



Idaho State Bar Diversity Practice Section Meeting
November 18, 2022 12:00 MDT/11:00 PST
Location: Zoom Video Conference

1. **Welcome and Call to Order** – Leon Samuels, Chair
2. **Action Item: Approval of Past Meeting Minutes** (September 1, 2022 and September 23, 2022 (Appendix A)) – Leon Samuels, Chair
3. **Financial Report**—Anna Courtney, Secretary/Treasurer (Appendix B)
4. **Discussion: ISB Commissioners Presentation Report and Next Steps** – Leon Samuels, Chair
 - a. Report Out on Meetings and Feedback
 - b. Discussion of Section Efforts:
 - i. Taskforce/Individual for Bullying and Harassment
 1. Angles to Consider:
 - a. Connection to Lawyer Assistance Program?
 - b. Attorney Well-Being Task Force?
 - ii. New Lawyer CLE DEI Segment
 - iii. Fellowship Program
 - iv. Addition of DEI to ISB Mission Statement
 - v. DEI CLE Requirement
 1. Commissioner Feedback Discussion
5. **Adjourn**

Appendix A

Last Meeting Minutes



Idaho State Bar Diversity Practice Section Meeting—SPECIAL MEETING
September 1, 2022, 12:00 MDT/11:00 PST
Location: Zoom Video Conference

6. Welcome and Call to Order

- Meeting called to order at 12:04/11:04. Present Members: L. Samuels, R. James, J. Cook, E. Pacillo, M. Kellner, C. Parsons, D. Barnett, W. Olson, K. Bratcher

7. Attorneys for Civic Education donation:

- L. Samuels inquires what we have previously donated but believes this is a good cause to donate to.
- J. Cook unsure of whether we are in a good position to donate, it is later learned that we are based on the fund balance.
- E. Pacillo talks about ACE and Hilarity for Charity program.
- \$500 donation request
- Motion to donate \$500 to ACE by J. Cook, M. Kellner seconds. Approved. (Abstentions: E. Pacillo and D. Burnett)

8. ISB Commissioners Meeting:

- L. Samuels provides the background regarding the climate survey. There is a meeting October 6 and September 9 with new bar commissioners. Inquires as to whether a committee can be sent to the section goals and initiatives
- W. Olson willing to help with the prep
- D. Burnett has concerns it can be seen as though we are attacking the commissioners. Wants to make sure the focus is more on promoting diversity in the bar.
- J. Cook says he feels about the new commissioners seem very open to us and our mission
- E. Pacillo talks about her feelings on the survey and next steps. Thinks bar commissioners should take issue.
- D. Burnett notes that 8.4 is the biggest issue—worried the supreme court will pull back on approving it if there is potential turmoil within the bar.
- L. Samuels wants us all to think about section goals to bring forward to the bar at the commissioner hearing for next meeting.

4. Labor and Employment Section CLE and Potential Partnership
L. Samuels will talk with J. Dempsey regarding this.

5. Adjourn: 12:33/11:33



Idaho State Bar Diversity Practice Section Meeting
September 23, 2022 12:00 MDT/11:00 PST
Location: Zoom Video Conference

1. Welcome and Call to Order

- Meeting called to order at 12:03 PM/11:03 AM.
- Present Members—L. Samuels, A. Courtney; W. Olson; K. Stretch; C. Fout; K. Bratcher; B. Bauges; C. House; C. Parsons

2. Action Item: Approval of Past Meeting Minutes (September 1, 2020)

- a. This item will be carried over to November 2022 meeting, so membership has an opportunity to review September 1, 2022 minutes in full.
- b. Action: A. Courtney to ensure September 1, 2022, minutes to be included in Agenda for November meeting.

3. Financial Report— Anna Courtney, Secretary/Treasurer

- a. Section has sufficient operating funds with no pending expenses, no questions.
- b. Action: A. Courtney to ensure financials are included as Appendix to agenda for future meetings.

4. Action Item: Date of November 2022 Meeting - Leon Samuels, Chairperson

- a. B. Bauges moved to adjust the date of the November Section meeting from November 25, 2022, to November 18, 2022; W. Olson seconded; motion carried without dissent.
- b. Action: L. Samuels to follow up with Bar to move meeting.

5. Action Item: Sponsorship Request - L&E Council: CLE Registration Sponsor - Leon Samuels, Chairperson

- a. L. Samuels presented request from L&E Section to sponsor the \$20 registration fee for students (over the first 10 that register) for the October 19, 2022, CLE with

speaker Tom Mew, Plaintiff's Counsel for Gerald Bostock. Section discussed imposing limit on students sponsored to align with existing budget.

- b. K. Bratcher moved to sponsor the \$20 registration fee for up to 20 students (or no more than \$400) over the first 10 students registered; C. House seconded; motion carried without dissent.
- c. Action Item: L. Samuels to coordinate with Jen and communicate our commitment. L. Samuels to explore any discounts that might be available to the Diversity Committee to attend.

6. Action Item: The Advocate Issue Sponsor Reservation – Leon Samuels, Chair

- a. L. Samuels presented opportunity for us to sponsor an Advocate. Section discussed best timing to facilitate organization. Section was supportive of sponsoring because it increased visibility of the Section and was important to keep mission of Section in discussion with the bar.
- b. W. Olson moved to sponsor either the Nov/Dec 2023 Issue or the January 2024 Issue, depending on availability; B. Bauges seconded; motion carried without dissent.
- c. Action Item: L. Samuels to respond to Advocate and report out on which issue the Section is assigned or revisit available dates if approved dates are not available.

