there will be a 1 hour or less for committee updates. Rest of time will be spent on goal setting. Joy and Dana will facilitate the goal setting and will walk through a process. Dana will send Diversity and Inclusion Plan, Committee Purpose, list of events documents to Committee after today's call. Please look at them again and think about how the activities and programs fit into the Plan.

A light breakfast and a full lunch will be served March 17. Please tell Dana about food needs.

Mubarak, Ailene, Dana, Jean, and Carrie will do more work in advance. Let Dana if you want to join this working group.

4. **Project Updates** –

a. **Diversity Celebration** – Joy Williams

Celebration originally scheduled for May 24, now June 6. The purpose is to celebrate the progress we've made since adoption of the diversity plan in 2013. This includes work done by staff, volunteers and externally. Theme is "Where do we go from here"

This event will be held in both Seattle (WSBA Offices) and Spokane (Gonzaga) at the same time. Open with reception that will include creative presentations by law students about why the practice of law is important and where they think the practice of law should be going in addressing diversity and inclusion.

After reception, there will be 4 short keynotes delivered in a TED talk style. Michelle Storms, ACLU; Rima Alaily, Microsoft; Pallavi Wahj, from K&L Gates, Justice Gonzalez from Supreme Court. They will address "where do we go from here" through their unique lenses. It will be a CLE that will be webcasted to Gonzaga. 3-5 minutes or 5-7 minutes each keynote.

Joy will close with perspective of WSBA and what work is to come.

Diversity Committee will be involved in reception. Role of Committee during reception to be discussed. Hopefully, one of the Chairs can be at WSBA and one chair will be in Spokane. It would be helpful to have more than just 1 chair and 1 member in Spokane (Mubarak already committed to being there). Looking at budget about possibility of sending more members to Spokane. If interested, please send Joy and Dana an email. WSBA Staff, Dana and Jen will be in Spokane. Chairs will talk about Committee during reception. The Washington State Bar Foundation will be present as well.

MBA's will be invited to have table(s) to talk about their work with students, members, committee members, and trustees.

Alec asked Joy to provide an outline of event. Joy will talk to Alec and Ailene first about agenda then will send out. Dana or the new Program Coordinator, Tyler Washington will send meeting invite to committee soon.

b. IL Programs – Dana Barnett

Several committee members participated in 1L activities at UW and follow-up at SU of mock interviews. Overall consensus is that the candidates were well prepared and Committee members would have been willing to hire them if it was a real interview. Oscar noted that a lot of the participants he interacted with didn't have family in the legal profession. He also noted (as did Jean) that the staff at SU was wonderful to work with. One student was an ARC student and asked what the bar was doing, hopefully, starting new generation of new lawyers that will be involved.

Roger noted that none of the 3 he interviewed were prepared to ask questions about firm's commitment to diversity and pro bono work. He encouraged the candidates to do so.

6-7 students from UW & Gonzaga submitted resumes to be reviewed. Again, consensus is that the resumes were well done.

If Committee members have feedback about the events, please send to Jennifer Cruz and cc: Dana and Chairs. If you are interested in setting up these events and running logistics next year, please let Dana know.

Roger mentioned that an organization he belongs to has a diversity scholarship and he brought copies of applications to UW. Only 1 applicant was from UW and several were from out-of-state. An idea is to stress to students the availability of diversity scholarships and maybe make a list of possible scholarships. This is a possible discussion item for the March 17 meeting.

c. Community Networking Events - Dana Barnett

Olympia – Jan 25 – Laura Wulf emceed and said it was well attended, people enjoyed it, felt it was successful, and several people spoke from MBAs and LGBT section. Staff is talking about how to reach out to sections to see if they are interested in partnering on CNEs.

Bellingham – Feb 8

Carrie Blackwood was the Emcee, 40 people, positive feedback. Great connections were made. One student got a paid internship.

The venue was not accessible. Dana will send apology on list serve and let them know it won't happen again and we won't go back there.

Yakima – March 1 – Partnering with WWL, LBAW, and Yakima County Bar. Also, Public Service is hosting a CLE for recruitment of MMP

Spokane – April 20 - lunch – Partnering with WWL and WSVBA. It will be a lunch time event.

Bellevue – April 24 – Trying to find a venue but they are all over budget. Any venue leads are appreciated.

Rajeev will follow-up with James Doane about Costco's facility
Alec will follow-up with Dana, he might have lead

Laura asked if we can get discount on venue as a nonprofit. Dana explained that we are technically not a nonprofit but it might possible. We've never asked.

- d. **NWLawyer Article and Blog Posts – Dana Barnett**
Article by current and former Diversity Committee members will be in March issue.

Previously, Committee members have written blog posts for 1 Beyond the Dialogue and 1 CLE, would be great to do more. March Legal Lunchbox on #metoo and sexual harassment. If interested in writing a blog post, let Dana know. The post could be written ahead of time or as follow-up/ reaction to the legal lunchbox example: "5 Things I learned..."
 - e. **Education and Training – Dana Barnett**
March 27 Legal Lunchbox – overview of the different responses and channels for responding to sexual harassment/assault. Four speakers with different perspectives; legal voice, EEOC, law firm hiring partner, transformative justice organization.
5. **MBA discussion – Dana Barnett**
As a result of Dana's meetings with MBAs, she created a list of ideas for committee members to develop relationships with MBAs. (Page 5 of the materials)
- a. **Attend MBA board meetings on behalf of WDC**
 - i. LBAW (not WWL as listed in materials) – July 24 from 6:30-8:30 to present about WDC and then network afterwards with them. Let Dana know if interested in going. Alec interested in attending. Oscar interested if able to come.
 - ii. SABAW – similarly wants a presentation about WDC and network afterwards. Date TBD
 - iii. Dana or committee members could reach out to MBA to see if they want a committee member to be at their board meeting(s).
 - b. **Host gathering for MBA leaders/possible joint meeting.** Topic could be "how we can come together to pursue justice for our communities and look the intersections of the ways that they are being targeted."
 - i. Dana meeting with KABAW next week to discuss further. (The topic was KABAW's idea).
 - ii. Please let Dana know if you are interested in joint meeting. Alec, Ailene, and Oscar interested.
 - c. **Increase participation with Boards and Committees**
 - i. Generally a WSBA committee or board emails Dana with info and Dana sends open positions on BOG, WSBA boards and committees to MBAs and that's usually it.
 - ii. Idea from SABAW, maybe we could gather testimonials about value of joining WSBA boards, committees, and BOG for those underrepresented for both themselves personally and for profession. Alec and Lionel interested in writing testimonials. Alec noted that testimonials should include the intersection of being on a WSBA

board/committee and a MBA. This could be a job for a subcommittee to gather the testimonials.

- d. WSBA Communications will make one page flyers for MBAs to help promote them.

More on these topics at March meeting.

6. Announcements

- a. Committee recruitment – there will be open positions for the Committee. Page 6 of the materials is the volunteer position description for committee. Dana has contacted those members that are up to re-apply. Please let Dana know if not re-applying. Please get word out to others to apply. Dana will send position description to MBA leadership and in the next diversity announcement.
- b. Dana, WSBA hired a new Program Coordinator, Tyler Washington will start next week. She will work with Committee.

Adjourned at 1:17pm

Next Meeting: WSBA Office, Saturday March 17th 9 AM – 3 PM
If you need special accommodations contact diversity@wsba.org