



October 30, 2020

Washington State Bar Association  
1325 Fourth Avenue, Suite 600  
Seattle, WA 98101-2539

Re: STATEMENT IN SUPPORT OF AILENE LIMRIC'S CANDIDACY FOR WSBA'S DIVERSITY AT-LARGE GOVERNOR POSITION

Dear Washington State Bar Association's Board of Governors:

On behalf of the Filipino Lawyers of Washington (FLOW), I am writing to support Ailene Limric's candidacy for the Washington State Bar Association's (WSBA) Diversity At-Large Governor position. I have known Ailene for almost ten years through our mutual service on FLOW's board of directors, including the year in which Ailene served as FLOW's president. Based on this history, I can say, unequivocally, that Ailene's leadership skills, coupled with her passion for diversity and inclusion make her uniquely qualified for this position.

As a FLOW board member, Ailene is known for her initiative and follow-through. She consistently takes on big issues that impact our entire organization. For example, she currently chairs our Membership Committee, which is responsible for programs and benefits that support our members. As a minority bar association, the greatest value FLOW brings to its members is a support system for Filipino-Americans – a group that is, and has historically been, under-represented in the legal profession. Ailene's empathy and determination enable her to understand the needs of our members and the best ways to support them.

As a past president of FLOW, Ailene was a servant-leader, motivated by her desire to empower our members and uplift our community. Under her leadership, FLOW enhanced its membership engagement efforts, including better targeted outreach to potential members. Ailene also encouraged collaboration with other minority bar associations, extending her spirit of giving back and empowering others well beyond the Filipino community.

In addition, Ailene participates in national efforts to increase diversity and inclusion in the legal profession. Ailene is active in the National Asian Pacific American Bar Association (NAPABA), including as a participant in numerous NAPABA lobby days. She also currently serves as the Northwest Regional Governor for the National Filipino American Lawyers Association. These experiences provide valuable insight to how other organizations increase diversity and representation of diverse communities.



Moreover, Ailene has a long history of engagement as a member of WSBA, and particularly with respect to WSBA's diversity efforts. As you may be aware, Ailene was a co-chair of WSBA's Diversity Committee, co-led publication of WSBA's Diversity Committee Statement of Solidarity with the Oregon Specialty Bar Associations Statement Against White Nationalism and Normalization of Violence, and is an appointee to the WSBA Equity and Disparity Workgroup. FLOW relies on Ailene to keep us apprised of WSBA events and activities, and as a minority bar association, we are thankful to have her voice speak on behalf of communities of color.

I am confident that Ailene possesses the qualities and experience necessary for this position, and I believe that the under-represented members of our profession deserve a relentless advocate like Ailene. If you have any questions, please do not hesitate to reach out.

Sincerely,

A handwritten signature in blue ink, appearing to read "Gail R. Manuguid". The signature is fluid and cursive, with the first name "Gail" being the most prominent.

Gail R. Manuguid  
FLOW President  
206-353-4932

Cc: Ailene Limric