

# WASHINGTON STATE BAR ASSOCIATION

Office of the Executive Director

April 22, 2021

Honorable Susan L. Carlson  
Clerk of the Supreme Court  
P.O. Box 40929  
Olympia, WA 98504-0929

Sent via email: [supreme@courts.wa.gov](mailto:supreme@courts.wa.gov)

Re: WSBA Diversity Committee's Comment on Proposed Amendments to APR 11

Dear Clerk Carlson:

I am writing to share the Washington State Bar Association's Diversity Committee's comment regarding proposed amendments in APR 11, which requires that one of the required ethics credits be in the category of equity, inclusion and the mitigation of bias. The Committee's comments on the amendments are attached. The Committee was authorized to comment by the Board of Governors at its April 16-17, 2021 meeting.

The Diversity Committee advocates within the Bar Association and its leadership for meaningful commitment to diversity, inclusion, and equity in the legal profession in Washington State. The [WSBA Diversity and Inclusion Plan](#) outlines the Committee's purpose.

The Committee appreciates the Court's consideration of this comment.

Sincerely,



Terra Nevitt  
Executive Director

cc: Kyle Sciuchetti, President, Washington State Bar Association

Andrea Jarmon, Co-Chair, WSBA Diversity Committee

Sunitha Anjilvel, Co-Chair, WSBA Diversity Committee



1325 4th Avenue | Suite 600 | Seattle, WA 98101-2539  
800-945-9722 | 206-443-9722 | [questions@wsba.org](mailto:questions@wsba.org) | [www.wsba.org](http://www.wsba.org)

# WASHINGTON STATE BAR ASSOCIATION

## MEMO

**To:** Washington State Supreme Court

**From:** Andrea Jarmon and Gov. Sunitha Anjilvel, Co-Chairs of the WSBA Diversity Committee

**Date:** April 20, 2021

**Re:** Comment to Washington State Supreme Court in Support of MCLE Board's Suggested Amendments to Admission to Practice Rule 11

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The Washington State Bar Association Diversity Committee respectfully submits the following comments in support of the MCLE Board's proposed amendments to Admission to Practice Rule 11.

On October 15, 2020, the WSBA Board of Governors submitted to the Washington State Supreme Court support for the proposed amendment to Admission to Practice Rule (APR) 11, which would require licensed legal professionals to devote a minimum of one of their six mandated ethics credits per reporting period to the topic of "equity, inclusion, and the mitigation of bias in the legal profession and practice of law."

The Diversity Committee advocates within the Bar Association and its leadership for meaningful commitment to diversity, inclusion, and equity in the legal profession in Washington State. The [WSBA Diversity and Inclusion Plan](#) outlines the Committee's purpose.

We view our mission as a multi-channel effort. The Diversity Committee works with our law schools to strengthen the pipeline to law school and the practice of law for diverse students, offering support to our Minority Bar Associations, providing scholarships, and creating mentorship and networking opportunities. We offer our practicing members access to resources for learning about diversity, systemic racism in the legal profession, understanding unconscious bias, and creating anti-racist organizations and systems. We offer CLE programming, Beyond the Dialogue town halls, and other opportunities for our members to learn and reflect on how we can do better individually and as a bar.

We see this work as critical to our effort. But it represents one component of what is required to make headway. As anyone who studies and works on diversity, inclusion, and equity will tell you, any organization can talk about change. True systemic change requires not only education, resources, goals, and plans – but changing the rules of the system (written and unwritten) – to reflect the desired outcomes.

We ask that you help us do just that, by taking the action uniquely within your power: We ask that you adopt a requirement for members of the bar to carefully reflect and take individual responsibility to address systemic racism in the legal profession. This Court made a plea for action to the legal community in its letter last summer, "We call on every member of our legal community to reflect on this moment and ask ourselves how we may work together to eradicate racism." For the legal profession, the rules are

everything. We beseech the Court to approve the change to our rules and help us continue to make our effort more than a goal – but a reality.

We ask that the Court adopt the proposed amendment to APR 11.

**From:** [OFFICE RECEPTIONIST, CLERK](#)  
**To:** [Linford, Tera](#)  
**Subject:** FW: WSBA Diversity Committee's Comments to Proposed Amendments to APR 11  
**Date:** Thursday, April 22, 2021 1:16:02 PM  
**Attachments:** [image001.png](#)  
[2021-04-22.Letter from WSBA Diversity Committee re Comments to APR 11.pdf](#)  
[image002.png](#)

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**From:** Diana Singleton [mailto:dianas@wsba.org]  
**Sent:** Thursday, April 22, 2021 1:08 PM  
**To:** OFFICE RECEPTIONIST, CLERK <SUPREME@COURTS.WA.GOV>  
**Cc:** Terra Nevitt <terran@wsba.org>; Kyle Sciuchetti (Kyle.Sciuchetti@MillerNash.com) <Kyle.Sciuchetti@MillerNash.com>; andrea@jarmonlawgroup.com; Sunitha Anjilvel <sunitha@amlawseattle.com>  
**Subject:** WSBA Diversity Committee's Comments to Proposed Amendments to APR 11

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Dear Clerk Carlson,

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If you have any questions, please don't hesitate to let me know.

Thank you,  
Diana



**Diana K. Singleton | Chief Equity and Justice Officer**

*Gender Pronouns: She/Her/Hers*

**Washington State Bar Association** | 206.727.8205 | [dianas@wsba.org](mailto:dianas@wsba.org)

1325 Fourth Avenue, Suite 600 | Seattle, WA 98101 | [www.wsba.org](http://www.wsba.org)

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