

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting | Virtual Only

Thursday, July 28, 2022 | 12:00 p.m. – 2:00 p.m.

Via [Zoom](#) | Meeting ID: 884 6080 9037 | Passcode: 047632 | Call-in: 888-788-0099

AGENDA

1. Introductions, May Meeting Recaps, and Approval of May Meeting Minutes (Gov. Abell)
2. WSBA Updates (Gov. Abell and Julianne Unite)
3. Subcommittee Report Updates
 - a. Community, Education, and Outreach (Kari Petrusek, Chair)
 - b. Pipeline Placement Program (Laurie Powers, Chair)
 - c. Job Opportunities and Clearinghouse (Betsy Penoyar, Chair)
4. Discussion of Bar News rural themed issue in November 2022 – copy due by Sept. 1, 2022
5. Discussion of recommendations by Equity and Disparity Workgroup to Board of Judicial Administration regarding remote access to the courts.
6. Other Business
7. Next Steps/ Conclusion
8. Adjournment

2021 - 2022 STAR Committee Meeting Schedule

October 26, 2021	Meeting: 3 – 5:00 p.m.	Virtual Only
November 18, 2021	Meeting: 12 - 2:00 p.m.	Virtual Only
January 20, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
February 17, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
March 17, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
April 21, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
May 26, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
June 16, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
July 28, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
August 18, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only
September 15, 2022	Meeting: 12 - 2:00 p.m.	Virtual Only

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee Charter

Effective: July 16, 2021
as approved by the
WSBA Board of
Governors

Purpose

The WSBA Small Town and Rural (STAR) Committee is committed to strengthen and support the practice of law in the rural communities throughout Washington state. Members of the STAR Committee will work to ensure that the practice of law in rural communities is present, growing, and thriving.

Practitioners in rural communities are few and far between. Additionally, many of these practitioners are nearing retirement without a clear plan of succession for their clients, leaving a void of access to legal representation and counsel. The STAR Committee will guide policy & program development, serves as ambassadors between the WSBA and these communities, explore and advocate for creative and innovative solutions, and regularly assess the legal landscape in rural communities to determine if WSBA policy, advocacy and program development require further resource for sustainability and improvements.

The STAR Committee aligns with the authorized activities outlined in General Rule 12. More specifically, GR 12.1 (a) articulates the Washington Supreme Court’s regulatory objective to provide, in part, “meaningful access to justice. . .” while GR 12.1(d) strives for “affordable and accessible legal services.” In addition, the STAR Committee aligns with the authorized activities outlined in GR 12.2, in particular by providing “services to members and the public,” and “fostering collegiality among its members and goodwill between the legal profession and the public.”

Further, the STAR Committee furthers the WSBA mission to serve the public and the members of the Bar by providing focused attention on the unique needs of residents and members in rural areas both by improving access to legal practitioners in rural communities and outreach and development of a pipeline of younger rural residents to pursue a legal career and serve their communities.

Definition of “Rural”

For the purpose of the STAR Committee and reflective of Washington’s unique geographic and socio-geographic landscape, the definition of “rural” is as follows:

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban non-metro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural, but likely more

adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

Composition

Members of the STAR Committee should have demonstrated experience and/or interest in a thriving legal practice in Washington's rural communities. The STAR Committee will consist of 13 members and are outlined as:

- Chair (voting member)
- 2 Current or Former WSBA Board of Governors Members (voting members)
- 1 Active WSBA Member At Large (voting member)
- 4 Active WSBA Members from rural communities - see above for definition of "rural" (voting members)
- 1 Active WSBA Young Lawyer Member, as defined in WSBA Bylaws (voting member)
- 3 Law School Representatives (voting members, must be currently employed with a WA Law School which is not currently represented on the Committee.)
- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP)(voting member).

WSBA Staff Liaison: Member Services and Engagement Manager or staff member in the Advancement Department, non-voting

Board of Governor Liaison: as assigned annually, non-voting.

