11.18.2026 DEI Council Meeting Materials

DIVERSITY, EQUITY, AND INCLUSION COUNCIL MEETING AGENDA
November 18, 2026 – 12:00 to 1:30 PM

Link to access the Zoom Meeting:
https://wsba.zoom.us/j/81844729202?pwd=2nimnIN7YeFkF8XTtFmaJTpeQSGEcN.1

Meeting ID: 818 4472 9202
Passcode: 669929

The DEI Council advances diversity, equity, and inclusion and addresses the problems of bias, systemic inequities and underrepresentation in the legal profession and legal system.

Quorum: We cannot begin our meetings until we have reached a quorum of nine which is members of our currently 16-member Council (there are two vacancies). Arriving on time is much appreciated. Please let us know immediately if you are unable to make it or will be arriving late.

15 min	**Welcome and Check-In**	Jerry Thomas		
5 min	**DEI Council Community Agreements**	Chris Bhang		

Priority/New Discussion				
2 min	**September Minutes**	Jerry Thomas	Action	Minutes
5 min	**WSBA BOG Updates** • New BOG Member: Daryl Colman • At-Large Voting • Public Defense Appellate Case Weighting	Chris Bhang	Report	BOG Meetings
15 min	**Oath Revising Task Force**	Rajeev Majumdar	Discussion	Task Force Webpage and Working

				Draft of Oath

Ongoing Work				
20 min	**October Retreat Review and FY27 Goals for DEI Council**	Chris Bhang	Discussion	Retreat Agenda and EJT FY27 Priorities Memo to WSBF
5 min	**Pathways to the Profession Workgroup:** Overview of Workgroup and Invitation to Join	Julien Tarraf Taiyler Lindsey Saleena Salango	Discussion	Microsoft sign-up form and Sharepoint Site
5 min	**Membership Workgroup:** Overview of Workgroup and Invitation to Join	Diana Singleton	Discussion	Microsoft sign-up form and Sharepoint Site
10 min	**DEI Council Liaising with Affinity Bars and Other Entities**	Jerry Thomas	Discussion	Microsoft sign-up form, Affinity Bar Roster, and Liaison Expectations

Proposed Agenda Items/Announcements				
5 min	**Announcements or Updates** • Everyone is invited to share diversity, equity and inclusion-related information or updates (e.g., past or future events, learning opportunities, emerging issues). **Proposed Future Agenda Items**	Chris Bhang	Discussion	

	• Everyone is invited to propose agenda items for future meetings.			

OPTIONAL: POST MEETING @ 1:30 PM				
10 min	**SharePoint Trouble-Shooting:** Walk-Through on How to Access the DEI Council's SharePoint site	Lydia Tompkins		

DEI Council Future Meetings

- DEI Council monthly meetings generally occur on the second Wednesday of every month from 12:00 to 1:30p.m. We are meeting on the third Wednesday in November because of the Veterans Day holiday. The next meeting is scheduled for December 9th.
- Pathways to the Profession Workgroup and Membership Workgroup monthly meetings will be scheduled after new members are confirmed.

Upcoming Events

The following events include events sponsored by various affinity bar associations and access to justice organizations which are not sponsored by WSBA nor reflect the viewpoints of WSBA or its members. These events are listed to inform the DEI Council of what DEI-related and affinity bar sponsored events are happening in our legal community and are optional for them to attend.

Date & Time	Event Title	Location	More Information
12/02/26	WA Women Lawyers Spokane's Winter Social	TBD	There is just a placeholder on the calendar for now which can be found here
02/25/27 5:30 – 8:00 PM	VABAW's 21st Annual Banquet	Triple Door, Seattle WA	More Info Here



Overview of Community Agreements

To advance WSBA's goals and effectively discharge the Council's responsibilities, our agreements represent the collective aspirations for how we choose to relate to each other as we do the work of building diversity and community among the Bar.

I. Respect every member's identity and personal/professional experiences

II. Make & take space

III. Honor impacts

IV. Balance candor with care

V. Conflict (as resolution) as a principled struggle

VI. Transform judgment and assumptions into curiosity and humility

VII. We are gate openers, not gatekeepers

The full text of the Community Agreements, Vision, and Specific Expectations available in the DEI Council SharePoint here.

