

ACHIEVING Inclusion and Equity:

A Guide for WSBA Committees, Boards, and Sections

This guide is meant to help Washington State Bar Association entities in their pursuit of diversity, inclusion, and equity. It provides an overview of WSBA's commitment, a readiness assessment, and the resources entities may access, including training and outreach opportunities. The WSBA is committed to advancing diversity and inclusion within the legal profession. An inclusive environment encourages and incorporates different perspectives, ideas, and experiences. Our commitment to inclusion and equity starts internally and is based in what we call our "Inside-Out" Philosophy. WSBA's approach is to "walk our talk" by applying the principles of inclusion and equity to our own work. We have prioritized diversifying our staff and creating cultural competence. We also support our entities in learning about diversity in order to diversify their own membership and leadership.

WSBA Diversity and Inclusion

WSBA's diversity team is available to provide consultation on a variety of diversity, inclusion, and equity topics. We provide several tools, resources, and training for sections and other WSBA entities.

WSBA Online Tools

www.wsba.org/connect-serve/volunteer-opportunities/toolbox

- ▶ Diversity Dictionary
- ▶ Culture of Inclusion Philosophy
- ▶ Accessibility Toolkit
- ▶ Diversity Demographics Report

WSBA entities are asked to report on inclusion and equity efforts aimed at increasing awareness, developing competency, and facilitating non-biased decision making. As a part of tracking the progress each entity is making, the annual report asks WSBA entities how they have addressed diversity. The questions are meant to encourage WSBA entities to think about a variety of ways they can impact diversity, inclusion, and equity.

Diversity and Inclusion Team

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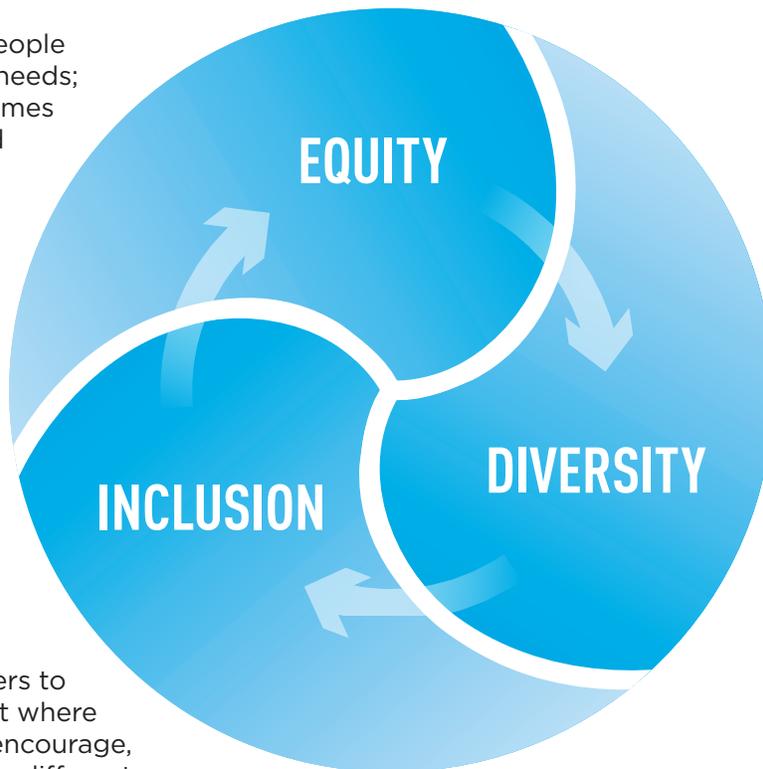
How to identify if a WSBA entity is ready to be inclusive

The pursuit of diversity, equity, and inclusion is a journey for every institution, department, team, group, and individual. Each path is uniquely rooted in a fundamental set of values, norms, and goals established by each entity. Below is a diagram highlighting definitions of major aspects of the journey. The WSBA Inclusion and Equity Specialist is available to assist entities in preparing for the journey, connecting them to resources, helping identify barriers, and developing strategies for creating a diverse, inclusive, and equitable environment within the entity.

WSBA's [Culture of Inclusion Philosophy](#) lists a number of helpful characteristics each WSBA entity should consider when preparing to conduct outreach to underrepresented groups. These characteristics are crucial to developing a welcoming atmosphere and retaining members from marginalized communities. Without the intentional development of an inclusive and equitable culture, efforts to increase sustainable representation of marginalized groups are unlikely to be successful.

DIVERSITY / EQUITY / INCLUSION JOURNEY

Equity is treating people fairly based on their needs; ensuring equal outcomes (beyond equality and equal opportunities).



