



Idaho State Bar Diversity Practice Section Meeting
July 28, 2023 12:00 MDT/11:00 PST
Location: ISB Offices & Zoom Video Conference

1. **Welcome and Call to Order** – Leon Samuels, Chair
2. **Action Item: Approval of Past Meeting Minutes** (May & June 2023 (Appendix A)) – Leon Samuels, Chair
3. **Financial Report**—Anna Courtney, Secretary/Treasurer (Appendix B)
4. **Update: Meeting Date/Candance Change** – Leon Samuels, Chair
5. **Update & Discussion: Strategic Planning Session Debrief & Discussion of Draft Survey Questions** – Leon Samuels, Chair
6. **Update & Discussion: ISB Diversity Initiatives** – Leon Samuels, Chair
7. **Reminders:**
 - a. Next Meeting: Thursday, September 21, 2023
 - b. Diversity Section Advocate Issue is March/April 2024
8. **Adjourn**

Appendix A

Last Meeting Minutes



Idaho State Bar Diversity Practice Section Meeting
May 26, 2023 12:00 MDT/11:00 PST
Location: Zoom Video Conference

Attendance: L. Samuels (Chair); C. Parsons; C. Fout; B. Bauges; J. Dempsey; A. Courtney

- 1. Welcome and Call to Order – 12:04 – L. Samuels, Chair**
- 2. Action Item: Approval of Past Meeting Minutes (March 31, 2023) – L. Samuels, Chair**
 - a. J. Dempsey moved to approve the March 2023 minutes, C. Fout second, motion carried without dissent. L. Samuels and B. Bauges abstained.
- 3. Financial Report—A. Courtney provided an update on financials and expenditures, including for the Sections contribution to Citizenship Day.**
- 4. Update: Table at New Lawyer Orientation – A. Courtney**
 - a. A. Courtney provided a report out on our involvement at the Spring New Lawyer Orientation. Section agreed we should continue to participate in the Orientations to increase engagement and visibility of Section.
 - b. Section discussed lack of signage for Section. A. Courtney to follow up with ISB to determine if Section has anything, and if not, put together proposal for consideration of Section to purchase.
- 5. Action Item: Donation Requests, Timberline High School Debate Team, Access to Justice Fun Run (\$500) – L. Samuels, Chair**
 - a. Section discussed financial situation and our inability to donate at this time.
 - b. B. Bauges moved to deny the donation requests with an explanation for why we are currently unable to donate, but to circulate the request for donation from the Timberline Debate Team to our members to allow for individual contributions, C. Fout second, motion carried without dissent.
- 6. Discussion: Presenting CLEs for Fundraising – L. Samuels, Chair**
 - a. Section discussed need and means to increase funding for the Section.
 - b. Section discussed need to identify a strategic plan to help focus fundraising efforts and drive decision-making.
 - c. A. Courtney to reach out to coordinate a Special Meeting for Strategic Planning in June 2023 to facilitate a planning discussion.

- d. L. Samuels to reach out about moving the date of our meetings away from the 4th Friday of the month in effort to increase ability of members to attend.
- e. J. Dempsey moved that the Section request the ISB to send out correspondence to all members to solicit membership to the Section, that this correspondence be requested after a Strategic Planning Session, to identify the “why” behind the section. A. Courtney second, motion carried without dissent.
- f. Section discussed CLE Ideas:
 - i. A. Courtney to follow up with Health Law Section for a CLE on Health Equity.
 - ii. Discussed ability to present at Annual Meeting, with the goal of getting on calendar if possible, topic Idaho House Bill 71, criminalizing gender-affirming survey. L. Samuels and J. Dempsey volunteered to present if there was space.

7. Update: Love the Law – L. Samuels, Chair

- a. Section discussed continued desire to bring Love the Law Events to Boise, including at the college level. Section committed to look to sponsor a Love the Law Event in the fall.
- b. L. Samuels provided an update that Kinzo Mihara organized an anonymously funded Love the Law event in Kootenai County on May 31, 2023. Event took place at the Kootenai County Courthouse from 8:00 am – 12:30 pm.

8. Update: ISB Diversity Initiatives – L. Samuels, Chair

- a. Section discussed ongoing Diversity Initiatives with ISB.
- b. J. Dempsey to reach out to ISB to get a follow up meeting on calendar to continue discussions with ISB, J. Dempsey and L. Samuels.

