

**Diversity Committee Meeting Final Minutes**

December 11, 2020 – 1:00 PM to 4:00 PM

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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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**Present:** Janice Langbehn, Christopher Swaby, Mubarak Abdur Raheem, Andrea Jarmon, Gov. Sunitha Anjivel, Danitza Casselman, Michelle Fukawa, Laura Johnson, Shirley Prasad, Monica Reinmiller, Nam Nguyen

**Absent:** Luis Beltan, Serena Sayani, Yuping Wang, Hunter Abell, Carly Summers

**Staff:** Tyler Washington, Diana Singleton

**Meeting was called to order at 1:15 P.M.**

**Minutes**

Laura motioned to approve the October 2020 Diversity Committee minutes, Shirley seconded and the minutes were approved unanimously. Monica motioned to approve the November 2020 Diversity Committee minutes, Michelle seconded and the minutes were approved unanimously.

**Orientation**

The committee engaged in an orientation session, which included background and history of the Diversity Committee and WSBA DEI programming and OPMA overview.

**Committee Visioning and Strategic Planning**

The Committee broke up into groups and engaged in visioning and strategic planning.

Group 1 focused on pipeline programming and DEI CLEs. Monica stated that they discussed how the committee could support various internships, existing mentorship programs and how to conduct outreach to high school students and undergraduates. Sunitha shared that the committee currently has connections with all law schools except Gonzaga and this could be the year to establish a similar relationship. She suggested that a subcommittee form that focuses

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on pipeline programming. Diana suggested convening law schools, MBAs, and the committee to connect about what existing work is being done and find opportunities for collaboration.

Diana shared that she was hoping to convene a meeting with the MBAs and Diversity Committee to start brainstorming for DEI CLE topics in early January. The first DEI Legal Lunchbox is in March.

Group 2 focused on communications and the Diversity and Inclusion Plan. Sunitha shared that they discussed bringing back the “What Lawyers Look Like” series in the Bar News. They also discussed how the committee could take a more intentional approach towards diversity at the Bar News, be it through writers or thought leaders. Andrea suggested a subcommittee be formed.

The committee discussed updating the Diversity and Inclusion Plan and asked if there has been analysis of whether the organization has followed through on the original commitments laid out in the plan. Tyler stated that she wasn’t sure if such an analysis has been done and shared that it might be tough to create a new plan without an updated membership study. Diana shared that the new study is due in 2022 and would like to have the committee involved in that process.

## **At Large Governor Elections: Proposed Changes for Bylaws**

The committee decided to further discuss this agenda item to the next Meeting on January 12.

**Meeting was adjourned at 4:01 P.M.**