Terms

- Chair: two-year term
- Members: three-year term

Initial Committee Terms

The first appointments to the STAR Committee should effectuate a staggered rotation of STAR Committee members. Therefore, the following terms are in place for the first appointment cycle only. All subsequent terms should adhere to the term limits stated above. STAR Committee member serving an initial term less than three years, should be considered an incomplete term. Therefore, the member is eligible to serve two subsequent complete three-year terms in WSBA Bylaws.

- 2 Active WSBA Members
1 member with two-year term, 1 member with three-year term.
- 4 Active WSBA Members from rural communities (see above for definition)
1 member with one-year term, 1 member with two years term, 2 members with three-years term.
- 3 Law School Representatives (voting, must be currently employed with a WA Law School)
- *1 member with one-year term, 1 member with two-years term, 1 member with three-years term.*

The following positions will begin as a standard term as set forth in this charter.

- Chair
- 1 Active WSBA Young Lawyer Member

- 1 Active WSBA Lawyer Member currently employed with a Qualified Legal Service Provider (QLSP).

Scope of Work

The scope of the STAR Committee’s work will focus on what the WSBA is uniquely positioned to do in supporting a sustaining and thriving environment for the practice of law in Washington’s rural communities. The STAR Committee will work with all relevant and interested stakeholders to collaborate where needed. The provision of direct legal services and civil legal aid to the public is outside the scope of the STAR Committee.

Measures of Success

- Increased awareness of the issues and possible solutions to address any gap in practicing members in rural communities.
- A sustainable pipeline of legal practitioners in rural communities.
- Increased numbers of legal practitioners in rural communities.
- The establishment of funding for programs and initiatives for the practice of law in rural communities.

STAR Committee Roles

1. Community Education and Outreach

Coordinated efforts to educate members and potential members about the unique needs, opportunities and benefits of a rural practice. This can include, but should not be limited to, comprehensive information on WSBA’s website, features in WSBA publications, presentations at high schools, law schools and community colleges. Meetings and events, such as a summit or symposium, to highlight the issue, convene interested stakeholders to share their concerns and strategize on possible solutions.

2. Pipeline and Placement Program(s)

Develop WSBA programming, or WSBA supported/partnered programming designed to build a pipeline of practitioners in rural areas as well as an incentive program to encourage members to explore a rural practice on a time-limited or multi-year timeframe. This role should explore a possible collaboration or strategic overlap with WSBA existing and future mentorship program(s). In particular, this role will require extensive strategic planning and identification of external stakeholder support and additional funding sources. Coordinate with law schools and other stakeholders regarding economic incentives to practice in rural areas.

3. Job Opportunities and Clearinghouse

Utilize existing and future WSBA resources to support and highlight job opportunities in rural communities. This role should include making it easier, and perhaps more cost-effective, to add job postings to WSBA’s service. Develop a clearing house to assist retiring members with succession planning and the buying/selling of a practice.

Committee Evaluation

The STAR Committee should conduct an assessment within five years from the date of Board of Governors' approval by 1) conducting a survey of rural practitioners to provide stakeholder feedback regarding the impact of this Committee to effectuate change in these areas, 2) assessing the scope of work to reflect impact and progress in this area and align with trends in the greater legal community, and 3) earnestly examining if the Committee is necessary to continue the scope of work.

WASHINGTON STATE BAR ASSOCIATION

Small Town and Rural Committee

Small Town and Rural Committee Meeting Minutes

Thursday, June 16, 2022, | 12:08 p.m. – 1:34 p.m.

Virtual meeting via Zoom

Committee Members Present: Cindy Yeung, Elizabeth Penoyar, Governor Hunter Abell, Kathryn Burke, Laurie Powers, Rusty McGuire, Sarah Cuellar, Zachary Bryant

Committee Members Absent: Allison Foreman (Excused), Merf Ehman (Excused)

WSBA Staff: Julianne Unite – Member Services and Engagement Manager, Chelle Gegax – Member Services and Engagement Administrative Assistant

Public Attendees: Kari Petrasek, Board of Governor Francis Adwale, Lauren McElroy, Sophia Byrd McSherry

Introductions, May Meeting Recaps, and Approval of May Meeting Minutes (Gov. Abell)

STAR Committee Chair Governor Hunter Abell called meeting to order 12:08 pm and invited WSBA staff to provide introductions.