WASHINGTON STATE
BAR ASSOCIATION

Diversity, Equity, and Inclusion Council
September 10th, 2026 Meeting Minutes

Present: Kristina Larry, Tom Ahearne, Andrea Jarmon, Chris Bhang, Grace Kasaika, Julien Tarraf, Miryam Gordon, Jerry Thomas, Alec Stephens, Bill Trippett
Absent:
Guests:
WSBA Staff: Andrea Agrella Clemente, Diana Singleton, Saleena Salango

Meeting called to order 12:10 pm

August Minutes

Miryam Gordon made a motion to approve the minutes. Jerry Thomas seconded the motion. 8 number of members voted in approval, 0 declined, 1 abstained.

WSBA BOG Updates

September meeting: Kristina Larry provided updates on the upcoming Board of Governors (BOG) meeting, scheduled for September 24–25 in Spokane. She noted that meeting materials are available on the WSBA website under the Board of Governors section. Key agenda items will include a report from the STAR Council, a meeting with law school deans and the Law Clerk Program, and the Washington State Bar Foundation's annual meeting.

Bar exam: Kristina also shared that the bar exam retake occurred on September 2 in Tacoma and, unlike the prior attempt, proceeded without any technical issues. In response to a question from Miryam Gordon, Kristina confirmed that this retake used the new NextGen exam format.

October Retreat: Saturday, October 3rd at the WSBA

Chris Bhang announced that he will serve as one of the incoming co-chairs of the Council beginning next year. He noted that the final appointment for the second co-chair is still pending, with confirmation expected soon. Chris expressed gratitude to Christina and Alec for their leadership over the past year and shared his intention to begin his term with strong, intentional leadership while collaborating closely with the full Council and the incoming co-chair. He emphasized that the upcoming October 3rd retreat should be purposeful, focusing not only on community building but on setting strategic direction for the next year and beyond. Chris noted his belief that the Council's work should be envisioned in a multi-year context rather than one-year increments.

Chris invited members to share what outcomes would make the retreat meaningful and worthwhile, whether during the meeting or via email. Alec Stephens added that the retreat should help the Council reflect on the work completed over the past year, assess accomplishments against goals, and identify the next body of work. He stated that a shared understanding of what was achieved and what remains is important as the Council moves into the next term. Chris agreed, highlighting the need to connect past efforts with present priorities and future planning.

At-Large Bylaw Amendments

Diana summarized prior conversations with Kate Schur and Paris Erickson, who are working on changes related to the election process for at-large seats reviewed by both the DEI Council and the New Member Committee. She reported that the proposed revisions now incorporate the Council's feedback, including clarifying that candidates must choose either a district seat or an at-large seat rather than running for both simultaneously, and specifying that if the Council forwards fewer than two candidates, the Board of Governors may add additional candidates only from the original applicant pool. The updated proposal has also been shared with the New Member Committee and the BOG Governance Committee, which is expected to review it before forwarding it for first reading by the full Board.

Diana noted an outstanding question raised by Alec regarding the process when only one applicant submits for an at-large seat. She is seeking clarification on whether a sole applicant would automatically proceed or still undergo DEI Council review and recommendation. Alec emphasized the importance of meeting with any applicant—even if the only one—to set expectations and establish rapport before they join the Board. Miryam Gordon agreed and added that maintaining standard procedures regardless of applicant numbers helps avoid any perception of entitlement and ensures consistency. Diana acknowledged these perspectives and will relay them to Kate and Paris, noting that applicant names are publicly posted, so the number of candidates is visible.

Tom Ahearne then shared concerns about the overall lack of candidates in recent elections, expressing disappointment at low participation for both at-large and district seats. He suggested the Council consider actively encouraging qualified individuals to run, noting the importance of having strong candidates even as he acknowledged the significant time demands placed on Board members.

Pathways to the Profession

Julien Tarraf provided an update on the Pathways to the Profession initiative, noting significant recent progress after a period of limited movement. He shared that the most recent staff check-in occurred on September 18 with Andrea, Selina, and Lydia, during which the group worked on developing a sample program structure, a draft agenda for the summit day, and a compendium of potential speakers and work-group participants. Julien reported that they are close to finalizing a summit date, likely on a Thursday or Friday in March or April, pending staff confirmation. He and co-chair Taylor have submitted their availability, and a final date is expected soon.

