

Diversity Meeting Minutes—12/03/2021

1. **Welcome and Call to Order:** 12:02 MDT/11:02 PST. Present Members: K. Mihara, L. Samuels, J. Cook, R. James, A. Courtney, E. Pacillo, M. Braley, J. Dempsey, S. Ayers, D. Burnett, B. Kreimeyer
2. **Approval of minutes:** Motion—L. Samuels, Second—R. James. Approved
3. **Financial report:** J. Cook reports we are doing much better than anticipated. Bottom line for finances--\$4,186. Not at the level where we need to be sending money elsewhere. A. Courtney discusses possible sponsorship of IWL Gala since they are looking for sponsors—will address at January meeting (**action item**). Motion—J. Dempsey, Second—A. Courtney. Approved.
4. **Climate Survey Discussion:**
 - a. E. Pacillo provides background of the climate of the bar survey, Notes that the proposed amendments to IRCP 8.4 attempts to resolve this, make sure to vote on this. However, initial executive summary was changed at that was released to the bar at large. Question is...do we follow up on it? We did. Public records request was sent over. E. Pacillo shows group of the redlined executive summary. Issues are taken with the amendments—it waters down the original executive summary.
 - b. J. Dempsey provides letter W. Olsen, E. Pacillo, and J. Dempsey wrote to the current bar commissioners. Will share with entire membership. Point of the letter is not to file a claim—just to shine a light on some of the more concerning areas of the executive summary.
 - c. E. Pacillo notes that there was an infographic created by BSU as a part of the survey that included raw results. Language between the summary and the infographic/BSU language (example BSU: pervasive problem vs. subjective problem).
 - d. Ultimate question—does this committee feel interested in sending out the letter in hopes the bar will disclose the initial executive summary to the bar members at large?
 - i. A. Courtney is in support but would ask for more time to review the letter. Circulate the letter and address at next hearing
 - ii. L. Samuels echoes what A. Courtney says and agrees Diversity Membership at Large would need to review the letter and be afforded the opportunity to vote on this.
 - iii. B. Kreimeyer reminds the group that the commissioners are not our enemies, and this is a balancing act between this and making enemies.
 - iv. K. Mihara agrees with B. Kreimeyer and on the fence about the letter. Should membership vote yes, he will sign off on it.
 - v. J. Dempsey talks about the place where this letter comes from and it's not intended to be adversarial; merely an attempt to shine light on some of the concerns that are had.
 - vi. A. Courtney inquires whether waiting until January would be timely. E. Pacillo thinks it still would.
 - vii. D. Burnett notes that we need to be savvy about this. Unsure of whether bar meetings are subject to the open meetings act. He notes that we may need to

be cautious of the way we do this and suggests letting other members weigh in. J. Cook agrees.

viii. A. Courtney notes it's best to get this circulated to the membership. Inquiry about how to get stuff circulated to membership at large-ultimately we determine we can send through the bar as opposed to getting individual members names and then determining emails.

e. This is an **action item** for January meeting

5. Jim believes that legal aid had a Latina attorney prior to 1988 and would try to look into it.
6. Information regarding Chapter 7 Trustee.
7. No LTL! or Outreach updates—possibly some for January meeting
8. No other business or updates
9. Adjourn at 1:04/12:04. Motion—E. Pacillo, Second—J. Cook.