9. Meeting Adjourned at 12:55 PM MT



Idaho State Bar Diversity Section Special Meeting
June 23, 2023 12:00 MDT/11:00 PST
Location: Zoom Video Conference & ISB Offices

Present Members: L. Samuels (Chair); J. Dempsey; B. Bauges; A. Courtney; N. Camacho Mendoza; J. Vantrella

- 1. Welcome and Call to Order – 12:05 – L. Samuels, Chair**
- 2. Discussion: Strategic Planning – L. Samuels, Chair**
 - a. Section discussed the original purpose of the Section, including building a pipeline to private practice for diverse attorneys.
 - b. Section determined we needed to better assess the true needs of our diverse attorneys to understand where the needs are in our legal community to ensure Section is working to the place of highest need.
 - c. Section discussed development of an informal survey to understand the needs of diverse attorneys and law students.
 - i. Timing of Survey would be fall or winter 2023.
 - ii. Action: L. Samuels and A. Courtney to draft correspondence to Section members to help draft survey questions in advance of next Regular Meeting. B. Bauges and L. Samuels to work in crafting survey.
 - d. Other ideas discussed:
 - i. Bringing back a dedicated spot at the Annual Meeting for the Diversity Section;
 - ii. Increasing awareness and providing education on diversity and inclusion topics;
 - iii. Creating safe spaces for diverse attorneys to share experiences and network;
 - iv. Increasing engagement with Law Schools;
 - v. Engaging with larger firms with commitments to increasing diversity;
 - vi. Increase engagement with other Section of the Idaho State Bar;
 - vii. Investing in events focused on the pipeline, as young as grade and high school; and
 - viii. Giving out awards.

APPENDIX B
Financials

DIVERSITY SECTION of
IDAHO STATE BAR
As of December 31, 2021, 2022 & 4/30/2023

Year Ended 2021	Year Ended 2022		Actual Apr 2023	Budget 2023	Variance-- Favorable (Unfavorable)
INCOME STATEMENT					
		REVENUE (NON-CLE)			
1,675	1,745	Dues	1,600	0	1,600
500	35	Donations	0	0	0
0	0	Special event revenue	0	0	0
0	700	Grant revenue	0	0	0
45	0	Other income	0	0	0
<u>2,220</u>	<u>2,480</u>	TOTAL NON-CLE REVENUE	<u>1,600</u>	<u>0</u>	<u>1,600</u>
		EXPENSE (NON-CLE)			
1,391	1,028	Administrative fee to ISB	367	0	(367)
0	1	Postage	1	0	(1)
0	0	Copies	0	0	0
0	3	Supplies	0	0	0
0	21	Governing Board	8	0	(8)
34	6	Bank & credit card fees	0	0	0
0	4	Website	4	0	(4)
0	230	Special event expense	357	0	(357)
0	2,000	Donations	0	0	0
0	345	Grant expense	0	0	0
0	0	Other	0	0	0
<u>1,426</u>	<u>3,637</u>	TOTAL NON-CLE EXPENSE	<u>737</u>	<u>0</u>	<u>(737)</u>
CLE, RECORDED PROGRAMS & PUBLICATIONS:					
		<u>Revenue:</u>			
0	0	CLE registrations	0	0	0
0	0	Publications	0	0	0
0	0	Recorded programs	0	0	0
240	0	Royalties	0	0	0
<u>240</u>	<u>0</u>	CLE Revenue	<u>0</u>	<u>0</u>	<u>0</u>
		<u>Expense:</u>			
0	0	CLE seminar expense	0	0	0
0	0	CLE administrative fee paid to ISB	0	0	0
<u>0</u>	<u>0</u>	CLE Expense	<u>0</u>	<u>0</u>	<u>0</u>
240	0	NET CLE INCOME (LOSS)	0	0	0
<u>1,034</u>	<u>(1,157)</u>	NET INCOME (LOSS)	<u>863</u>	<u>0</u>	<u>863</u>

OF MEMBERS

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DIVERSITY SECTION of
IDAHO STATE BAR
As of December 31, 2021, 2022 & 4/30/2023

<u>Year Ended 2021</u>	<u>Year Ended 2022</u>		<u>Actual Apr 2023</u>	<u>Budget 2023</u>	<u>Variance-- Favorable (Unfavorable)</u>
<u>BALANCE SHEET</u>					
ASSETS					
4,411	2,596	Cash and cash equivalents	2,359		
0	0	Accounts receivable	0		
45	693	Due from (to) other funds	1,293		
<u>0</u>	<u>0</u>	Prepaid expenses	<u>0</u>		
<u>4,456</u>	<u>3,289</u>	TOTAL ASSETS	<u>3,652</u>		
LIABILITIES AND FUND BALANCE					
LIABILITIES					
0	0	Accounts payable	0		
<u>510</u>	<u>500</u>	Deferred revenue	<u>0</u>		
510	500	TOTAL LIABILITIES	0		
FUND BALANCE					
2,912	3,946	Beginning fund balance	2,789		
<u>1,034</u>	<u>(1,157)</u>	Current year income (loss)	<u>863</u>		
<u>3,946</u>	<u>2,789</u>	TOTAL FUND BALANCE	<u>3,652</u>		
<u>4,456</u>	<u>3,289</u>	TOTAL LIABILITIES & FUND BALANCE	<u>3,652</u>		