On motion, by STAR Committee member Merf Ehman, seconded by STAR Committee member Katie Burke, the STAR Committee voted unanimously (8-0-0) to approve the May meeting minutes.

Hunter provided a recap of the May meeting and advised that the committee will use this meeting to work toward implementation of the phased plan that was discussed at the May meeting.

WSBA Updates

Hunter provided update on continued ETHOS structure meetings.

WSBA Member Services and Engagement Manager, Julianne Unite, advised that the WSBA offices will be closed on Monday, June 20 in observance of Juneteenth. The WSBA Offices are currently open by appointment only for in person visits. The recommendations team will be meeting to discuss applications for upcoming STAR Committee positions opening Oct. 1 and will provide recommendations to board for full appointment.

Subcommittee Report Updates

Community, Education, and Outreach (Kari Petrasek, Chair)

Kari Petrasek shared that a lot of what the Pipeline Placement Program committee is doing overlaps with the Community, Education and Outreach committee. The two committees plan to meet to discuss further efforts.

Pipeline Placement Program (Laurie Powers, Chair)

STAR Committee Member Laurie Powers provided an update regarding presentation to students at Gonzaga. Laurie is in touch with other law schools regarding the job fair logistics, and Gonzaga is happy to take the lead. They are continuing to work toward a final date for this event. Laurie commented on a possible focus panel to be held in the fall, on the topic of rural practice, with presenters for law students and possibly young attorneys. Laurie requested that the committee be involved in recruiting speakers for this event.

STAR Committee Member Cindy Yeung commented on working with Mike Kroner regarding having a diverse group of attendees for a virtual rural practice panel, for all interested students and new attorneys across the state. Potentially looking at dates and times in September. Kari commented to have the panel recorded due to scheduling and class scheduling conflicts for interested parties. Laurie re-raised the question of reorganizing the subcommittee structure, as she has noticed overlap between the three.

Job Opportunities and Clearinghouse (Betsy Penoyar, Chair)

STAR Committee Member Betsy Penoyar commented that she also feels that there may not be a need for three subcommittees and that most efforts seem to align with the Pipeline Placement Program committee. Betsy provided definition for rural to provide to WSBA Communications team for posting. Julianne encouraged the committee to think about how the proposed “rural” definition applies to other programs, initiatives, committee demographics, etc. Julianne also mentioned that proposed definition greatly expands the number of eligible counties than the current definition in the committee charter. Merf responded that for purposes of job announcements, it is good to expand the definition because the attorneys in those areas serve people in more rural areas, even if the counties are larger. Merf read an article about Yakima County needing attorneys. Sophia added that some research also talked about “underserved” areas and how “rural” and “underserved” are often tied together. Laurie asked that if once we make that change, how does that get announced and messaged out to those communities? Julianne responded that our Communications team can come up with outreach plan. Chelle left the meeting around 12:42 pm.

Hunter said we may put additional time and thought into combining subcommittees/re-envisioning how the work of the Committee gets done. Hunter further commented that although not perfect, it has been workable. Hunter encouraged the next Committee Chair to think about this next year on whether to retain subcommittees or go through something different.

On motion by Betsy Penoyar and seconded by Allison Foreman, the Committee voted by unanimous approval (8 -0 -0) to adopt the “rural” definition proposed by the Job Opportunities for purposes of WSBA’s Career Center discounts.

