



WSBA SECTION ANNUAL REPORT – FY17

Deadline: Friday, October 13, 2017

Email Annual Report to: sections@wsba.org

Name of the Section:	<i>Civil Rights Law Section</i>	
Chair:	<i>Kelli Schmidt (2016-2017), La Rond Baker (2017-2018)</i>	
Section Information: <i>*To be completed by WSBA*</i>	Membership Size:	216 (as of 9/1/17)
	Staff Lead:	Julianne Unite
	BOG Liaison:	Bill Pickett
	FY17 revenue: \$	\$6,093.00 (as of 8/31/17)
	FY17 direct expenses: \$ <i>(does not include the Per-Member-Charge)</i>	\$2,087.41 (as of 8/31/17)
Purpose:	<p>The mission of the Civil Rights Law Section (CRLS) is to educate and advocate for civil liberties and equal rights in the context of the legal issues of Washington State residents. The Section focuses on civil rights issues including forms of racial, ethnic, religious, gender, national origin and sexual-orientation discrimination, and persons with mental or physical disabilities, the socio-economically marginalized, and those experiencing homelessness. The section also focuses on issues involving civil liberties including freedom of speech, freedom from state-promulgated religion, and privacy rights. Lawyers who practice in any of these areas of law, or persons who are interested in public policy or these topics, are encouraged to join the Civil Rights Law Section.</p>	
2016-2017 Accomplishments and Work in Progress:	<ol style="list-style-type: none"> 1. Section Newsletter published on June 12, 2017, which included: (a) A Parting Note as Chair by Alec Stephens; (b) information on Civic Leader and Distinguished Service Awards; (c) Civil Rights in the United States of America: Fact or Fiction? By Dr. Terrence Roberts, (d) discussion of <i>Evenwel v. Abbott</i> by Breanne Schuster; (e) Of Friendship and Freedom by Liam Otten, and (f) 2016 Legislative and Case Law Updates from Nancy Talner 	

2. Conducted online survey of our members to see what they are seeking in membership and what could be approved. To encourage participation by December 1, 2017, we offered five (5) free section memberships.
3. Held Annual CRLS Executive Committee Work Planning Retreat (December 3, 2016, 9:00 AM – 1:00 PM)
4. Issued “Reflections and Resolutions” statement on January 1, 2017, about the difficulties ahead for civil rights with a new administration via the Listserv
5. Participation and Co-sponsor of Seattle Open Sections Night on January 19, 2017
6. Issued MLK Holiday Statement to WSBA
7. Met with WSBA on Friday, 2/24, to discuss GR12 and what we can and cannot discuss publicly.
8. Worked with Legislative Affairs Manager to review and give feedback on various civil rights related bills during the 2017 Legislative Session. After receiving WSBA approval under CR 12(c) sent letters/public comments on March 20, 2017, in support of
 - HB 1783 regarding Legal Financial Obligations and
 - Engrossed Substitute Senate Bill 5312, the Washington Fair Chance Act.
9. In partnership with WSBA CLE, the Civil Rights Section presented a CLE: *A look at Police and People of Color – Racial Progress or a Deepening Racial Divide*, May 16, 2017, from 9:00 am to 4:45 pm. Program Co-Chairs: Fred Diamondstone — Attorney at Law, and Alec Stephens — Attorney at Law. Program Faculty: Fred Diamondstone — Attorney at Law; J. Michael Diaz — The United States Attorney’s Office; Prof. Gregory Gilbertson — Gilbertson Investigations, Olympia, WA; Lorena Gonzalez — Seattle City Council; Pete Holmes — Seattle City Attorney’s Office; Lembhard G. Howell — Attorney at Law; Deborah Jacobs — King County’s Office of Law Enforcement Oversight; Gloria Ochoa-Bruck — Washington State Commission on Hispanic Affairs, Spokane, WA; Isaac Ruiz — Seattle Community Police Commission; Sheley Secrest — Seattle/King County NAACP; Frank W. Shoichet — Reed

Longyear Malnati & Ahrens PLLC; Alec Stephens — Attorney at Law; Rev. Harriett Walden — Seattle Community Police Commission; and Ronald R. Ward — Assistant Seattle Police Monitor.

