



# WSBA

## Diversity Committee Minutes FINAL

February 8, 2020

10 AM – 3 PM

WSBA Office, 1325 4<sup>th</sup> Ave, Seattle WA 98101

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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.

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Members: Allison Ross, Laura Wulf, Nam Nguyen, Gov. Jean Kang, Laura Johnson, Carly Summers, Gov. Sunitha Anjilvel, Lisa Mansfield

Staff: Dana Barnett, Diana Singleton

Absent: Chelsea Brisbois, Yuping Wang, Serena Sayani, Gov. Alec Stephens, Andrea Jarmon, Gov. Hunter Abell

1. **Call to Order, Welcome and Approval of Minutes**– Laura Wulf called the meeting to order at 10:10 AM. The minutes from January were approved, pending the correction of spelling errors.
2. **Presentation: Digging Deeper into Diversity, Equity and Inclusion 1.5 Ethics Credits** – Dana Barnett and Diana Singleton presented a CLE on DEI dynamics within WSBA committees and boards.

**Discussion:** Diana Singleton led a discussion about committee workload. Laura Wulf led a discussion about the need for a new non-BOG co-chair next year. Interested committee members were invited to reach out to the current chairs or staff liaisons to discuss the position.

3. **Innovative Licensing Programs Presentation** – Renata Garcia and Jean McElroy

Jean and Renata came and presented on the programs, asked to collaborate with diversity committee on pipeline work, and on helping to bring more diversity into the programs.

4. **BOG Report** – Jean Kang, Co-Chair

Jean reported that the BOG did vote to change the bylaw so that the Diversity Committee will have a bigger role with the At-Large positions on the BOG. Jean also reported that at the last BOG meeting, they had representatives from the WA Solidarity Network who reported on the problems with ICE making arrests in and around the courthouses of people without immigration documents. They asked for support for a newly proposed GR 38 and amendments to RPC 4.4 Comments.

## 5. Procedure for BOG At-Large – Nominations Team

Jean read the new bylaw re: At Large position. The Diversity Committee would screen to make sure that the candidates meet the qualifications and engage in some vetting. The Committee would need to put forward at least three candidates but can offer as many as it wants. Jean and Laura explained they met with President Majumdar, who asked the committee to give input on whether to move forward with trying to implement the new bylaw this year or wait until next year. We also recognized that the Supreme Court has not approved the new bylaw. The Committee talked about the importance of planning this out including developing a criteria, recruitment, selection process, etc. and decided that in order to make it the most accessible and equitable process, time was needed to plan. The Committee also discussed needing to recruit good candidates now both for the district positions and at-large positions. The committee wants to be involved in ensuring communications about the open seats. The Committee discussed the difference between endorsing vs. vetting, and how to interpret the new bylaw.

Nam moved to wait until next year to implement the new bylaw process. Alison seconded. Lisa and Laura J. abstained. All others voted in favor. Motion passed.

Carly asked if we can identify steps to take now to make a more active role in recruiting for this year, and determine a process if the bylaw is adopted, which would start next year. The Committee decided to form a workgroup to work on this. Jean volunteered to chair it, Carly, Nam, and Sunitha volunteered and Lisa wants to stay in the loop. Jean said she will work with Sara Niegowski to get broader efforts re: recruitment.

## 6. Program Updates and Reports

### a. Pipeline Report back – Jean

Jean said they had an event scheduled for Tacoma Legal Pathways, but it was cancelled and is being rescheduled. Jean will be meeting with Dean Clark at SU in March. Dana will reach out to the members who signed up to be point people at different schools.

### b. Judge Pro Tem Scholarships – Dana

Dana provided some background on the Judge Pro Tem Scholarship and the committee's role in selecting scholarship recipients. The committee decided to continue this work for the upcoming CLE in August 2020. Allison, Yuping, and Laura Johnson volunteered to award scholarships.

Dana shared that the planners of the Pro Tem CLE would like to partner and do a community networking event on the Friday night of their two-day CLE, in Tacoma, focusing on pathways to the bench for marginalized groups. The Committee agreed this is a good idea.

Carly wondered if we could ask the SU and UW to give scholarships to their mediation program.

Dana and Sunitha mentioned that JAMS is interested in connecting with this Committee. They have a diversity and inclusion committee and contacted Dana and Sunitha about collaborating. They suggested that maybe we can collaborate on a CLE together next fiscal year. JAMS is interested in co-sponsoring events. The idea was raised to ask them to co-sponsor the Tacoma networking event in August.

### c. Beyond the Dialogue – Dana

Dana shared the background of the BTD and ask the Committee for input on the priority of offering CLE credits, providing remote participation, and allowing it to be free. The committee discussed different options and shared their input. Diana and Dana will discuss with the CLE program staff and department Director based on the feedback.

d. Upcoming event calendar – Dana

Dana will send out a calendar of events to the committee.

**7. MBA Updates and Reports**

Dana shared that the MBAs will be having their joint meeting at the end of March. Dana also noted the various MBA events the committee members are signed up to attend.

**8. Announcements**

**Next Meeting: March 18<sup>th</sup> Conference Call | Dial-in: 1-866-577-9294 , Pass Code: 52680#**  
**If you need special accommodations contact [diversity@wsba.org](mailto:diversity@wsba.org)**