



## **Diversity Committee DRAFT MINUTES**

September 16, 2017

10 – 3 pm

In Person: WSBA Office, 1325 4<sup>th</sup> Ave, Suite 600, 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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In attendance: Ailene Limric, Allison Ross, Gov. Andrea Jarmon, Cynthia Chen-Weller, Kristine Olmstead, Lionel Greaves, Oscar Chaves, Gov. Ann Danieli, Stephanie Anderson

Unable to attend: Robert King, Gov. Rajeev Majumdar, Navjot Kaur, Carrie Blackwood, Gov. Mario Cava, Laura Reed, Jennifer Cruz, Laura Wulf

Staff: Joy Williams, Dana Barnett, Kelly Nee

1. **Call to Order and Welcome**

Cynthia Chen Weller called the meeting to order at 10:08 a.m. Lionel Greaves moved to approve the July meeting minutes, Ann Danieli seconded, there were no objections from the committee, and the minutes were approved and adopted.

2. **BOG Update**

Gov. Andrea Jarmon spoke about the BOG Meeting that was held on July 27-29<sup>th</sup>. The empty seat was filled, and the new treasurer was elected. There were some workgroup recommendations for the Legislative committee. There was also discussion about mandatory malpractice insurance, the workgroup is in the beginning stages of forming and discussing parameters and gathering member input before making decisions. The budget was discussed, and the discussion around replacing the president-elect position. The next BOG meeting will be on September 28-29 in Seattle, followed by the APEX Awards. Lionel Greaves is receiving the Excellence in Diversity Award.

3. **Diversity Inclusion Equity Training**

Robin Nussbaum and Allison Ross led a training on Allyship.

4. **Member Appreciation**

The committee celebrated the work of the departing members in attendance: Kristine Olmstead, Governor Andrea Jarmon, and Cynthia Chen-Weller. Laura Reed, Governor Mario Cava, and Governor Ann Danielli, will also be rolling off the committee. It was announced that Ailene Limric will be co-chairing the committee next year, along with the chair appointed from the BOG.

5. **Project Updates and Discussion**

a. Experience Exchange

Kelly Nee informed the committee that the Spokane Experience Exchange that was planned for next week has been cancelled and rescheduled for spring 2018. The WSBA is going to do

more research about the need for this mentorship event among new lawyers and whether it should be extended to law students to participate as mentees.

**b. Legal Lunchbox**

Dana Barnett spoke about the upcoming Legal Lunchbox that is focusing on Injustice under the Law. The topic was suggested by former committee member, Sean Davis. Panelists will discuss historical examples and how to move into modern day strategies that will address injustice under the law. This Legal Lunchbox will be during the lunch hour on Tuesday, September 26.

**c. Beyond the Dialogue**

Allison Ross reported to the committee about the upcoming Beyond the Dialogue panel on the topic of Disability and Ableism within the Legal Profession. Conrad Reynoldson of the Washington Attorneys with Disabilities Association will be introducing the panel as well as participating on it. Dana Barnett informed the committee that the panel will be discussing Disability and Ableism in the Legal Profession. The panel will be discussing, internal and external barriers, biases, and strategies to overcome barriers in the legal profession. This event will be on October 19<sup>th</sup>, from 3:30 p.m. – 5:30 p.m., followed by a WADA Reception. October is also National Disability Awareness Month.

**d. Community Networking Events**

Kelly Nee spoke about the Community Networking Events next week. There will be one in the Tri-Cities at Tagaris Winery & Taverna Tagaris on 9/21/17, and the partners are going to be WWL and LBAW. There will also be one in Spokane at Gonzaga Law School on 9/22/17, and the partners are going to be WWL, LBAW, and WSVBA.

**e. NW Lawyer Article**

Allison Ross updated the committee about the NW Lawyer Article, currently there are 4 essays that the committee has written. Committee members have until October 1<sup>st</sup> to contribute to this article with their own essays. The theme is “What does a lawyer look like?” and committee members are sharing their experiences about being a nontraditional attorney.

**f. Mentorship Mixer**

Kelly Nee led the committee in a brainstorm in preparation for the Diversity MentorLink Mixer planned for April 27, 2018. The mixer will be focused on Diversity Leaders in the Legal Field. Some ideas for the committee would be to act as a partner with WSBA Mentorship, act as mentors during the event (and their bios might be shared with mentees prior to the event), help market through blogs and social media, write a post-mixer blog post, and help recruit for mentors from MBAS’s/law firm diversity committees/etc.

**6. FY18 Meeting Dates**

Dana Barnett provided the dates for the next fiscal year’s meetings. WSBA will send out new committee packets at the start of the fiscal year, pending the appointment of new BOG representative for the Diversity Committee.

**7. Announcements**

**Next Meeting: In-Person October 21<sup>th</sup> Committee Orientation 9 AM – 4 PM**  
**If you need special accommodations contact [diversity@wsba.org](mailto:diversity@wsba.org)**