

Waves of Change:

Bar leadership, lawyering and governance

*It is not the strongest of the species that survive,
nor the most intelligent,
but the one most responsive to change.
-Unknown*

Western States Bar Conference 2023 Hyatt Regency Mission Bay, San Diego, California

Wednesday, March 29

- 7:00 – 8:45 a.m.** **Breakfast** (*Mission Terrace*)
- 9:00 a.m. – Noon** **Western States Bar Executive Director Retreat** (*Belmont*)
Facilitator: **Danielle Bailey**, Executive Director, Alaska Bar Association
- 4:30 – 5:30 p.m.** **Registration** (*Mission Terrace*)
- 6:00 – 7:30 p.m.** **Welcome Reception** (*Banyon Lawn*)

Thursday, March 30

- 7:00 – 9:00 a.m.** **Breakfast** (*Mission Terrace*)
- 6:30 – 7:30 a.m.** **Walkabout with Bryan** (*Meet in Lobby*)
Take a sunrise brisk stroll around the bay with this year's WSBC President before the start of the morning session.
- 7:30 a.m. – Noon** **Registrations/Sponsors** (*Bayview*)
- 8:15 – 8:30 a.m.** **Welcome to the Conference** (*Mission Ballroom*)
Bryan Scott, WSBC President 2022-2023
Helen Hirschbiel, WSBC Secretary
- 8:30 – 9:00 a.m.** **Opening Remarks and Welcome to San Diego!** (*Mission Ballroom*)
Bill Lawrence, President and CEO, San Diego History Center

9:00 – 10:10 a.m. Lawyers as Leaders: Here, Now, and in the Future (*Mission Ballroom*)

The rule of law is the backbone of our country and lawyers bring the rule of law to life through their actions as advocates, their involvement in policymaking, and their service as community leaders. This session will highlight the roles lawyers can play to strengthen the rule of law and the democracy that sets our country apart.

Hon. Johnnie Rawlinson, Circuit Judge, Ninth Circuit Court of Appeals

10:10 – 10:30 a.m. Sponsor Break (*Bayview*)

10:30 – 11:30 a.m. Bar Leaders as Ambassadors (*Mission Ballroom*)

As leaders of bar organizations that serve an increasingly diverse group of stakeholders, fulfilling our role as ambassadors is no easy task. Mandatory bars with regulatory functions serve the public, in all of its diversity. We also all serve members with a wide range of practice areas, in a variety of firm sizes (both in-house and outside), in urban and remote locations, from different generations, and from underrepresented and marginalized communities, as well as those from the dominant culture. We need to understand our audience and adjust accordingly. This session will explore strategies for developing the message itself as well as the range of methods used to communicate. It will also ask how we know when we are effective in our communications.

Liani Reeves, 2020 Oregon State Bar President

Bryan Scott, 2016-17 State Bar of Nevada President, 2022-2023 WSBC President

Shannon Sheldon, 2022 Hawaii State Bar Association President

Facilitator: *Julie Sobowale*, Director of Communications, Law Society of Saskatchewan

11:30 a.m. – Noon Roll Call of States (*Mission Ballroom*)

Alaska, Arizona, California, Hawaii

Noon – 12:15 p.m. Update from the ABA (*Mission Ballroom*)

Mary Smith, 2022-2023 ABA President-Elect

LUNCH ON YOUR OWN

Optional Afternoon Event:

3:00 – 6:00 p.m. Cruise San Diego Whale & Dolphin Watching Tour

**Meet at the dock at 2:30 p.m.*

DINNER ON YOUR OWN

Friday, March 31

7:00 – 9:00 a.m. **Breakfast** (*Mission Terrace*)

6:30 – 7:30 a.m. **Walkabout with Bryan** (*Meet in Lobby*)

Take a sunrise brisk stroll around the Bay with this year's WSBC President before the start of the morning session.

8:15 – 8:35 a.m. **Sponsors Welcome to Conference** (*Mission Ballroom*)

ALPS, Destination CLEs, Unmind, Law Clerk

8:35 – 9:05 a.m. **Roll Call of States** (*Mission Ballroom*)

Idaho, Montana, Nevada, New Mexico

9:05 – 10:10 a.m. **Strategic Governance – What Is It and How Do We Achieve It?**
(*Mission Ballroom*)

Embracing and managing change requires a board focused on issues of strategic importance to the bar that stands ready to make clear and timely decisions. It also requires a strong relationship between the board and executive director, with clear and open lines of communication about the respective roles of each. This session will explore tools and processes for keeping strategic issues at the center of board decision-making. It will also share best practices for allocating different types of decisions between the board and executive director.

