

## **Guidance for WSBA Committee and Board Nominating Teams**

WSBA is committed to seeking fairness and equity, limiting the effects of unconscious bias, and ensuring considered decision-making in the committee appointment process. This tool provides guidance and questions for consideration throughout the process.

### **Committee strengths and weaknesses**

As members cycle off of the committee, what knowledge, skills, or abilities do they take with them? Considering your goals and activities for the coming year(s), what knowledge, skills, or abilities will help you be successful?

### **Current committee make-up**

What areas of practice and types of practice are represented on your committee? Could your committee benefit from a greater variety of types or areas of practice? Does the committee have representatives from across the state? Does your committee have new/young attorneys?

### **Candidates and the candidate pool**

Are the candidates qualified? How many years of experience do the candidates have in the legal field and in the specific focus area of your committee? Have members of the candidate pool served on other WSBA committees before?

### **Diversity and equity considerations**

Given the current make up of the committee, across what dimensions can diversity be enhanced? Consider gender, race, age, sexual orientation, disability status, religion, geography, and other areas of diversity. How can you actively prevent unconscious bias from negatively impacting the nominating process? Is the WSBA trying to bring a variety of perspectives to the table representing groups that may be significantly impacted by the work of the committee that aren't already represented on the committee?