10. Held a Networking Reception on May 16, 2017, after the CLE, *A Look at Police and People of Color*.
11. Civil Rights Mentorship – in July 2017, Amy Kim and Kathleen Kline drafted a Civil Rights mentoring worksheet for WSBA’s Mentoring program and they will be working (and seeking volunteers) on more specific Civil Rights worksheets in the coming year (e.g., public policy attorney, government attorney, legal aid attorney, etc.)
12. In July provided feedback to WSBA stating we supported a proposed amendment to Article XI. SECTIONS of the Bar Bylaws to take action effectively and efficiently during the legislative session.
13. Passed new Bylaws that were approved by the BOG on July 27, 2017.
14. Participated in the Young Lawyer Liaison recruitment and selection process and Bryan Rome will be the 2017 -2019 Young Lawyer Liaison to the Civil Rights Law Section.
15. In partnership with WSBA CLE, the Civil Rights Section presented a CLE: *Pressing Issues In Civil Rights Enforcement*, September 20, 2017, from 12:55 pm to 4:40 pm. Program Co-Chairs: La Rond Baker — Washington State Attorney General’s Office, and Amy Kim — US Department of Education. Program Faculty: Kayley Bebber — Northwest Immigrant Rights Project; Marsha J. Chien — Washington State Attorney General’s Office; Amy Kim — US Department of Education; Jasmin Samy — Council on American-Islamic Relations, WA Chapter; and Elisabeth Standley Smith — ACLU of Washington.
16. Held Annual Meeting of the Civil Rights Law Section and elections on September 20, 2017.
17. Held a Networking Reception on September 20, 2017, after the CLE and Annual Meeting.
18. Encouraged WSBA to make a statement against racist, white nationalist, and white supremacist violence and support the Minority Bar Association’s Joint Statement or pass their own.

	<p>WSBA passed their own statement in the form of a Resolution at the September 2017 BOG Meeting.</p> <p>19. Increased activity on the civil-rights-law-section listserve to over 100 posts on timely cases, decisions, job openings, trainings, and volunteer opportunities.</p> <p>20. Working to increase frequency of newsletter to quarterly publication, rather than annual.</p> <ul style="list-style-type: none"> • In addition to these activities: <ul style="list-style-type: none"> • CRLS Chair Kelli Schmidt provided input to WSBA staff with others on the Legal Lunchbox™ Series Allyship: Barriers and Best Practices for Legal Professionals, May 30, 2017. • CRLS Chair Kelli Schmidt participated in the <i>Decoding the Law Session on Transgender Rights</i>; • CRLS Outgoing Chair Alec Stephens presented at the CLE: <i>A look at Police and People of Color – Racial Progress or a Deepening Racial Divide</i> • Trustee Amy Kim presented on Education Issues in the <i>Pressing Issues in Civil Rights</i> CLE.
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<p>Please quantify your section's current member benefits:</p> <p><i>For example:</i></p> <ul style="list-style-type: none"> • \$3000 Scholarships, donations, grants awarded; • 4 mini-CLEs produced 	Quantity	Member Benefit
	\$ 290	Scholarships, donations, grants awarded (\$50 donation to Open Sections Night, 3 memberships as door prizes, and 5 membership for randomly selected person who provided Section feedback)
	0	Law school outreach events/benefits hosted
	29+	Legislative bills reviewed/drafted
	1	Newsletters produced
		Mini-CLEs produced
	2	Co-sponsored half/day to multi-day CLEs with WSBA
	2	Receptions/forums hosted
	0	Awards given – Note: 2017 Civil Leader and Distinguished Service Awards were postponed to be granted in January 2018
	2	New Lawyer Outreach events/benefits