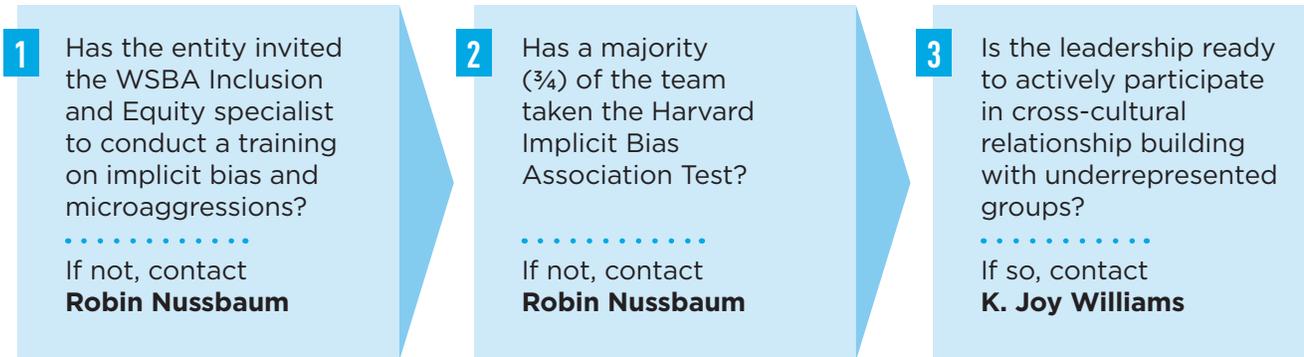
Inclusion refers to an environment where people invite, encourage, and incorporate different perspectives, ideas, and experiences.

Diversity refers to meaningful representation of and equal opportunities for individuals who self-identify with those groups that are underrepresented in the legal profession based upon, but not limited to, disability, gender, age, familial status, race, ethnicity, religion, economic class, sexual orientation, gender identity, and gender expression. Statewide geographic diversity and area of practice shall also be given consideration.*

*Adopted by the WSBA Board of Governors in March 2010.

READINESS ASSESSMENT

Before engaging in broader outreach consider the questions below:



These questions are meant to support the front end work on the journey and act as a guide to the nonbiased decision-making necessary in the pursuit of equity.

The expectation is that each WSBA entity has intentionally prepared its decision makers and members to become a more diverse and inclusive membership.

OUTREACH

The diversity team is also available to help you with outreach. The diversity team will work with WSBA entity leadership to identify:

- ▶ Outreach goals (who is your target audience and why)
- ▶ Measurable outcomes for outreach efforts
- ▶ Type and level of support required to increase representation of members from marginalized groups (e-introductions, in-person meetings, etc.)
- ▶ WSBA hosted/sponsored events, meetings, or programs suited to support outreach goals

EXTERNAL RESOURCES

Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition – thoughts and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the internet. Project Implicit was founded in 1998 by three scientists – [Tony Greenwald](#) (University of Washington), [Mahzarin Banaji](#) (Harvard University), and [Brian Nosek](#) (University of Virginia).

- ▶ <https://implicit.harvard.edu/implicit/takeatest.html> (Also available on WSBA’s volunteer toolbox)

Special correspondent Charlayne Hunter-Gault speaks to Derald Wing Sue of Teachers College at Columbia University about the ways that everyday microaggressions can affect people.

- ▶ <https://youtu.be/mgvjnxr6OCE>

WSBA Diversity and Inclusion – Further Information

TO FIND OUT MORE ABOUT:	CONTACT:
<ul style="list-style-type: none"> ▶ A diversity consultation, training or presentation for my WSBA section, board, committee, etc. ▶ WSBA entity demographics 	<p>Robin Nussbaum 206-727-8322 robinn@wsba.org</p>
<ul style="list-style-type: none"> ▶ A diversity consultation, training or presentation for my law firm, legal organization, school, etc. ▶ WSBA membership research 	<p>K. Joy Williams 206-733-5952 joyw@wsba.org</p>
<ul style="list-style-type: none"> ▶ The WSBA Diversity Committee ▶ Submitting a diversity-focused publication (blog, <i>NWLawyer</i>) ▶ Outreach to Washington State’s minority bar associations (MBA) ▶ A diversity event or program 	<p>Dana Barnett 206-733-5945 danab@wsba.org</p>
<ul style="list-style-type: none"> ▶ Adding or updating an MBA or Diversity Section on WSBA.org 	<p>Tyler Washington 206-733-5934 tylerw@wsba.org</p>
<ul style="list-style-type: none"> ▶ Joining the WSBA Diversity Stakeholders listserv ▶ Submitting an event for WSBA Diversity Announcements (emailed every other week) 	<p>diversity@wsba.org</p>



**WASHINGTON
STATE BAR
FOUNDATION**

The Washington State Bar Foundation, a 501(c)(3) organization, is a separate entity from the WSBA. Its sole mission is to provide financial support for WSBA programs that promote diversity within the legal profession and enhance the public’s access to, and understanding of, the justice system. Tax-deductible contributions to the Foundation support WSBA’s diversity and inclusion events and programs.

For more information, or to make a donation, contact:
Laura Sanford, lauras@wsba.org. 206-239-2137

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