



Diversity Committee Meeting Final Minutes

November 13, 2019

11 AM – 12:30 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.

Members: Chelsea Brisbois, Allison Ross, Laura Wulf, Nam Nyguen, Gov. Jean Kang, Andrea Jarmon, Gov. Hunter Abell, Laura Johnson, Carly Summers, Gov. Sunitha Anjivel, Lisa Mansfield

Absent: William Locke; Serena Sayani, Gov. Alec Stephens, Yuping Wang, Gov. Dan Clark,

Staff: Dana Barnett

- 1. Call to Order, Welcome and Approval of Minutes**– Laura Wulf, Co-Chair
Carly motioned to approve the October minutes. The motion was seconded by Allison, and unanimously approved by the committee.
- 2. OPMA Presentation** – Lisa Amatangel, WSBA Associate Director of Litigation and Operations
Lisa Amatangel spoke about general rule 12.4 public records rule. It is separate from the public records act or FOIA. Info about it is on the WSBA website. Committee records that are bar records are subject to disclosure, and can be requested. This includes all written communication with WSBA staff, including email. A bar record is any writing related to the conduct by any bar function, and is in possession by the WSBA or the staff. Not a bar record if it is prepared by the member of committee and kept with the committee. Data is more and more likely to be considered records. Be mindful what you email. Do not mix business and personal. Consider if email is the appropriate form of communication. Keep in mind your own PRA for your work considering what email address you use for WSBA work. Consider having a separate email address that you do not mind being public.

OPMA – The Diversity Committee is currently subject to it under court order. The regulations are not that different from the open meeting policies in our own bylaws. All meetings of governing body should be open and public and all people should be able to attend. Lisa went over the definitions of action, governing body, meetings and final action. Meeting can occur by email or a chain of email, which can include talking to individuals about a topic related to committee business in a chain of one on ones and small groups.

For more info or questions contact committee liaisons.

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

Justice Stephens is now the chief, the MCLE proposal has not yet been discussed by the Court. The meeting will have first reading about the many Bylaw amendments.

4. **Sign- up sheet** - Dana

Please sign up if you have not yet! <https://forms.gle/vHCfxFgfUatsMNXA9>

5. **Program Updates and Reports**

a. MCLE Board Proposal Update – Jean

Jean explained that sending a letter to the Court from the Diversity Committee may be permissible, but would be a long bureaucratic process. Chairs and Dana thought that it would be more effective to send multiple letters as individual. Serena and Allison are working on a draft. Committee members can wait for a template or write a letter on their own. Dana will send a follow up to the committee about who to contact with their letters. We do not know the timeline, so it is best to get the letters out ASAP.

b. IL UW panel report – Jean, Sunitha

Sunitha and Jean gave a report back from the event. Spirited panel discussion. Our contact at UW, Dorian was very positive about the panel. There were about 20 students there. The conversation focused more about the legal community and diversity and inclusion. They discussed issues regarding mental health and trauma.

c. IL programs update – Chelsea, Laura

Chelsea thanked Sunitha and Jean and shared the feedback from Dorian. Next event is January ninth, in-person review. UW has proposed 1230-130 or after 3 PM. Dana will send Chelsea the names and Chelsea will follow up with those who have signed up. We will also be accepting online resume review. Seattle U in the past we have done mock interviews with committee members. SU is opting to have folks who have received the fellowships instead of working with the committee.

d. Legal Lunchboxes and Beyond the Dialogue Topics

This topic is postponed until more committee members fill out the sign-up sheet and vote for their topics of interest.

6. **Discussions**

a. Diversity Recruitment for BOG and other WSBA entities - Jean

- i. The committee discussed the current definition of the BOG at-large position. There are concerns that the language of the definition does dilute the intention of creating more space for people who have historically been underrepresented in the governance of the WSBA. Andrea pointed out that the language was created with the idea that the spirit of it would clearly relate to marginalized groups, and that it had been interpreted that way in the past. She does not fundamentally think that it is wrong for the BOG to vet and the general membership elect, but it does raise the issue about the current definition not being specific enough. Sunitha proposed narrowing of the language. Andrea raised that she is nervous about putting this in front of the current BOG, who has recently rejected the MCLE board proposal about elimination of bias ethics credit. Andrea is worried that it creates a space for them to do something adverse. Lisa agreed that changing the definition is a good idea but maybe this is not the right time or board to put that in front of. Laura Wulf, are there other roles for the committee in taking part in the BOG At-Large candidate positions. Could the committee be part of the vetting? Committee members liked the idea. Andrea, Allison, Carly offered to be on a workgroup to create a proposal for the Diversity Committee to potentially submit to the BOG.

b. Pipeline Programming – Laura

Several ideas have come up regarding programming with SU Law School, UW Law School, UW Tacoma Legal Pathways, and Gonzaga. Jean will be meeting up with Dean Clark to talk about other things that that committee can do with SU, in addition to the IL Fellowship resume review. Sunitha would like to get involved with Gonzaga. Dana will set up a meeting with the committee members who sign up for the pipeline working group.

c. Microaggressions Project – Dana

Dana shared the conversation on a staff end about a microaggressions project, to collect testimonials from legal professionals of color and other marginalized groups. The idea is that these could be used in training and educational programs, or potentially part of a larger project of data collection and analysis. This is a discussion that the WSBA Equity and Justice team is beginning and could be something for committee members to be a part of. Jean shared that she thinks it is a great idea and would like to be in the loop.

7. MBA Updates and Reports – All

Sunitha went to the MELAW event. It was great to see MELAW becoming a robust MBA. Sunitha shared that it is inspiring to go to the annual events, and encourage people to come.

8. Staffing Update – Dana shared some potential upcoming staffing changes at WSBA with the departure of KJ Williams and Robin Nussbaum and the creation of the combined Equity (DEI) and Justice Team (ATJ). She will keep the committee updated.

9. Announcements

Laura W. is going to a training on microaggressions led by KJ Williams. She will report back to the committee.

Next Meeting: January 15th 12-1:30 PM Conference Call

If you need special accommodations contact diversity@wsba.org