Julien noted that he and Tayler were tasked with expanding and refining agenda ideas, with updates due to staff by September 11. This will feed into the next staff check-in on September 15, followed by the full committee's first meeting since the summer pause on September 16, where the larger group will provide input on direction and progress. He emphasized that the addition of Tayler as co-chair has added needed momentum and fresh perspective. Julien expects to deliver a more complete update to the Council in October once the full group has had an opportunity to review and weigh in.

Membership

Viveca B provided a brief update on the Membership Work Group. She reported that the Council previously reviewed the draft community agreements, and the work group met at the end of August to refine and finalize the language. The group now has what they believe is a completed version of the agreements, which will be presented for discussion and a formal vote at the upcoming retreat. Viveca confirmed that copies will be shared with all members in advance, including outgoing members, so everyone can review the final draft before the retreat.

Equity and Justice Plan

Jerry Thomas shared an update on the Racial Justice and Access Plan work group. They noted that the group is scheduled to meet with the justices and the broader team the following day to discuss next steps, alignment with the courts, and progress on the plan as the new year approaches. Jerry highlighted that October will bring new members to the group and that they expect to learn more about the courts' administrative progress at the upcoming meeting. Because the group has not yet convened, there were no detailed updates at this time, but a fuller report will be provided in October.

Announcements

WaFL: Diana Singleton provided several announcements. She clarified that although the agenda listed an October 14 meeting, the Council will not meet that day due to the all-day retreat scheduled for October 3. She also encouraged members to review upcoming affinity bar events. Diana then highlighted the upcoming Diversity Employment Expo for Future Legal Professionals (formerly WALSR), taking place on Saturday, October 17. The event invites law students, APR 6 candidates, and LLM students to the Bar Association for career-readiness support, including panels and hands-on sessions such as résumé reviews. Volunteers are needed, and she shared the link for sign-ups.

Andrea Agrella Clemente added that this is one of her most engaging annual events and noted that Julien will be speaking this year. She encouraged Council members to volunteer, particularly for résumé review and interview-preparation support. Julien shared his positive experience attending in a prior year, describing the event as energetic, welcoming, and well-tailored to the needs of people entering the profession. He encouraged wider attendance and participation.

Falltacular: Jerry Thomas announced that QLaw will host its "Fall-tacular" event on October 16, titled After Midnight. The event is inspired by Berlin's historic El Dorado Cabaret, a space known for LGBTQ community, celebration, and belonging. The program aims to honor and uplift queer youth, joy, and community. Jerry noted that tickets are currently available and offered to share the link for those interested. Proceeds will benefit the QLaw Foundation, supporting clinics and other community-focused programs.

Anti-Semitism CLE: Miryam Gordon notified the Council that the Cardozo Society is preparing a special CLE focused on antisemitism and its broader societal impacts. The date has not yet been finalized, but further details will be shared once available.

Meeting adjourned at 1:30 pm

WORKING DRAFT OF REVISED OATH OF ADMISSION

August 17, 2026

1. I take this oath as I become a member of the legal profession in Washington with a special responsibility for the quality of justice, ethical service to clients, and the education of the public.

2. I recognize the unique history of the legal profession in Washington and the role of sovereign tribal nations and their legal systems.

3. I will uphold and defend the laws and constitutions of each jurisdiction where I practice law.

4. I will abide by our Rules of Professional Conduct.

5. I will maintain the respect due to legal tribunals, obey their orders and rules, and accept their appointments.

6. I will be honest and conduct myself with dignity, courtesy, and integrity.

7. I will support and defend our constitutional democracy, the rule of law, and our justice system.

8. I now accept these obligations and pledge to ensure meaningful access to justice for all.

WASHINGTON STATE
BAR ASSOCIATION

DIVERSITY, EQUITY, AND INCLUSION COUNCIL RETREAT AGENDA
October 3, 2026 – 11:00 AM to 4:00 PM
IN-PERSON at WSBA Offices at 1325 4th Avenue, Suite 600 in Downtown Seattle

The DEI Council advances diversity, equity, and inclusion and addresses the problems of bias, systemic inequities and underrepresentation in the legal profession and legal system.

Arrival		
11:00 –11:30	Doors open! Grab lunch and mingle!	