STAR Committee Strategic Plan Phase I Update and Action Items

Laurie said that the plan is to host a rural career fair event in the Spring of 2023 in Spokane, with Gonzaga taking lead with logistics, registration, scheduling, collection of materials and committee takes lead on employer outreach, marketing, and recruitment. There will be both an in-person and virtual component. Hunter suggested holding a hybrid STAR Committee meeting in conjunction with the event. Hunter asked what the estimated costs are for the event and should the Committee plan to budget for any expenses for the upcoming next year? Julianne replied that the Committee should propose a budget for any expenses they plan to incur and will need to determine now what costs are e.g., travel expenses, meeting expenses. Laurie said costs could include food for the event. Laurie further explained that in terms of outreach, Gonzaga can set up online registration, but will need help in identifying rural places/employers and helping employers understand what this event is. Laurie suggested that maybe they could do a CLE training before the career fair to encourage more attendance. Laurie asked if the WSBA has information for rural employers and can help identify those? Hunter added that if this a STAR Committee initiative, it would be appropriate for the STAR Committee to help fund the event, e.g., for food. In terms of outreach, perhaps Committee members can take the lead in getting the word out in specific geographic areas in the state and identify where the committee does not have representation from certain areas of the state currently on the committee. Julianne replied that she can investigate whether Bar has a list of rural employers. Laurie said it will be important that this event looks like it is an initiative of this Committee. Hunter said in some ways it is a multi-way relationship between STAR Committee and the three Washington law schools. Rusty added what will help is to use the local bar associations in the rural counties and divide this group by those regions to conduct outreach in those regions. Cindy said all bar associations are online and emailing all the presidents to spread the word would be a worthy avenue of outreach. Cindy added that getting attorneys in the room is important, but one thing they worry about is getting students in the room as we will be competing with many other job opportunities at that time. The law schools do a lot of outreach, and despite best efforts, they cannot get people to come that won't come. Lauren added that it would be important to have a virtual component and echoed what Cindy said, it is still a hard sell and have similar concerns. Public Interest Career Fair is at same time and so we will be competing with that also. Cindy added that we will also want the right students there too. The law schools work hard to push students to look outside the King/Pierce/Snohomish counties, but it is difficult. Hunter suggested a visual marketing image that could attract students: young attorney in courtroom attire, but standing in a vineyard, the woods, or a wheat field. Hunter also added that law schools know best how to market to their students, but that image could be appealing. Merf added that getting people there is why it would be important to have phase 3 incentives in place. There is a whole generation of folks that live in rural areas that want to go to law school but there are barriers. Maybe the goal this time is we will not get as many people there as we want in the beginning, as we put structure in place and start working on other incentives. Merf continued that we should focus on getting this established as an annual event and have a structure in place for larger projects as the objective. Hunter agreed Merf made a good point, and this event would be accomplishing a lot of the goals of this Committee. Cindy shared Seattle University Law magazine of Small-Town cover that she found appealing regarding the topic of rural practice <https://digitalcommons.law.seattleu.edu/thelawyer/60/>. Lauren added just making personal connections are important. Lauren said that if in the Fall, recruit rural attorneys to attend the Fall events, which can help build up those connections in time for Spring. Hunter said as far as next steps, Laurie and the law schools should work on scheduling for this event. Hunter will think about budget

request and will connect with Laurie about anticipated expenses. Rusty said for Laurie, Cindy, and Lauren, if they have any idea of students who are in pipeline for rural internships, they would be good ambassadors for this type of event and should be involved in the process. Allison added they had an intern work for them, and the intern liked it so much, he was coming back and Allison's sure he could contribute. Lauren said to send those interns to her and would love to connect with them. Laurie said that their law school representatives should coordinate on this. Laurie also said it would be cool to get some video of students talking and/or employers talking and see if WSBA could make that a possibility. Hunter summarized that the next steps will be focusing on scheduling of Fall Rural Focus Panel, Spring Career Fair, and budget requests.

