

LAWYERS AGAINST SYSTEMIC RACISM (LASR)
BYLAWS

ARTICLE I
NAME

Section A. The organization shall be named Lawyers Against Systemic Racism (LASR).

ARTICLE II
MISSION STATEMENT

Our mission is to end systemic racial discrimination in the Pierce County legal system and beyond. We will use our skills and connections as lawyers, in collaboration with other individuals and organizations, to identify specific areas of racial discrimination and develop concrete ways we can change them. By doing so, we will not only help our clients of color, but help the community at large.

ARTICLE III
MEMBERSHIP

Section A. Members include Directors, who serve on the Board of Directors and as Committee Chairs, and General Members, who may serve as Committee Members.

Section B. Any active attorney in good standing with the Washington State Bar Association may apply to become a General Member of LASR by filling out an inquiry form on LASR's website under membership and answering general questions about his or her interest in joining LASR and/or his or her commitment to Anti-Racism, as determined by the Board of Directors, and by agreeing to follow the Code of Conduct.

Section C. A presumption exists in favor of admitting every prospective General Member. The presumption may only be overcome if:

1) The prospective General Member has committed overt acts of discrimination against any race, ethnic group, nationality, religion, class, sex, gender, or sexual orientation in the past and the prospective member is not sincerely committed to self-reform and becoming an Anti-Racist; or

2) The prospective general member's admittance into LASR would cause harm to LASR's mission or reputation.

Section D. When a prospective General Member applies to join LASR, all Directors and General Members shall be notified via electronic communication and have an opportunity to submit

comments or concerns regarding the prospective membership. General Members may send their comments or concerns to any Director.

Section E: After considering the prospective General Member's application and any comments or concerns from General Members, if none of the Directors have concerns regarding the prospective General Member's membership with LASR, the prospective General Member shall be admitted. This process may take place via electronic communication and will be completed within 72 hours.

Section F. If, after considering the prospective General Member's application and any comments or concerns from General Members, one or more Director(s) indicates a concern that a prospective General Member does not meet the presumption of admittance standards in Section C, the Board of Directors shall add the membership application to the agenda for the next regular Board of Director's meeting or call for a special Board of Director's meeting in accordance with these Bylaws. After discussion, the Board of Directors may vote on the prospective General Member admittance. A simple majority vote is needed to reject the membership application, using the standards in Section C.

ARTICLE IV CODE OF CONDUCT

Section A. All members must abide by the following Code of Conduct:

1. Be respectful of all members at all times.
2. Actively strive to become an Anti-racist and have respect for black, indigenous, and people of color.
3. Be patient and understanding as people may come from varying backgrounds and experiences.
4. Participate in good faith with an open mind to new ideas, and a willingness to collaborate.
5. Engage in open, honest, and direct communication.
6. Do not dominate discussions. Do not interrupt others. Allow for equal time to communicate so all voices will be heard.
7. Make a good faith effort to participate, meet agreed-upon deadlines, and share the work equally with other members.
8. Make a good faith effort to attend all meetings and in the event of a missed meeting, read the meeting minutes.
9. Make a good faith effort to support LASR- hosted events and collaborator-hosted events.
10. Do not share information from LASR unless you have permission from a Director or the information is shared for the purpose of furthering LASR's mission.
11. Comply with the WSBA Rules of Professional Conduct.

Section B: All members shall comply with their employer's policies and maintain appropriate separation between their employer and LASR.

Section C. A General Member may be expelled for violating these rules by a simple majority vote of the Board of Directors.

Section D. A Director may be expelled from the Board of Directors or from the membership for violating these rules by a supermajority (2/3) vote of the other Directors.

ARTICLE V MEETINGS

Section A. A regular general meeting open to all members shall be held on the fourth Monday of every month at 6 p.m. The meeting may be canceled or rescheduled by the Board of Directors. The Board of Directors may also schedule additional or special general meetings when necessary.

Section B. Regular General Meetings shall include an update from each Committee. Additional items for discussion may be added to the agenda by any Director or General Member prior to the meeting by submitting the item agenda items to the Director setting the agenda.

Section C. Committee Chairs shall hold meetings among committee members as needed to further the goals of the Committee.

Section D. Regular Board of Director meetings shall be held on the second Monday of every month at 6 p.m. The meeting may be canceled or rescheduled by the Board of Directors. Special Board of Director meetings may be scheduled at the request of any Director at a time when a majority of the Directors can attend. Agenda items may be added by any of the Directors.

Section E. Meeting minutes shall be maintained by the Board of Directors and distributed to the membership, Board of Directors, or Committee members, depending on the type of meeting, within 72 hours of the meeting ending.

ARTICLE VI BOARD OF DIRECTORS

Section A. Directors shall serve on the Board of Directors.

Section B. Responsibilities of the Board of Directors shall be as follows:

1. Set general membership meeting agendas, run general membership meetings, and maintain meeting minutes and attendance.
2. Make decisions that affect the overall organization, mission, and membership of LASR.
3. Enforce and amend the Bylaws.
4. Enforce the Code of Conduct and mediate membership conflicts.
5. Maintain LASR records, including Bylaws, meeting agendas, meeting minutes, membership lists, member contact information, and financial records.

Section C: Directors shall create a LASR email address to use for LASR business (firstnamelastname.lasr@gmail.com).

Section D. The Directors shall also serve as Committee Chairs per Art. VII.

Section E. Until the first elections are held in June of 2021, Directors shall also have the duty and authority to appoint new Directors to also serve on the Board of Directors.

Section F. All decisions of the Board of Directors described herein, unless otherwise specifically noted, shall be made by simple majority vote of the Directors at a Board of Directors meeting with a 60% quorum attendance after full discussion in which every Director has the opportunity to speak. Urgent and time sensitive decisions may be voted upon via electronic communication without a meeting as long as 60% of Directors are able to participate, unless any Director objects to the format.

Section G. As long as there are an odd number of total Directors, a tie may be broken by tabling the vote and re-voting at a meeting where all Directors are in attendance.

ARTICLE VII COMMITTEES

Section A. LASR shall have the following Committees:

1. Advocacy
2. Community Outreach
3. Education
4. Local Court Reform
5. Media Relations

Section B. Directors shall decide on which Committee(s) they would like to serve as Chairs, with the only limitation being each Committee must have at least two chairs.

Section C. Chairs are responsible for deciding the Committee's goals, maintaining business records, leading meetings, and delegating tasks among Committee Members.

Section D. General Members and Directors may join any Committee(s) as Committee Members.

ARTICLE VIII ELECTIONS

Section A. ARTICLE VIII does not become effective until June 01, 2021.

Section B. There are nine (9) Director positions.

Section C. Directors will be elected by all members of LASR.

Section D. Directors will be elected for two (2) year terms.

Section E. Terms shall end June 30 and begin July 1.

Section F. Elections shall be held during the month of June at a special elections meeting attended by current Directors and General Members. Candidates must be current LASR Directors or General Members. Any member can nominate a candidate to be a Director. Every candidate shall be given the opportunity to address the membership. The candidate speeches shall last no more than five (5) minutes.

Section G. Each member will vote for nine (9) Directors. The nine (9) candidates with the most votes shall become Directors.

Section H: If a Director resigns or is expelled before the end of the term, a special election shall be held within one month to replace the Director, who shall serve the remainder of the unfinished term.

ARTICLE IX AMENDMENTS

Section A: Proposed amendments to the Bylaws may be added to the agenda by any Director for discussion at a Board of Director's Meeting at any time.

Section B: The Bylaws can be amended by a majority vote of the Directors present.