

DEI Council Meeting Minutes
April 9, 2025

Present: Nam Nguyen (Co-Chair), SaNni Lemonidis, Miryam Gordon, Judge Andrea Jarmon, Anthony Rich, Jerry Thomas, Julien Tarraf, Miguel B., Tom Ahearne, Raina Wagner

WSBA Staff: Andrea Agrella Clemente, Saleena Salango, Diana Singleton

Meeting called to order 12:05 pm

March Meeting Minutes

Miryam Gordon made a motion to approve the minutes. Matthew Dresden seconded the motion. 9 number of members voted in approval, 0 declined, 0 abstained.

Board of Governors Update

Nam Nguyen gave an update on the Council's presentation of the Equity and Justice Plan to the Board of Governors.

There was a decision to file an amicus brief upon the appeal of the Perkins and Coie decision. The WSBA will be retaining council for this brief.

At-Large Selection Process

The interviews will take place on April 30th, 2025. The council proceeded to discuss the logistics of the process regarding the interviews.

The council voted on a motion to give those present on April 30th to forward the candidates for the May 1st deadline. The motion was put forth by Nam Nguyen and was seconded by Matthew Dresden, 12 in the affirmative, 0 declined, 0 abstained.

Recruitment for New DEI Council Members for FY 26

Raina Wagner provided key updates about the DEI Council recruitment, highlighting that applications will open on May 1st for one month to fill 5-6 positions. These include 2 unfilled positions from previous resignations and 3 term-limited members leaving, namely Raina, SaNni, and Sharon. There may be additional openings depending on the reappointments. Current gaps include the absence of representatives from law schools and missing LPO representation. The recruitment strategy encourages personal referrals but emphasizes the importance of reaching beyond personal networks and connecting with minority bar associations. Members are advised to contact their assigned bar associations before May 1st. The outreach committee will provide further guidance soon.

Equity and Justice Plan Workgroup Update

There were non-substantive changes made to the plan after the first reading. An additional change was made in changing the first paragraph. Miryam Gordon put forth a motion to approve the Equity and Justice Plan, 10 votes in approval, 0 declined, 0 abstained.

The council discussed conducting outreach to the Board of Governors ahead of the next reading.

Outreach Workgroup Update

WASHINGTON STATE BAR ASSOCIATION

The Outreach Committee reported three main activities. Firstly, they have planned three articles for the WSBA Newsletter/Bar News, focusing on highlighting various affinity bar associations, with the first article scheduled for June publication and two more articles in the pipeline. Secondly, the committee will develop recruitment strategies for new DEI Council members, creating a 3-step action plan for recruitment, which will be distributed via email. Lastly, they are working with the Tacoma Pierce County Bar Association and exploring the potential establishment of a diversity committee/council

Pathways Workgroup Update

Julien Tarraf provided an update on the Pathways Committee's new research project, which aims to create a valuable resource for the legal community, public, and law students. The project will focus on changes in legal diversity programs in the current political climate, clarify policy terminology with definition sections, provide an overview of relevant case law and executive orders, and document strategies used by organizations to increase professional diversity. The implementation plans include validating the project scope with General Counsel, focusing specifically on legal pathways, hosting information on the website rather than Bar publications, and ensuring the content is factual rather than opinion-based. Regular updates are planned, and the committee meets on the first Tuesday of each month at 11 AM, welcoming new members.

Meeting adjourned at 1:30 pm