Context-Setting		
11:30 – 11:40	Welcome and Goals for the Day	Chris Bhang
11:40 – 12:30	Current Lay of the Land: • WSBA Equity and Justice Plan • Board of Governors' Strategic Plan • History of DEI Council • Overview of Equity and Justice Team	Diana Singleton Saleena Salango Viveca Burnette

Relationship-Building		
12:30 – 1:30	Relationship-Building Activity	Jerry Thomas
1:30 – 2:00	DEI Council Community Agreements	Saleena Salango Viveca Burnette

Break		
2:00 – 2:15	Take a break!	

Strategic Planning		
2:15 – 2:30	Roles and Responsibilities of DEI Council Members and Working in Partnership with Staff	Jerry Thomas Chris Bhang Diana Singleton Saleena Salango
2:30 – 3:00	Ongoing Work: • Roadmap for Tracking Progress: Equity and Justice Plan • Pathways to the Profession Summit	Jerry Thomas Chris Bhang Saleena Salango

3:00 – 3:45	Potential New Work: • Recruitment and Inclusion on the BOG • Improving Affinity Bar Relationship-Building • Other ideas	Jerry Thomas Chris Bhang

Closing		
3:45 – 4:00	Closing Activity	Chris Bhang

WASHINGTON STATE
BAR ASSOCIATION

MEMO

To: Washington State Bar Foundation Board of Trustees

From: Diana Singleton, WSBA Chief Equity & Justice Officer

Date: March 20, 2026

Re: Equity and Justice Priorities for FY27

I am writing to share our priorities for FY27 to inform the WSBF Board of Trustees as you plan for your FY27 budget and continue your engagement with prospective donors. Our work remains mission-driven, dedicated to serving the public and legal professionals through the lens of ensuring the integrity of the legal profession and championing justice. The following provides an overview of our FY27 priorities.

Equity and Justice Plan

As you know, the WSBA Board of Governors approved the Equity and Justice Plan in 2025. During this current fiscal year, we have been working with the Diversity, Equity and Inclusion (DEI) Council to draft a roadmap to results. We are using a result-based accountability approach to determine measurements for success and accompanying data sources. In FY27, we plan to create a dashboard for tracking and reporting and to continue to build partnerships with the legal community who are also working towards similarly aligned goals. Other FY27 priorities are organized by three goals of the Plan: 1) Strengthen the legal profession by building community and fostering belonging; 2) Advance a fair, inclusive, effective, and accessible legal system for all people in our State; and 3) Deepen and broaden WSBA leaders' ongoing commitments to addressing inclusion, belonging and equity issues.

Goal #1: Strengthen the legal profession by building community and fostering belonging

a. **Understanding our Legal Profession**
Building off the 2024 Membership Demographic Study and the WSBA's continued work to collect and report on demographic data, we are working to improve our policies and procedures so that data collection is simplified, transparent and ethical. We plan to continue to collaborate with WSBA colleagues working in data analysis, regulatory services and volunteer management towards organizational goals of a data-driven approach to equity work.

b. **Diversifying our Legal Profession so It Reflects the Communities We Serve**

i. **Washington Law Student Employment Retreat (WALSER)**
We are planning to continue to partner with affinity bar associations to execute a fourth WALSER for law students, LLM students and APR 6 law clerks. We are evaluating how to expand access to WALSER especially for students who are located outside the I-5 corridor and how to continue to improve the experience for students overall.

ii. **Accessible Pathways to the Profession**
Committed to advancing more accessible pathways into the legal profession, we plan to continue to work in partnership with WSBA colleagues and volunteers (e.g., DEI Council, Law Clerk Board, Rule of Law Ambassadors) and organizations (e.g., Joint Minority Mentorship Program) engaged in pathways work. As we work towards a Pathways Summit and Legal Executive Diversity Summit this year, we plan to build on the connections and outcomes of those summits.

c. **Building Community and Fostering Belonging**

i. **Affinity Bar Association Partnerships**
We plan to continue to build on our relationships with the affinity bar associations by organizing spaces to connect like our annual dinner with the affinity bar leaders, Board of Governors and DEI Council. We also plan to serve as a resource for affinity bar associations by facilitating opportunities to promote their organizations, use WSBA meeting space, gain leadership skills, and connect with other volunteer bar association leaders.

ii. **Equity and Justice CLEs**
Our partnership with the WSBA CLE team will continue as we plan at least four free CLEs on equity and justice topics available to all legal professionals.