	1	Other (please describe): participated in Open Sections Night
2017-2018 Goals & Priorities (Top 5)	1	Educate our membership on local and national civil rights matters via newsletters, listserv, and volunteer opportunities
	2	Provide continuing legal education opportunities for our members in the area of civil rights at least once annually
	3	Create opportunities for interaction between young/new lawyers and experienced civil rights lawyers through mixers, YLL activities, and mentorships.
	4	Increase general membership participation in monthly Section meetings with increased communication about the meetings via listserv, website, newsletter
	5	Advocate for civil rights, equity, diversity and inclusion issues to the BOG and within WSBA

Please report how this section is addressing diversity:

(Are you using any of the tools provided by WSBA and if so, how? Have you sought out training or consultation from the Diversity Specialist? How have you elicited input from a variety of perspectives in your decision-making? What have you done to promote a culture of inclusion within the board or committee? What has your section done to promote equitable conditions for members from historically underrepresented backgrounds to enter, stay, thrive, and eventually lead the profession?)

GROUP	2017 Total Count ¹	2016 % of Color	2017% of color	2017% responded	2016 % female	2017% female	2017 % responded
WSBA	38525	11.6%	14.1%	72.7%	38.9%	40.7%	76.4%
Civil Rights Law	211	26.7%	24.8%	78.2%	53.4%	66.1%	82.5%

GROUP	2017 Total Count ²	2016 % of LGBT Yes	2017% of LGBT Yes	2017% response	2016 % people with disabilities Yes	2017% people with disabilities Yes	2017 % response	2016 N/YL %	2017 N/YL %
WSBA	38508	1.2%	2.6%	45.4%	1.1%	2.4%	45.7%	18.1%	17.9%
Civil Rights Law	211	4.9%	13.4%	63.5%	2.8%	11.2%	63.5%	28%	30.8%

- After CRLS Member Jody Campbell raised the idea of CLE or other training on Allyship, CRLS reached out to WSBA CLE folks who then developed the Legal Lunchbox™ Series Allyship: Barriers and Best Practices for Legal Professionals, May 30, 2017. CRLS Section lead Kelli Schmidt and Member Jody Campbell provided input to WSBA on the planning for that activity.
- CRLS ensures that its CLE presenters and panels represent and reflect the diversity of voices within the legal community as can be seen from the presenters in our CLEs during 2017.
- CRLS provides information about a variety of opportunities and issues in its listserv that

¹ At time of Section Diversity Counts

² At time of Section Diversity Counts

relate to diversity issues.

- Our CLEs are on topics of interest to people of color, persons who identify as LGBTQ, people with disabilities, and new and young lawyers: *Police and People of Color – Racial Progress or a Deepening Racial Divide* and *Pressing Issues in Civil Rights*
- CRLS will continue to work with WSBA's Mentoring program and help to solicit volunteers for (1) developing Civil Rights worksheets in the coming year (e.g., public policy attorney, government attorney, legal aid attorney, etc.) and (2) recruiting our members to serve as mentors and mentees.
- CRLS has attempted to improve relationships and increase cross-collaboration with the minority bar associations. This has been occurring through meetings with their leadership and supporting their public statement denouncing white supremacy and white nationalism and the acts of violence that occurred in Charlottesville, Virginia, and encouraging WSBA itself to take positions on these issues.

Please report how this section is addressing professionalism:

(Does the section's work promote respect and civility within the legal community? Does it seek to improve relationships between and among lawyers, judges, staff and clients? Does it raise awareness about the causes and/or consequences of unprofessional behavior?)

This has not been a focus of our work this past year. However, when comments started becoming personal attacks on the [civil-rights-law-section] list serve around immigration and immigrant issues, we issued the following reminder to all participants on March 29, 2017:

A reminder to all: We want to see a diversity of opinions in the civil rights law section forum and encourage information sharing, exchange of ideas, discussion, and debate. **Please adhere to our professional code of conduct** and refrain from making disparaging or personalized remarks either to the list serve or in private messages. Unlike some sections, our list serve is not moderated. We would like to keep it that way so that you can continue to receive information as quickly as possible. And let's not forget, when we speak in professional forums such as this one, we are interacting with our colleagues and should treat each other with the same courtesy, respect, and words as we would use with one another if we were interacting face-to-face.