Bar News Article Update (Allison Foreman)

Allison commented that the upcoming *Bar News* article she wrote is an overview of statutes relevant to rural practice. The article will also be useful for law students thinking about serving those areas of the state. Allison further explained that the draft article was submitted to WSBA's Editorial Advisory Committee (EAC). Allison also added that she is not sure when the rural issue is planned and that she wishes to coordinate with other articles on the theme of rural practice. Allison stated that if anyone has another topic they could write about, let Allison know and she can connect you with the relevant staff. Laurie added that it would be great to build on what has been done and write about what is possible. Hunter asked if the EAC or whoever at the WSBA considered for *Bar News* a monthly member photograph contest to link up with themes for upcoming issues. Allison responded that this is not really in the EAC's wheelhouse, but the imagery for the upcoming article is very important. Allison can raise this question at the next EAC meeting. Allison also added that another teaser for rural practice is the "Beyond the Bar" feature in *Bar News* and hopes the member featured in that article is also a rural practitioner. Merf said she likes idea of theme issue and wondering if we could get a judge in a rural area to write something. Francis Adewale also recommended someone from a big law firm write about this issue. Merf said there are some big firms that have offices in Eastern Washington, and it would be interesting from one of those folks to talk about that.

Zach Bryant joined meeting at 1:19 PM.

Other Business

None.

Next Steps/ Conclusion

Hunter said we talked about next steps for Fall Rural Focus Panel and Spring Career Fair and asked the subcommittees to meet over the next month and push things forward and coordinate with each other. Hunter will put together budget request that includes supporting these events.

Julianne will forward the new "rural" definition to Sara Niegowski regarding the Career Center discounts and ask for Sara to attend the Committee's July meeting. Julianne will also look to see if the Bar has a directory of firms by region.

Hunter said he is excited about where we are at and where we are going forward, thanked everyone, and looks forward to seeing everyone next month.

Adjournment

Meeting adjourned at 1:34 p.m.

DRAFT

Chelle Gegax

From: Julianne Unite
Sent: Tuesday, July 26, 2022 10:12 AM
To: Chelle Gegax
Subject: FW: [External]Fwd: Pipeline Subcommittee

Follow Up Flag: Follow up
Flag Status: Flagged

From: Powers, Laurie <powersl2@gonzaga.edu>
Sent: Monday, July 25, 2022 3:21 PM
To: Hunter Abell <HAbell@williamskastner.com>; Julianne Unite <julianneu@wsba.org>
Subject: [External]Fwd: Pipeline Subcommittee

Hi there,

The Pipeline Subcommittee is having a good e-mail discussion about the definition of “rural” communities. I wanted to share these various thoughts with you in advance of our next meeting.

Hope all is well!

Laurie A. Powers, J.D.

Assistant Dean

Center for Professional Development and Externships

Gonzaga University School of Law

PowersL2@gonzaga.edu

(509) 313-6122

Begin forwarded message:

From: Merf Ehman <Merf.Ehman@columbialegal.org>
Date: July 25, 2022 at 12:44:43 PM PDT
To: Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov>, "Yeung, Cindy" <yeungcy@seattleu.edu>, Allison Foreman <allison@fzbzlaw.com>
Cc: Kari Petrasek <kari@petraseklaw.com>, "Powers, Laurie" <powersl2@gonzaga.edu>, "Kathryn I. Burke" <Kiburke@co.ferry.wa.us>
Subject: RE: Pipeline Subcommittee

Agree. This is helpful. In looking at this there seems to be an recognition in other [forums](#) that “These rural–urban and metro–nonmetro definitions are not mutually exclusive, with rural and urban places existing within metro and nonmetro counties. In fact, over half (54.4%) of Americans living in rural areas reside in metro counties (U.S. Census Bureau [2020](#)).”

I know the WSBA pre-STAR working group did a lot of work on the definition to reach this definition and in working with it there are limitations to it.

From: Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov>
Sent: Monday, July 25, 2022 9:32 AM

To: 'Yeung, Cindy' <yeungcy@seattleu.edu>; Allison Foreman <allison@fhbzlaw.com>
Cc: Kari Petrasek <kari@petraseklaw.com>; Merf Ehman <Merf.Ehman@ColumbiaLegal.org>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>
Subject: RE: Pipeline Subcommittee

I think a part of the “disconnect” with the definition is that it focuses exclusively on counties. The STAR Committee acronym references “Small Towns” – no mention even of counties. (Makes sense considering that lawyers typically have offices within a town or city.) Counties in Washington state tend to be geographically large, and many of those with populations 30,000+ are not densely populated – Okanogan County for example. In Okanogan even all of the cities are “small towns,” according to the definition adopted by the Association of Washington Cities. I increasingly think we might want to consider a more flexible definition that looks at factors beyond just a county’s population.
Sophia

From: Yeung, Cindy <yeungcy@seattleu.edu>
Sent: Monday, July 25, 2022 8:11 AM
To: Allison Foreman <allison@fhbzlaw.com>; Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov>
Cc: Kari Petrasek <kari@petraseklaw.com>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>
Subject: RE: Pipeline Subcommittee

Stop! Look! Think before you click! This message originated from outside the OPD network. Use caution when clicking links or opening attachments.