John Phelps, Pathfinder Executive Consulting

10:10 – 10:30 a.m. **Sponsor Break** (*Bayview*)

10:30 – 11:45 a.m. **Changes in Lawyer Admissions** (*Mission Ballroom*)

The traditional pathway to becoming a lawyer requires graduation from an ABA-accredited law school and taking a bar exam. The National Conference of Bar Examiners (NCBE) provides the Uniform Bar Exam (UBE) for most jurisdictions in the United States. To ensure a continued high-quality and relevant exam—and in response to calls for its reform—the NCBE is in the process of re-building the UBE into the NextGen Bar Exam. Given long-standing equity concerns around standardized testing, however, some jurisdictions are exploring pathways to licensure that would not require the UBE, or even passing a bar exam at all. This panel will provide the latest updates on changes in lawyer admission requirements. What problems are these changes trying to solve and how do we know if they are effective at solving them?

Joan Howarth, Distinguished Visiting Professor, William S. Boyd School of Law.

Danette McKinley, Director of Diversity, Fairness, and Inclusion Research for the National Conference of Bar Examiners.

Joanna Perini-Abbott, License Pathways Development Committee Chair

Richard Trachok, Nevada Board of Bar Examiners, Chair

Facilitator: Leah Wilson, Executive Director, State Bar of California

11:45 a.m. – 12:15 p.m. Roll Call of States (Mission Ballroom)

North Dakota, Oregon, South Dakota, Texas

LUNCH ON YOUR OWN

AFTERNOON FREE

6:00 – 9:00 p.m. Reception/Dinner (sponsored by Fastcase) (Banyan Lawn)

Saturday, April 1

7:00 – 9:00 a.m. Breakfast (Mission Terrace)

8:00 – 9:00 a.m. Breakout Sessions for Bar Leaders (Palm I)

Large Bar (AZ, CA, NV, OR, TX, UT, WA)

Moderator: Elizabeth A. Wright, Executive Director, Utah State Bar

Small Bar (AK, HI, ID, MT, ND, NM, SD, WY) *Palm II*

Moderator: John Mudd, Executive Director, State Bar of Montana

9:05 – 10:20 a.m. Inroads on Lawyer Well-Being (Mission Ballroom)

The findings of the 2016 ABA CoLAP and Hazelden Betty Ford Foundation studies of mental health and substance use disorders among lawyers and law students were stark—lawyers and law students experience high rates of depression, substance abuse and chronic stress. And we know that lawyer well-being is critical to good client service and public trust in the legal system. In 2017, the National Task Force on Lawyer Well-Being issued its seminal report, with a comprehensive list of recommendations for stakeholders in the legal profession to address these issues. Have we made any progress in the last five years? What more can or should we be doing?

Raul Ayala, Hispanic National Bar Association Attorney Wellness Committee Co-Chair

Julie Cavanaugh-Bill, 2023 President-Elect, State Bar of Nevada

Jodi Cleesattle, co-author of *Losing our [Best] Minds: Addressing the Attrition Crisis of Women Lawyers in a Post-Pandemic World*, report of the California Lawyers Association and California Women Lawyers

Andrew Morse, Utah State Bar Well-Being Committee Co-Chair

Facilitator: *Chris Newbold*, Executive Vice President of ALPS Corporation and ALPS Property & Casualty Insurance Company

10:20 – 10:40 a.m. **Sponsor Break** (*Bayview*)

10:40 – 11:00 a.m. **Roll Call of States** (*Mission Ballroom*)

Utah, Washington, Wyoming

11:00 – Noon **Legal Service Innovations Increasing Access to Justice** (*Mission Ballroom*)

The buzzword “innovation” has been used in the legal profession and justice system for several years now. But what exactly does it mean in these contexts? The goal of this session to show attendees what some of these innovations look like and the impact they can and are having on access to justice. We will hear from several innovators in the access to justice space, including what they do, who they serve, and the impact they are having. We will also ask the question, should bar associations be encouraging these innovations? If so, how?

Sonja Ebron, CEO and Co-Founder of [Courtroom5](#)

Jazz Hampton, CEO and General Counsel at TurnSignl

Tyler Brown, CEO of [Nuttall, Brown and Coutts](#)

Facilitator: *Julie Sobowale*, Director of Communications, Law Society of Saskatchewan

Noon – 12:15 p.m. **Raffle of Roll-Call Gifts (Must Be Present to Win)** (*Mission Ballroom*)

Announcement of New Leadership

12:15 – 12:30 p.m. **Annual Business Meeting (for WSBC Leadership)** (*Mission Ballroom*)