

# WASHINGTON STATE BAR ASSOCIATION

## Diversity, Equity, and Inclusion Council November 13<sup>th</sup>, 2023 Meeting Minutes

*The DEI Council advances diversity, equity, and inclusion and addresses the problems of bias, systemic inequities and underrepresentation in the legal profession and legal system.*

### Attendance

**Member Attendees:** Raina Wagner, Sharon Sakamoto, Christopher Swaby, Mia Scavella, Miryam Gordon, Nam Nguyen, Sunitha Anjilvel, Dallas Martinez, Viveca Burnette, SaNni Lemonidis, Andrea Jarmon, Mike Rhodes, Alec Stephens

**WSBA Staff:** Diana Singleton, Nicholas Mejía, Saleena Salango

### Member Introductions

Introductions occurred until 12:33 p.m.

### September Minutes

A motion to approve the September minutes was made by Miryam Gordon with the addition of Mia Scavella to the attendance, Sharon Sakamoto seconded Miryam's motion to approve. The minutes were approved unanimously.

### DEI Council Charter Amendments

Diana Singleton gave a brief overview of the current charter and the proposed amendments that would be made; she also asked for input from the council. Alec questioned if there were technical corrections that had been previously made to the council during or after the process of becoming a council. Diana mentioned that the changes to the charter would have to be sent to general counsel for review. Gov. Anjilvel mentioned that she would prefer the documents to be sent to general counsel sooner rather than later as to ensure that they can continue moving forward.

### Higher Logic Platform

Saleena Salango gave a brief overview of the higher logic platform that may help meet the needs of volunteers at the WSBA. The DEI Council has been selected to be a group that can pilot the program. Sharon Sakamoto mentioned that she was not in support of being part of a pilot project because she has witnessed or been in situations where the intentions were good, but the pilot did not work, and it caused more issues. Saleena and others made a point that it can be difficult to find emails, with emails getting clogged and the app will be a centralized place for all the DEI Council's materials. Gov. Sunitha Anjilvel mentioned that she would appreciate having a demonstration on how to use the program and additional background information to be presented. Viveca expressed concerns regarding privacy issues and Saleena mentioned she will follow up with the volunteer engagement advisor. Christopher Swaby mentioned he is ok with the continuance of just using email to relay messages. The council is seeking to continue the conversation in the event they may need further information.

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## Membership Demographic Study

Diana gave a brief update on the study, stating that they are looking to move or are moving onto phase two of the study.

## DEI Plan Update

Miryam Gordon gave a brief update on the DEI Plan, stating that members of the committee are working to update the plan. They will be meeting Friday, December 1<sup>st</sup> to continue discussions and invited other members to join them.

## Pathway to Profession

Mia gave a brief update on the work of the committee, mentioning the committee will be working to have the summit in September 2024. She mentioned that she received materials for their October summit and will pass them to the committee to be reviewed.

## Announcements

Raina Wagner mentioned that Laine Ellison has resigned from the council and the co-chairs are looking to fill the position as soon as possible.

Sunitha and Sharon were in favor of potentially drafting a letter in support regarding letter being sent by the Bar Licensure Task Force to the Supreme Court of Washington State. Miryam mentioned that it might be a concern that people do not have access to the right tech and may be worth keeping in mind.

Meeting adjourned at 1:37 p.m.