This is all fantastic feedback. I think we should go with our broader definition then, but do you think we should propose changing the definition of rural in the STAR committee’s charter?

Here’s the language in our charter – seems awfully wordy for me.

Based on the definitions produced by the U.S. Department of Agriculture Economic Research Service (ERS) and an overview of Washington county population, we focused on counties with populations of less than 50,000 and more than 2,500. These areas are considered ‘urban nonmetro areas not part of larger labor markets’ by ERS. As part of the working definition, and for ease, we have termed these counties as ‘rural.’ Based upon WA county population data, we’ve pursued a hypothesis that counties with 30,000 or more as rural, but likely more adjacent to a labor market and perhaps have a varying set of circumstances that may differ from counties that are less than 30,000.

From: Allison Foreman <allison@fhbzlaw.com>
Sent: Friday, July 22, 2022 2:01 PM
To: Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov>
Cc: Kari Petrasek <kari@petraseklaw.com>; Yeung, Cindy <yeungcy@seattleu.edu>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>
Subject: Re: Pipeline Subcommittee

I add my enthusiasm to these ideas and the November date.

My one piece of additional feedback is an expression of support for a broader definition of "rural" than counties with populations under 30,000. By that definition, the entirety of Okanogan County (population approx. 42,000) is not "rural" whereas the lack of attorneys in that geography is acute. I prefer casting a broader net that incorporates counties that perhaps are geographically larger and therefore more populous but not densely populated.

On Fri, Jul 22, 2022 at 9:26 AM Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov> wrote:

Agreed with the November timeline and request for Rural Practice Day.

I have a meeting coming up with Governor's staff and can bring up the request informally to gauge their interest. Probably will need to follow up with an official letter from the STAR Committee to the Governor's office.

Sophia Byrd McSherry (she, her)

Deputy Director

Washington State Office of Public Defense

360-878-0550 (work cell)

www.opd.wa.gov

Justice ♦ Service ♦ Equity ♦ Excellence

From: Kari Petrasek <kari@petraseklaw.com>

Sent: Friday, July 22, 2022 8:21 AM

To: Yeung, Cindy <yeungcy@seattleu.edu>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>; Sophia Byrd McSherry <Sophia.ByrdMcSherry@opd.wa.gov>

Cc: allison@fhbzlaw.com

Subject: RE: Pipeline Subcommittee

Stop! Look! Think before you click! This message originated from outside the OPD network. Use caution when clicking links or opening attachments.

I agree that it seems fine to push it out until November. I really like Merf's idea about asking Inslee to designate a particular day "rural practice day."

From: Yeung, Cindy <yeungcy@seattleu.edu>
Sent: Friday, July 22, 2022 8:17 AM
To: columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>; Kari Petrasek <kari@petraseklaw.com>; sophia.byrdmcherry@opd.wa.gov
Cc: allison@fhbzlaw.com
Subject: RE: Pipeline Subcommittee

Thanks Merf – does anyone else have any feedback before our meeting next week?

Best,

Cindy

From: Merf Ehman <Merf.Ehman@ColumbiaLegal.org>
Sent: Monday, July 18, 2022 2:11 PM
To: Yeung, Cindy <yeungcy@seattleu.edu>; Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>; Kari Petrasek <kari@petraseklaw.com>; sophia.byrdmcherry@opd.wa.gov
Cc: allison@fhbzlaw.com
Subject: RE: Pipeline Subcommittee

Thanks Cindy. I think it would be fine to push out to November, but defer to the law school folks as the students schedules other events may impact timing.

