

WASHINGTON STATE BAR ASSOCIATION

AT-LARGE BOG POSITION Interview Question and Criteria

PROCESS: Interviews will take place on Wednesday, January 8, 2025 between 12:00 pm and 2:00 pm via Zoom. Every applicant will be interviewed by the WSBA DEI Council. Depending on the number of interviews, each will be between 15-25 minutes.

INTERVIEW QUESTIONS:

1. What is your understanding of the purpose of the At Large role and how do you intend to fulfill the obligation of the role?
2. Can you describe how the issues of diversity, equity and inclusion have impacted your personal and professional life with at least one specific example?
3. Please share an example of how you've demonstrated your commitment to diversity, equity and inclusion.
4. General Rule 12.2 provides that the WSBA should strive to promote diversity and equality in the legal profession and courts. How can the legal profession be more inclusive to underrepresented members? How do you think the Board of Governors should carry out this responsibility under 12.2?
5. There is now a requirement that one of the mandatory ethics credits must be in equity, inclusion, and the mitigation of bias in the legal profession. What are your thoughts about this requirement?
6. Diversity, equity, and inclusion means different things to different people. People also have different and sometimes competing ideas about how the goals around these issues can be accomplished. As a member of the BOG, when you are advancing an idea or goal around one of these issues, how would you respond to a situation where other BOG members did not appear to be supportive of such? Please share an example of when you had to present your perspective on diversity, equity and inclusion to people who had an opposing or different viewpoint.
7. On June 4, 2020, our Washington Supreme Court issued a letter in response to the growing public outcry for social justice and called upon the legal profession take individual and collective action towards address issuing of racism in our legal system. Can you share your reflections on this letter and whether it has had any personal impact upon you?
8. What do you think about the mission statement and the prioritization of serving the public?
9. Do you have any questions for us?

SELECTION CRITERIA:

The ideal candidate:

- Has lived experienced as a member from an underrepresented community
- Demonstrates an understanding of the racial injustices in the legal profession and system and wants to heed the Supreme Court's call to action about racial justice
- Demonstrates a commitment to diversity, equity and inclusion in the legal profession
- Demonstrates initiative, leadership, and responsibility

- Has an ability to advocate for diversity, equity and inclusion in an environment where there are opposing views
- Demonstrates a clear understanding of the WSBA Mission and the role of the Bar