



WSBA

Diversity Committee

February 15, 2017

12:00-1:30 pm

Conference Call

Phone information:

1-866-577-9294 - Code: 52680#

The Washington State Bar Association's Diversity Committee works to support and implement the WSBA's Diversity and Inclusion Plan; support historically underrepresented groups to enter and stay in the profession; and works to raise awareness in the community building coalitions through collaborative relationships on the benefits of diversity through the continued use of the membership study.

In attendance by phone: Robert King, Gov. Andrea Jarmon, Carrie Blackwood, Kristine Olmstead, Cynthia Chen-Weller, Ailene Limric, Laura Reed, Stephanie Anderson, Laura Wulf, Jennifer Cruz, Gov. Rajeev Majumdar,

Absent: Oscar Chaves, Navjot Kaur, Lionel Greaves, Gov. Sean Davis, Allison Ross, Gov. Mario Cava,

Staff: Joy Williams, Dana Barnett, Kelly Nee

1. **Call to Order and Welcome**

Cynthia Chen-Weller called the meeting to order at 12:04. Robert King motioned to approve the minutes and Andrea Jarmon seconded, the minutes were approved unanimously by the committee.

2. **Talking Points Revisions**

Dana Barnett walked the committee through the updated talking points by email with edits from the feedback given in the January meeting. Contact Dana with any feedback or comments about the talking points.

3. **Committee Purpose Statement**

Joy Williams spoke about the Committee Purpose Statement; she will send the updated committee purpose statement by email this week to the committee members on the subcommittee before sending it to the whole committee.

4. **Research and Reports Subcommittee**

Ailene Limric explained that this subcommittee is going to delve into and present the research to the committee in order to facilitate a deeper understanding of the research so that committee members are comfortable with the talking points. Carrie Blackwood spoke about the importance of understanding the research and aligning the committee's work with the needs that were identified in the survey; the subcommittee would act as subject matter experts so that the committee could look to each other for information in order to align work with the goals and needs identified in the research. The subcommittee members are looking at the research through the lenses of four categories: age/disability, racial minorities, sexual orientation minorities, and women/gender.

The group will be present at the March all day meeting. There will also be a role playing exercise during the March meeting so that committee members can practice their stump speeches based on the research and talking points.

5. Project Updates

a. 1L Activities

Cynthia Chen-Weller went over Lionel's email about the 1L activities, which provided an assessment of this year's the activities and suggestions for the future. Several committee members shared their experiences participating in the activities. The feedback from committee members, students, and the law school contacts is overwhelmingly positive. The 1L activities are completed for this year, planning will begin shortly for FY18.

b. MBA Meetings

Dana Barnett spoke about the winter meetings with six MBA's: NIBA, VABAW, WADA, WSVBA, Cardozo, and WWL. The MBA's also responded to a contact update form, they suggested meeting with WSBA twice a year instead of quarterly. A summary from the MBA meetings this winter will be emailed out this week.

Dana also informed the committee that from these meetings, connections were able to be made between presidents of different MBA's regarding programming that can be connected, and networking between Minority Bar Associations.

In response to a question from Ailene Limric regarding holding events or meetings for all MBAs, Joy Williams explained that there has not been a president's meeting for the MBA's in almost two years. MBAs would need to take the lead in putting on these meetings, and WSBA would offer technical support. Staff have spoken to MBAs about what they would need to do to initiate these meetings. Joy also informed the committee that WSBA will be hosting a Nonprofit Management Training as another opportunity for MBA members to connect with each other.

c. Community Networking Events

Kelly Nee updated the committee about upcoming Community Networking Events

- 2/16/17 Tacoma (The Harmon Restaurant), in partnership with WWL, WSVBA, and Cardozo
 - Lionel Greaves, Cynthia Chen-Weller, Laura Wulf, Gov. Sean Davis, Jennifer Cruz, Ailene Limric, Robert King, and Gov. Andrea Jarmon have signed up to attend
- 2/23/17 Vancouver (Gray's at the Park), in partnership with WWL
 - Kris Olmstead has signed up to attend
- 3/23/17 Olympia (Ramblin Jack's), in partnership with WWL
 - Laura Wulf, Oscar Chavez, and Gov. Sean Davis have signed up to attend.
- 4/13/15 Bellingham (Hotel Bellwether), in partnership with WWL
 - Carrie Blackwood and Gov. Rajeev Majumdar have signed up to attend. This event will be held in partnership with our Public Service Moderate Means Program through a one hour CLE before the networking event.

d. Legal Lunchbox & Beyond the Dialogue

Dana Barnett provided an update on the legal lunchbox topics and dates.

- May: Allyship: An examination of the unique barriers, opportunities, and strategies for attorneys to act as allies to individuals and communities?
- June: Attorneys who are religious minorities
- September: Injustice Under the Law: Historical review of how the Legal Profession and Professionals have (and have not) responded to legal injustices and social movements.

Dana will be contacting committee members who signed up initially to assist with the Legal Lunchboxes, any other committee members who are interested in helping to develop or be faculty for any of these topics should contact Dana.

Dana also provided an update about the upcoming Beyond the Dialogues town halls

- May 4th: Women Race and Age Part 2 Role of Allies
- June 29th: Police Bias and Accountability
- September 19th: Disability Sexual Orientation and Gender.

If committee members are interested in participating in the planning, please contact Dana. Carrie Blackwood brought up an upcoming movie "I Am Not Your Negro" and Joy suggested that the committee hold a screening for the movie, and afterwards scheduling time and creating a space to show the movie and discuss the movie in light of current events and the work that this committee does.

BOG Update Governor Andrea Jarmon spoke about the discussions that were had on the committee about the Internment of Japanese Americans, and around LLLT new practice area: Elder Law, conclusion about the bylaw amendments, and bar dues.

6. **Blog and NW Lawyer**

Dana Barnett walked the committee through a look notes from FY16 about potential topics and a brainstorming session to determine what kinds of topics should be written, some ideas included:

- Writing about personal experiences that illustrate diversity in the law
- Using blogs/articles to advertise for upcoming events
- Movie reviews/reviews of current media as it relates to diversity issues in the field of law.
- Legal Lunchboxes/Beyond the Dialogue: highlighting research and expanding on the topics

Dana suggested that between now and the March meeting, committee members can think about specific topic ideas and bring ideas to that meeting. These ideas can be topics of interest or ideas for articles that individual committee members may want to write themselves.

7. **Diversity Stakeholder's Meeting**

Joy Williams informed the committee that the Stakeholder's Meeting has been moved from March to May.

Ailene Limric motioned to adjourn the meeting at 1:11 PM, Laura Wulf seconded, the meeting was adjourned unanimously by the committee.

Next Meeting: IN PERSON, WSBA Office, Saturday March 18th, 10 AM – 3 PM

If you need special accommodations contact diversity@wsba.org