I had an idea about perhaps asking Gov. Inslee to proclaim the day of the panel as Rural Legal Practice Day. (we did this with my son on another issue and it's fairly straight forward)

There is an online form to request a ceremonial proclamation. It is just ceremonial, but could be a cool think to kick off this event/work.

<https://www.governor.wa.gov/contact/requests-invites/request-ceremonial-proclamation-greeting-or-letter>

From: Yeung, Cindy <yeungcy@seattleu.edu>
Sent: Thursday, July 14, 2022 3:34 PM
To: Powers, Laurie <powersl2@gonzaga.edu>; Kathryn I. Burke <Kiburke@co.ferry.wa.us>; Kari Petrasek <kari@petraseklaw.com>; Merf Ehman <Merf.Ehman@ColumbiaLegal.org>; sophia.byrdmcherry@opd.wa.gov
Cc: allison@fhbzlaw.com
Subject: RE: Pipeline Subcommittee

Hello everyone:

I met with Julianne Unite and the WSBA marketing manager and wanted to share with you their thoughts.

- The bar is fully on board with helping us with outreach to recruit rural practitioners for an info session. They have several channels available for communication including county bar listservs, broadcast emails targeting specific areas, website, social media, and the “Take Note” newsletter every other week. They can also help with the graphic design for a flyer.
- However, due to changes at the bar and other commitments, they cannot help us until the end of September. Therefore, they recommend pushing this event to November. **Thoughts**
- Next, they would like to make sure we are all using the same definition of rural – that which is in the charter (counties with 30K or less in population) or the definition adopted at the last meeting which is broader.
- The bar also needs us to finalize our program before they do anything else. i.e. date, times, program agenda.
- Finally, they will also brainstorm ideas for possible keynote speakers. I did speak to them about our idea of diversity encompassing things like geography, age, practice area, and firm size.

Please let me know your thoughts about this.

Best,

Cindy

Cindy Yeung '04 (she/her/hers)

Assistant Dean, Access to Justice Institute

SEATTLE UNIVERSITY SCHOOL OF LAW

direct (206) 398-4455 | cell (206) 852-3905 | law.seattleu.edu

Schedule with me here: <https://calendly.com/yeungcy/15min>

<https://namedrop.io/cindyyeung>

// AT THE HEART OF LAW

From: Powers, Laurie <powersl2@gonzaga.edu>

Sent: Tuesday, July 12, 2022 2:45 PM

To: Kathryn I. Burke <Kiburke@co.ferry.wa.us>; Yeung, Cindy <yeungcy@seattleu.edu>; Kari Petrasek <kari@petraseklaw.com>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; sophia.byrdmcscherry@opd.wa.gov

Subject: RE: Pipeline Subcommittee

Yes, I was planning on it.

LAURIE A. POWERS, JD

Assistant Dean, Gonzaga University School of Law
Professional Development and Externships

Pronouns: she/her/hers



PHONE +1 509-313-6122 (direct)

powersL2@gonzaga.edu

www.gonzaga.edu/school-of-law

ZagLAW (the Gonzaga Legal Applicant Window) is available for [employers to post jobs](#) and for Gonzaga Law students and alumni to [schedule an appointment with me](#).

From: Kathryn I. Burke <Kiburke@co.ferry.wa.us>

Sent: Tuesday, July 12, 2022 2:30 PM

To: Yeung, Cindy <yeungcy@seattleu.edu>; Powers, Laurie <powersl2@gonzaga.edu>; Powers, Laurie <powersl2@gonzaga.edu>; Kari Petrasek <kari@petraseklaw.com>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; sophia.byrdmcscherry@opd.wa.gov

Subject: RE: Pipeline Subcommittee

Yes, I show that it is scheduled for 3. I will have to step out at 3:30 for a victim interview, however.