Goal #2: Advance a fair, inclusive, effective, and accessible legal system for all people in our State.

a. **Justice Gap Systems Change**
We continue to support the work of the Access to Justice Board, Pro Bono and Public Service Committee, Alliance for Equal Justice organizations and others who advocate for people who cannot access the legal system. Part of this work includes systems-change advocacy that addresses issues like waiver of court fees for people who experience poverty, litigants' need to appear virtually and self-represented litigants' lack of understanding court rules in a state without a unified court system. We plan to continue to support this work and facilitate collaboration across legal system partners.

In addition to ongoing systems-change work, the WSBA and Access to Justice Board's Justice Gap Scoping Work Group is in the process of forming with the goal of kicking off its work in May and concluding before the end of this fiscal year. The Work Group will be conducting a review of data, reports and innovations concerning the justice gap and making recommendations to WSBA and the Access to Justice Board on what systemic solutions should be prioritized and what roles each organization could play. We anticipate that in FY27 we will be working towards next steps following the Work Group's recommendations.

b. **Powerful Communities Grant Program**

Powerful Communities grants continue to be a resource for local, community-centered organizations to jumpstart, expand or deepen their work with people who experience injustice. Since the program launched in 2019, we have disbursed 87 grants totaling over $323,000 to organizations located in over 20 counties in Washington. Grantees have been working with immigrant communities, people who are formerly incarcerated, tribal communities, the LGBTQIA2S community, youth of color, and many others while also increasing the number of pro bono opportunities for WSBA members and establishing or deepening WSBA's relationship with community organizations.

This year, we received a record 49 applications (in comparison to 33 applicants the year before). While we were able to award twelve $5,000 grants, we had to turn away many organizations who had submitted excellent proposals. As we look ahead to FY27, recognizing the continued increasing needs, we would like to increase the number of grants and welcome the opportunity to explore how we can partner with the WSBF Board to assist with fundraising so we can try to meet our goal of increasing the number of grants.

c. **Promoting a Culture of Pro Bono**

We plan to work in partnership with the Pro Bono and Public Service Committee to promote pro bono through a variety of initiatives including a biannual virtual pro bono fair during October's national pro bono month, two pro bono mixers targeting legal professionals who are new to pro bono, and a pre-Access to Justice Conference reception for the pro bono community. We also plan to continue to work in partnership with the Pro Bono Council, Northwest Justice Project and other Alliance for Equal Justice organizations to promote pro bono opportunities, CLEs and resources.

d. **Access to Justice Conference**

The biannual Access to Justice Conference will take place in FY27. We plan to continue to build on the success from previous conferences, working to create a dynamic platform for transformative and forward-thinking conversations, uniting people with lived experience of poverty, racism, and oppression, legal professionals, advocates, and partners to

challenge and transform the current legal system. We will be prioritizing making the conference even more accessible, safe and engaging.

e. **Language Access**
In an effort to reduce barriers for individuals with limited English proficiency (LEP) to access the services and information provided by WSBA, we now have a language access plan and policy. The plan and policy establish guidance for all WSBA staff and procedures to ensure that language access standards are dependably implemented through biennial review and development. We are in the early stages of implementing our plan and anticipate transformative work in FY27.

Goal #3: Deepen and broaden WSBA leaders' ongoing commitments to addressing inclusion, belonging and equity issues.

a. **Equipping our Bar Leaders to Advance Equity and Justice**
We will continue to provide training videos, consultations and resources in diversity, equity, inclusion and belonging to our volunteers so they continue to gain experience applying an equity lens to their work, build self and other-awareness and be a part of the collective effort to advance equity and justice. In addition, we will continue to handle equity analyses for proposed actions that come before the Board of Governors.

b. **More Diverse and Inclusive Bar Leadership**
We have been working with the DEI Council and WSBA colleagues on identifying ways to improve our recruitment and election process for all Board of Governors seats including At-Large seats to advance a more diverse and inclusive board. We plan to continue this work in FY27.

c. **Equity Leadership Lab**
This year, we are piloting the Equity Leadership Lab, a one-year capacity-building and professional development program for staff dedicated to promoting equity and justice This program not only offers staff an opportunity to build skills and knowledge but also gives staff a chance to learn as a cohort and build spaces of connection, peer support, and personal and professional growth. We have been working with a cohort of 12 staff who represent all departments across the organizations since December. We plan to launch a second cohort in FY27 and engage in an evaluation of the pilot.

