



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

MEETING MINUTES

1. **Welcome and Call to Order** – Meeting called to order by Leon Samuels, Chair at 12:01 pm. Present Members: L. Samuels, R. James, D. Burnett, C. Fout, E. Pacillo, M. Kellner, W. Olson, C. Carns, A. Courtney
2. **Approval of Past Meeting Minutes** (September 1, 2022, and September 23, 2022 (Appendix A)). R. James moved to approve September 1 and 23, 2022, meeting minutes, C. Fout second, motion carried without dissent.
3. **Financial Report**—A. Courtney provided a report on included financials.
4. **Discussion: ISB Commissioners Presentation Report and Next Steps** – L. Samuels, Chair
 - a. L. Samuels provided a report Out on Meetings with Bar Commissioners. L. Samuels and J. Demsey will be meeting with Mary York in December.
 - b. Committee Discussion of potential Section Efforts:
 - i. Taskforce for Bullying and Harassment
 1. Section discussed goal to have investigation, training, work at finding the roots of issues here; discussed the distinction between reporting to bar counsel (i.e., ethical violation) and investigatory role into larger patterns and sources of harassment and bullying. Goal is not to replace bar counsel.
 2. Section discussed partnership with the subcommittee for the climate survey.
 3. Next Steps: L. Samuels to reach out to Julie Stomper with Lawyer Assistance Program to discuss scope. E. Pacillo and L. Samuels to collaborate to draft framework, conceptualize the task force. Ask Commissioners to create a task force with the taskforce’s job to make recommendations to the Commissioners. Task force is the handoff for ownership between section and ISB.
 - ii. New Lawyer CLE DEI Segment

1. Section discussed the programs would we want to highlight for new attorneys.
 - a. Discussed partnership with the subcommittee of the ethics section working on Rule 8.4 and with Idaho Women Lawyers given survey results show high levels of harassment and bullying against women. Discussed presenting survey results. If IRPC 8.4g is approved, that would a CLE topic.
 2. Next Steps: M. Kellner to collaborate C. Fout to work on this and provide ideas for CLE topics so we can then distill to recommendations for CLE trainings.
- iii. Fellowship Program
1. Section discussed ADA Fellowship as a model, select attorney to go to the annual conference. This is not just a scholarship, but we want those selected to be involved in the annual meeting. There needs to be more substance to it beyond just the financial support to make it possible for them to attend.
 2. Next Steps: L. Samuels to continue to refine ideas here.
- iv. Addition of DEI to ISB Mission Statement
1. Next Steps: A. Courtney to send research to R. James; R. R. James and A. Courtney to collaborate to review mission statements from other bars and a rough proposal.
- v. DEI CLE Requirement
1. Commissioner Feedback Discussion: this will be a challenging lift. Section determined this initiative is a large investment of time and we should tackle this once we are able to gain some additional wins. Likely to have more success once we have made progress on some of our other initiatives.
 2. Next Steps: Table for now. Revisit
- c. New ideas discussed: formalizing process for pipeline of diverse students for diverse lawyers, collaboration between U of I and Section. We have a longstanding basis for keeping the pipeline up to date.

5. Discussion – Love the Law – L. Samuels, Chair

- a. Supreme Court is hosting oral arguments in February at Boise location and April in Moscow location, we will work on collaboration for those events. The 9th Circuit is also doing oral arguments in Moscow as well. Section discussed strong support for building events around these dates. Perkins Coie may be able to support.

6. Meeting adjourned at 12:42 PM. M Kellner moved to adjourn, W. Olson second, motion carried without dissent.