Katie

Kathryn I. Burke

Prosecuting Attorney

Ferry County Prosecuting Attorney's Office

350 E. Delaware, #11

Republic, WA 99166

p: (509) 775-5225 x 2506

f: (509) 775-5212

kiburke@co.ferry.wa.us

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From: Yeung, Cindy <yeungcy@seattleu.edu>

Sent: Tuesday, July 12, 2022 2:28 PM

To: Powers, Laurie <powersl2@gonzaga.edu>; Powers, Laurie <powersl2@gonzaga.edu>; Kari Petrasek <kari@petraseklaw.com>; columbialegal.org, merf.ehman <merf.ehman@columbialegal.org>; sophia.byrdmcherry@opd.wa.gov; Kathryn I. Burke <Kiburke@co.ferry.wa.us>

Subject: RE: Pipeline Subcommittee

Just checking in to confirm we have a meeting today at 3 p.m.? Are people available? I know it is vacation time...I'll be out all next week.

-----Original Appointment-----

From: Powers, Laurie <powersl2@gonzaga.edu>

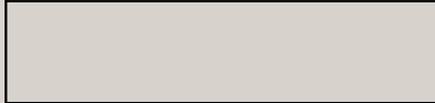
Sent: Wednesday, March 16, 2022 11:38 AM

To: Powers, Laurie; Yeung, Cindy; Kari Petrasek; Merf Ehman; sophia.byrdmcscherry@opd.wa.gov; kiburke@co.ferry.wa.us

Subject: Pipeline Subcommittee

When: Tuesday, July 12, 2022 3:00 PM-4:00 PM (UTC-08:00) Pacific Time (US & Canada).

Where: <https://gonzaga.zoom.us/j/94192232722>



Hi there,

Laurie Powers-Gonzaga Law (she/her) is inviting you to a scheduled Zoom meeting.

[Join Zoom Meeting](#)

Phone one-tap:

US: [+12532158782](tel:+12532158782) or [+13462487799](tel:+13462487799)

Meeting URL:

<https://gonzaga.zoom.us/j/94192232722>

Join by Telephone

For higher quality, dial a number based on your current location.

Dial:

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 9128 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799

Italy: +39 069 480 6488 or +39 020 066
7245 or +39 021 241 28 823

Meeting ID:

941 9223 2722

International numbers

Join from an H.323/SIP room system

H.323:

162.255.37.11 (US West)
162.255.36.11 (US East)
115.114.131.7 (India Mumbai)
115.114.115.7 (India Hyderabad)
213.19.144.110 (Amsterdam
Netherlands)
213.244.140.110 (Germany)
103.122.166.55 (Australia Sydney)
103.122.167.55 (Australia Melbourne)
209.9.211.110 (Hong Kong SAR)
64.211.144.160 (Brazil)
69.174.57.160 (Canada Toronto)
65.39.152.160 (Canada Vancouver)
207.226.132.110 (Japan Tokyo)
149.137.24.110 (Japan Osaka)

Meeting ID:

941 9223 2722

SIP:

94192232722@zoomcrc.com

Skype for Business (Lync)

<https://gonzaga.zoom.us/skype/94192232722>

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Rural Job Posting Definitions

- **Location of employer vs. job:** Location of job will determine eligibility for “rural” free job posting. (There will likely be few instances when the location of the job is different from the location of the job poster (employer) and, if that occurs, I assume the policy will favor a liberal interpretation in favor of giving the free posting.)
- **Limitation on postings.** A one-year limitation, after which the coupon will no longer work. (We can monitor usage, and this period can be extended.)
- **Screening employers for eligibility:** WSBA staff can screen based on the committee’s definition of “rural” and provide the code for free job postings to employers who qualify.

FEATURES

Cover:

- **Rural practice issue**
- Day in the Life of a Rural Practitioner (2-3 features, packaged together, written by Colin Rigley)
- Top 10 Statutes to know for Rural Practice (Allison Foreman)
- Coverage of STAR Committee's work (tentative)
- Washington clarifies the statute of limitations under the SCRA (written by Joseph McCormick)
- Article on new structure of Diversity Committee, work & history of committee (for OCT or NOV)
- MBA Spotlight: TBD
- Fall book reviews
- DEI Resource of the Month