



Diversity Committee Meeting Minutes Draft

November 14, 2018

12 – 3 pm

In Person: WSBA Office, 1325 4th Ave, Suite 600, Seattle, WA 98101

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: Chelsea Brisbois, William Locke, Mubarak Abdur Raheem, Roger Hillman, Gov. Alec Stephens, Ailene Limric, Sunitha Anjilvel, Andrea Jarmon, Allison Ross, Gov. Athan Papailiou, Nam Nguyen

Phone Attendance: Thomas McGirk, Laura Wulf, Gov. Dan Clark, Gov. Jean Kang

Unable to Attend: Lisa Mansfield, Jennifer Cruz

Staff: Dana Barnett, Tyler Washington, KJ Williams, Paula Littlewood

Call to Order, Welcome and Approval of Minutes– Alec Stephens, Co-Chair

Alec Stephens called the meeting to order at 12:05 p.m. It was moved, seconded and passed to approve the October meeting minutes.

Legal Futures Presentation – Paula Littlewood, WSBA Executive Director

Paula Littlewood provided a presentation that gave an overview of the recent Janus decision and the potential impact it has on WSBA's structure. The WA Supreme Court will be forming a work group to examine WSBA's activities and structure. Paula clarified that members would still be licensed and we are studying what options might be considered.

BOG Report –Alec Stephens, Co-Chair

Alec provided the BOG report and welcomed new BOG members to the committee. Alec shared that the BOG will host a reception for the diversity committee and MBAs in January and this will reoccur annually. Alec also shared that the Oregon Specialty Bar Letter will go to approval during the January meeting.

Athan Papailiou informed the committee that his At-Large term is ending next year and that applications open in the Spring. Athan welcomed the committee to come to him with any questions regarding the at-large seat.

KJ Williams stated that in the past outgoing BOG members have hosted informational breakfasts, conference calls and attend community networking events and welcomed Athan to reach out to WSBA staff if he was interested.

Research and Demographics – KJ Williams, Diversity Program Manager

KJ provided an overview of demographic research WSBA has conducted. KJ shared that in 2012 WSBA released a membership study that found that members who identified with one or more underrepresented groups reported experiencing social, opportunity, and advancement barriers in their professional careers. In 2015, WSBA released the intersectionality report and literature review. KJ shared that she is preparing the RFP for the next large scale study. She also shared that she envisions bringing in the committee and other diversity stakeholders to help vet the process and scope of the study. The next steps are to resend the statewide mapping results to our statewide partners and ask what kind of research and data is needed.

William asked how the data WSBA has gathered has been used. KJ stated that it has shaped the Diversity and Inclusion plan, that other bar associations have used it as the basis of their research, used to shape program development and resource allocation. Alec asked if demographic information had been passively gathered through licensing form and asked what the response rate was. KJ confirmed that it was gathered passively through licensing forms, and that the response rate has increased but that staff will circle back with exact statistics. William stated that the California State Bar Association's website prompts members to answer demographic questions when members log in and raised the question if asking for demographic information through paper licensing forms versus online could skew the response rate. KJ stated that there have been discussions about gathering this information electronically.

Education and Training Topics – Dana Barnett, Diversity and Inclusion Specialist

The committee brainstormed topics for upcoming legal lunchboxes and beyond the dialogue panels. Dana shared that committee members are welcome to serve as faculty, moderators, or to assist with program development. She informed the committee that recorded products will be available to the committee to view without charge within the current committee year.

Ageism/Age –

Suggested focus areas:

Examining generational divide as membership gets older and exploring the older generation can leverage younger attorneys.

Differences in leadership and mentoring style.

What both generations can learn from another.

Ability-

Suggested focus areas:

Discussing disability with a focus on solutions.

Examining courtroom barriers for those with and without disabilities.

Bringing together HR professionals for a workshop on how to make legal workplaces to be more accessible.

Andrea mentioned examining how to pick up on cues on disability and assumptions of competency (visible and invisible).

Dynamic and visual displays that disrupt stereotypes, for example older people using iPads.

Navigating non diverse spaces-

Suggested focus areas:

Examining diversity issues in judiciary fields such as obstacles and barriers and how to overcome.

Relocation issues and less opportunity to "fail" or change career choices.

How to create a community in a legal profession when one is a minority.

Minority attorneys practicing in small towns.

Tokenism

Microaggressions and their cumulative impact

Mental health in marginalized communities (Dana will look into this in collaboration with Dan Crystal and the attorney wellness program CLE)

Panel of individuals discussing their daily struggles

How to be an ally in the court

White Nationalism and Hate Crimes - Alec stated that the state of WA has had the biggest increase of hate crime incidents and suggested covering hate crimes as a topic.

Allison suggested recreating last year's NWLawyer profile article, in which committee members wrote about their unique stories.

Program Updates

Oregon Specialty Bar Letter- Ailene provided a background overview and shared that the letter must go through the approval process of the BOG. The current draft of the letter has been edited by Alec with guidance from General Counsel. Alec stated that it is important for Diversity Committee and MBA members to attend the January BOG meeting and support the letter. Discussion ensued about phrasing used in the letter. Dana will resend the letter for the committee members to review and provide edits along with the event sign-up sheet.

Tacoma Networking Event- Dana shared that WSBA will be able to host a CNE in Tacoma. The event date and details are not yet determined. Please use the sign up form to indicate that you are interested in helping to host this event.

It was moved, seconded and passed to adjourn the meeting at 2:55 p.m.

Next Meeting: CONFERENCE CALL 1-866-577-9294 Access Code: 52680, Wednesday January 17, 12:00 – 1:30
If you need special accommodations contact : diversity@wsba.org