For anyone who would like to attend the monthly meetings of the Executive Committee, we meet on the third Wednesday of the month at 11:00 a.m., please let me know and I will be sure to send you the agenda and call-in number before the next meeting on April 19th.

We will not be adding to the issue of whether or not immigration or immigrant rights are appropriate topics for the Civil Rights Law Section (CRLS) to the April 19 meeting agenda. Immigration issues and immigrant rights clearly fall within the mission of CRLS, which is, in relevant part, "to educate and advocate for civil liberties and equal rights in the context of the legal issues of Washington State residents. The Section focuses on civil rights issues including forms of ...national origin ...discrimination. The section also focuses on issues involving civil liberties including freedom of speech, freedom from state-promulgated religion, and privacy rights."

Additionally, our purpose statements on the WSBA website specifically states, "The Section focuses on the practice and policy of civil rights law, which includes the rights of...immigrants." See, <http://www.wsba.org/Legal-Community/Sections/Civil-Rights-Law-Section>

Please report how this section is integrating new and young lawyers into its work:

(How have you brought new and young lawyers into your decision making process? Has the section supported new and young lawyers by (for example) helping to find and prepare them for employment, assisting with debt management, building community, and providing leadership opportunities?)

- Our Young Lawyer Liaison is a voting member of our Executive Committee
- We have solicited young lawyers to participate in our Executive Committee meetings
- We have provided information about employment, training, and leadership opportunities on our list serve.
- We held two networking receptions after our CLEs to encourage young/new lawyers to interact with more experienced lawyers.
- We recruited and selected a new young lawyer liaison to serve from October 1, 2017, to September 31, 2019. We specifically focused our selection on the candidate who had ideas for how to increase involvement on young and new lawyers.

Please describe your Executive Committee's relationship with WSBA staff and the Board of Governors.

For example:

- *Quality of WSBA staff support/services provided to Section Executive Committee*
- *Involvement with Board of Governors, including assigned BOG liaison*
- *Ideas you have on ways WSBA can continue to strengthen/support services to sections.*
- We are incredibly appreciative of the support we receive from WSBA staff and Julianne Unite in particular. She is prompt, responsive, and thoroughly professional. She keeps us on track, within deadlines, and played a major role in our Bylaw revisions and Budget development. She deserves a raise and an award!
- We appreciate the assistance that Alison Phelan and Clark McIsaac provided during the legislative process. Their efforts seemed tireless. They accomplished a great deal and helped steer us when we had bills that were priorities for our section and were approved for public comment. We also were heartened by the WSBA hearing our concerns about GR12 and their changing their bylaws to allow for faster response during the legislative session.
- We were delighted with the leadership that Shanthi Raghu provided when the idea of the Allyship CLE was raised. We would like to see more Legal Lunchboxes that address important issues related to diversity, inclusion, and bias in the profession, such as the June 2017 *Legal Lunchbox™ Series: Combating Islamophobia and Addressing Bias in the Legal Profession*.
- We enjoyed working with Sondra Livingston-Carr on our CLEs and applaud the IT/AV folks for making them trouble-free for online participants.
- We also appreciated having Bill Pickett as our liaison. He has been very helpful in understanding the BOG's work and participated in a meeting with WSBA leadership when we were getting frustrated about the limitations imposed by GR 12 and the lack of clarity around that rule in the legislative and other processes. He also brings a clear-eyed perspective to our meetings, helps us understand the BOG's thinking, and how lawyers outside of the Puget Sound region might perceive issues. We are pleased he is taking on a larger BOG role, but will miss him.
- We were incredibly pleased when WSBA passed the Resolution at the September 2017 meeting *Denouncing Recent Acts of Violence and a Reaffirmation of Equity and Inclusion Principles*. Thank you for your leadership on this important issue.

Note: Annual Reports will be provided to the WSBA Executive Director, Board of Governors and posted on your section's webpage. We encourage you to share the Annual Report with your BOG liaison and section membership.

Reports are scheduled to be included in the November 2017 BOG Meeting Materials.

Return by October 13, 2017 to sections@wsba.org