We will continue to keep you posted with our priority-setting work for FY27 as this year evolves, needs arise and innovations and opportunity for collaboration surface. Thank you for your continued support of our work. We are grateful for your partnership as we work together to realize

the WSBA's mission. If you have any questions, please do not hesitate to contact me at di-anas@wsba.org.

DEI COUNCIL
MEMBER ROSTER

Last Updated: **7/24/2024**

Member Type	First Name	Last Name	Pronouns	Term	Email Address	Secondary Email	Term Began	Term Ends
Public	Julien-Marie	Tarraf	he/him/they/them	1st	julientarraf@gmail.com		10/1/2025	9/30/2027
Active	Taiyler	Lindsey	she/her	1st	taiyler.lindsey@co.yakima.wa.us		10/1/2025	9/30/2027
Active	Jerry	Thomas	they/them	2nd	jerry.wsba <jerry.wsba@gmail.com>		10/1/2024	9/30/2028
Active	Angie	Melissa Castaneda		1st	am.castaneda@outlook.com		10/1/2025	9/30/2027
Law School	Grace	Lefevre		1st	kasaika20@gmail.com		5/8/2026	9/30/2027
Active	Viveca	Burnette		2nd	vburnette@seattleu.edu		10/1/2025	9/30/2027
Judicial	Andrea	Jarmon		2nd	ajarmon@kingcounty.gov		10/1/2025	9/30/2027
Active	Ayushi	Bharti	she/her	1st	ayushibharti1997@gmail.com		10/1/2026	9/30/2028
Active	Ailene	Limric	she/her	1st	ailenel@mckinstry.com		10/1/2026	9/30/2028
Public	Brandon	McNeel	he/him/his	1st	bmcneel@seattleu.edu		10/1/2026	9/30/2028
Active	Katherine	Squires		1st	squireswsbacomm@outlook.com		10/1/2026	9/30/2028
Public	Nya	Cooper	she/her	1st	nyaxwild@gmail.com		10/1/2026	9/30/2028
Board (who are also Active)	Christopher	Bhang		N/A	chrisbhangbog@gmail.com		N/A	N/A
	Tom	Ahearne		N/A	ahearne@foster.com		N/A	N/A
	Sophie	Ying			Qying@fdlaws.com		N/A	N/A
	Min	Kang			minkkangBOG@gmail.com		N/A	N/A

Member Types	Total	Open
Active	7	1
Judicial	1	
Law School	1	1
Public	3	
Board (who are also Active)	1	3
Total Members	**13**	**5**

Eligible for re-appointment	3
Applied for re-appointment	2
Currently Open	1
Anticipated FY27	**4**

Quorum	7
Supermajority	10

Affinity Bar Associations in Washington	Liaison	Additional Liaison	
Asian Bar Association of Washington **(ABAW)**	**Chris Bhang**		
American Immigration Lawyers Association-WA			
Cardozo Society	**Sophie Ying**		
Filipino Lawyers of Washington **(FLOW)**	Andrea Jarmon		
Korean American Bar Association **(KABA)**	**Min Kang**	Taiyler Lindsey	
Latina/Latino Bar Association of Washington **(LBAW)**			
LGBTQ Bar Association **(QLaw)**	Jerry Thomas		
Loren Miller Bar Association **(LMBA)**	**Tom Ahearne**		
Mother Attorneys Mentoring Association of Seattle **(MAMA Seattle)**	Angie Castaneda	Viveca Burnette	
Northwest Indian Bar Association **(NIBA)**	**Chris Bhang**		
Pierce County Minority Bar Association **(PCMBA)**	Viveca Burnette		
South Asian Bar Association of Washington **(SABAW)**		Julien Tarraf	
Vietnamese American Bar Association of Washington **(VABAW)**		Andrea Jarmon	
Washington Attorneys with Disabilities Association **(WADA)**	**Tom Ahearne**		
Washington State Veterans Bar Association **(WSVBA)**			
Washington Women Lawyers **(WWL)**	**Min Kang**	Taiyler Lindsey	Angie Castaneda
Seattle Chinese Bar Association **(SBCA)**	**Sophie Ying**		
Spokane Bar Association's Diversity Committee			

BOLD= BOG Liaison

Entity	Liaison
ATJ Board	**Chirs Bhang**
Council on Public Defense	
Court Unification Task Force	
Editorial Advisory Committee	
Law Clerk Board	
LLLT Board	
MCLE Board	
Member Engagement Council	**Chris Bhang & Min Kang**
Pathways to Licensure Steering Committee	
Practice of Law Board	
Pro Bono and Public Service Committee	**Min Kang**
STAR Council	
WA New Members Committee	

BOLD = BOG

CULTIVATING RELATIONSHIPS WITH AFFINITY BAR ASSOCIATIONS

DEI Council members serve as an important connection between the WSBA and the affinity bar associations. These responsibilities are aligned with the DEI Council's 2025–26 strategic goals to improve connectivity and communication with affinity bar associations and foster belonging within the legal community.