7. Discussion: Collaboration with U of I Law Student Organizations for CLEs/Panels – Leon Samuels, Chairperson

- a. L. Samuels presented opportunity to coordinate on CLEs with the Student Organizations from University of Idaho Law. Section discussed ideas and was supportive of continued engagement and collaboration.
- b. Action Item: L. Samuels to continue coordinating with U of I groups to determine where CLE collaboration can make the most sense.

8. Discussions: Initiatives to Present to ISB Commissioners – Leon Samuels, Chairperson

- a. L. Samuels recapped that the Board of Commissioners extended an invitation to the Diversity Section to discuss ideas/initiatives for the Bar. This was in response to Diversity Section concerns regarding the dissemination of the 2020 Climate Survey. The original invitation was to discuss these initiatives at the Annual Meeting however the Section thought, and at the guidance of former Commissioner Anne-Marie Fulfer, that we should wait until the new commissioners were in office.

- b. Section discussed the following ideas to be presented to the Bar:
 - i. ISB appoint an individual or taskforce to receive reports of bullying and harassment based on bias/discrimination and provide mentorship and guidance for addressing these issues.
 - ii. Require training on diversity, equity, and inclusion (DEI) at the New Lawyers' CLE after attorneys have been admitted.
 - iii. Establish a fellowship program for underrepresented groups to attend the Annual Meeting.
 - iv. ISB adopt a mission statement/goal regarding DEI.
 - v. DEI CLE requirement, similar to the Ethics CLE requirement.
- c. Section discussed desire to ensure ask would require action on the part of the Commission, not simply the Section.
- d. Action Item: L. Samuels to work with our Commissioner Liaison, Mary York, to get her feedback on these ideas to present strongest options to the Commission. L. Samuels to report out at next meeting.

9. Adjourn: 12:34

- a. K. Stretch moved to adjourn, C. House second, motion carried without dissent.

Appendix B
Financial Report

DIVERSITY SECTION of
IDAHO STATE BAR
As of December 31, 2020, 2021 & 8/31/2022

Year Ended 2020	Year Ended 2021		Actual Aug 2022	Budget 2022	Variance-- Favorable (Unfavorable)
<u>INCOME STATEMENT</u>					
		REVENUE (NON-CLE)			
1,195	1,675	Dues	1,670	1,500	170
500	500	Donations	35	200	(165)
0	0	Special event revenue	0	0	0
0	0	Grant revenue	700	0	700
0	45	Other income	0	0	0
1,695	2,220	TOTAL NON-CLE REVENUE	2,405	1,700	705
		EXPENSE (NON-CLE)			
1,220	1,391	Administrative fee to ISB	768	1,376	608
0	0	Postage	1	0	(1)
0	0	Copies	0	0	0
0	0	Supplies	0	0	0
6	0	Governing Board	0	0	0
14	34	Bank & credit card fees	5	40	35
400	0	Donations	1,500	250	(1,250)
0	0	Sponsorships	0	100	100
0	0	Grant expense	345	0	(345)
0	0	Other	0	0	0
1,640	1,426	TOTAL NON-CLE EXPENSE	2,620	1,766	(854)
CLE, RECORDED PROGRAMS & PUBLICATIONS:					
		Revenue:			
0	0	CLE registrations	0	0	0
0	0	Publications	0	0	0
0	0	Recorded programs	0	0	0
1,355	240	Royalties	0	220	(220)
1,355	240	CLE Revenue	0	220	(220)
		Expense:			
0	0	CLE seminar expense	0	0	0
83	0	CLE administrative fee paid to ISB	0	83	83
83	0	CLE Expense	0	83	83
1,272	240	NET CLE INCOME (LOSS)	0	137	(137)
1,327	1,034	NET INCOME (LOSS)	(215)	71	(286)
		# OF MEMBERS	72		

DIVERSITY SECTION of
IDAHO STATE BAR
As of December 31, 2020, 2021 & 8/31/2022

<u>Year Ended 2020</u>	<u>Year Ended 2021</u>		<u>Actual Aug 2022</u>	<u>Budget 2022</u>	<u>Variance-- Favorable (Unfavorable)</u>
<u>BALANCE SHEET</u>					
ASSETS					
1,555	4,411	Cash and cash equivalents	3,558		
0	0	Accounts receivable	0		
1,802	45	Due from (to) other funds	173		
<u>0</u>	<u>0</u>	Prepaid expenses	<u>0</u>		
<u><u>3,357</u></u>	<u><u>4,456</u></u>	TOTAL ASSETS	<u><u>3,731</u></u>		
LIABILITIES AND FUND BALANCE					
LIABILITIES					
45	0	Accounts payable	0		
<u>400</u>	<u>510</u>	Deferred revenue	<u>0</u>		
445	510	TOTAL LIABILITIES	0		
FUND BALANCE					
1,585	2,912	Beginning fund balance	3,946		
<u>1,327</u>	<u>1,034</u>	Current year income (loss)	<u>(215)</u>		
<u>2,912</u>	<u>3,946</u>	TOTAL FUND BALANCE	<u>3,731</u>		
<u><u>3,357</u></u>	<u><u>4,456</u></u>	TOTAL LIABILITIES & FUND BALANCE	<u><u>3,731</u></u>		