RESPONSIBILITIES INCLUDE:

- ☐ Initiate and maintain direct and regular communication with the leadership of your assigned affinity bar association.
- ☐ Introduce yourself as the WSBA liaison and offer to be a point of contact for collaboration and information sharing. In your introduction, also include the other DEI Council liaison will also be assisting with connecting and partnering.
- ☐ Invite affinity bar associations to be featured in the *Bar News* and/or submit articles for publication in the *Bar News* or Sidebar Blog. If affinity bar leaders are interested in being featured, they can fill out this form and it'll be published in the order received. If affinity bars are interested in submitting articles for publication, DEI Council liaisons should facilitate a connection to the *Bar News* Editor, Kirsten Lacko at kirstena@wsba.org.
- ☐ Become a member of the affinity bar association. By becoming a member, you should receive updates from the affinity bar associations. Submit a request for reimbursement if you want WSBA to cover the cost of your membership.
- ☐ Stay informed about events hosted or supported by the affinity bar association. Attend these events (costs will also be reimbursed, please see WSBA expense limits). Share relevant event information with DEI Council members and staff liaisons, the DEI Community List Serve and other relevant WSBA networks.
- ☐ Provide periodic updates to the DEI Council on engagement activities, opportunities and challenges.

☐ Share WSBA resources, programs, and opportunities (including volunteer opportunities for WSBA leadership) that may benefit affinity bar members.

☐ Solicit feedback from affinity bar leadership on WSBA initiatives and policies.

☐ Identify barriers to participation and communicate these to DEI Council.

☐ Schedule at least one annual in-person or virtual meetings with affinity bar leadership.

☐ Identify opportunities for joint programming or co-sponsored events.

☐ Document key contacts, insights, and relationship history for future liaisons.

SAMPLE EMAIL - MEMBER

Subject: WSBA Liaison Introduction & Collaboration Opportunity

Dear [Affinity Bar Leader's Name],

My name is [Your Name], and I'm reaching out in my role as the primary liaison from the Washington State Bar Association (WSBA)'s Diversity, Equity and Inclusion Council to the [Affinity Bar Association Name]. I'm excited to connect and explore ways we can support and collaborate with your organization. I'm cc:ing my fellow DEI Council member, [Fill in other council member assigned to the affinity bar] who will also be helping to connect with your affinity bar association.

As part of WSBA's commitment to equity and justice, we're working to strengthen relationships with affinity bar associations across Washington. I just joined [Affinity Bar Association Name] as a member and would love to learn more about your upcoming events, initiatives, and how WSBA can be a supportive partner.

Please let me know a good time to connect, or feel free to share any materials or updates you'd like me to pass along to our DEI Council. For more information about the DEI Council, click here.

Looking forward to working together,
[Your Name]

SAMPLE EMAIL – BOG MEMBER

Subject: WSBA Liaison Introduction & Collaboration Opportunity

Dear [Affinity Bar Leader's Name],

My name is [Your Name], and I'm reaching out in my role as the primary liaison from the Washington State Bar Association (WSBA)'s Diversity, Equity and Inclusion Council to the [Affinity Bar Association Name]. I'm excited to connect and explore ways we can support and collaborate with your organization. I'm cc:ing my fellow DEI Council member, [Fill in other council member assigned to the affinity bar] who will also be helping to connect with your affinity bar association.

As part of WSBA's commitment to equity and justice, we're working to strengthen relationships with affinity bar associations across Washington. I just joined [Affinity Bar Association Name] as a member and would love to learn more about your upcoming events, initiatives, and how WSBA can be a supportive partner.

Please let me know a good time to connect, or feel free to share any materials or updates you'd like me to pass along to our DEI Council. For more information about the DEI Council, click here.

Looking forward to working together,
[Your Name]