

CODACC

PROGRAM OBJECTIVES, GOALS, SCHEDULES, AND LOGISTICS

June, 2021

OBJECTIVES

The Colorado Diverse Attorney Community Circle (CODACC) Program seeks to build a community for diverse Colorado attorneys amongst

- Attorneys of different backgrounds, especially those from historically underrepresented populations
- Attorneys in private practice, government, judicial, and in-house
- Attorneys of all practice areas
- Attorneys from all geographic locations



OBJECTIVES (CONT.)

CODACC will:

- Invite participants to explore where they belong within the Colorado legal profession and the Colorado Bar Association (“CBA”) and to make diverse and allied friends and business contacts who they would not have otherwise met through their employers or other legal community groups in which they participate.
- Train participants in core Racial Justice, Equity, Diversity, and Inclusivity (“REDI”) competencies and how to present EDI-related CLEs, and open doors for such presentations.
- Create an **individualized development plan** that addresses professional and personal opportunities and growth, business development, networking, and community engagement and involvement.
- Promote mentorship and networking opportunities for diverse attorneys, with the use of mentorship pods and regularly facilitated conversations and events within each mentorship pod and the CBA and its sections. The program year will be equally divided to address Equity, Diversity, and Inclusivity to provide each participant more history, knowledge, and tactics for addressing each.
- Open doors for diverse attorneys to take more leadership positions in in their workplaces, the CBA, the community, and in their own practices.

OBJECTIVES (CONT.)

- CODACC will provide diverse attorneys with five specific sets of programming:
 - Regular networking and affinity events and retreats that involves participation from groups within and external to the CBA, including affinity bars, CBA sections, and business organizations
 - Public service opportunities
 - Bimonthly REDI CLEs and activities
 - Mentoring relationships & presentation capabilities
 - Business development and networking skills



CODACC CLASS OF 2022

CODACC Class of 2022 will host many open houses and will have opportunities to invite broad CBA member engagement.

- The CODACC Planning Committee will be part of the initial core participants and will serve as ambassadors to the program.
- The Planning Committee will create a selection process for future participants that will allow those interested to share their diversity story and their commitment to the CBA's REDI-related mission, vision, and values.
- With the use of mentorship pods, CODACC will be scaled to be a large and inclusive program while it maintains a more personal feel.
- The selection process for non-Committee participants are expected to go live sometime in November 2021.
- This will allow:
 - The Program to be more inclusive.
 - Firm, business, and CBA section sponsors to fund their own employees in the program if their applications are accepted.
 - A larger, more diverse pool for networking and professional development

CODACC PLANNING COMMITTEE 2021

- **Spencer Rubin** (co-chair), CBA YLD Chair, Associate at Bryan Cave, Denver Metro
- **Jon Olafson** (co-chair), CBA EC REDI Chair, Partner at Lewis Brisbois, Denver Metro
- **Stephanie Natsuko McConkie**, CLI YLD Chair, Associate at Bradford, LTD, Denver Metro
- **Marika Rietsema Ball**, CLI YLD Chair-Elect, Associate at Jones & Keller, Denver Metro
- **Danita Alderton**, Attorney at Altman, Keilbach, Lytle, Parlapiano & Ware, Pueblo
- **The Hon. Chief Judge Susan Blanco**, 8th Judicial District, Fort Collins
- **Lauren Concepcion**, Trademark Counsel at Legal Zoom, Boulder
- **Leslie German**, 7th Judicial District Family Court Facilitator, Ridgway
- **Jason Kelly**, Alamosa County Attorney, Alamosa
- **The Hon. Judge Lance Timbreza**, 21st Judicial District, Grand Junction
- **Sumi Lee**, Head of Judicial Diversity Outreach for the Colorado Judicial Branch, Denver Metro
- **Cabell Massey**, Senior Corporate Counsel at Gevo, Inc., Denver Metro
- **J. Scott Rosenbach**, Associate, Husch Blackwell

SELECTION FOR CODACC CLASS OF 2022 AND BEYOND

- The CODACC Planning Committee continues to work on a selection process. The overarching goal of the selection process will move away from a “check the box” model and will be more qualitative and focuses on each applicant’s statement on diversity and the candidate’s diverse experiences.
- Applications will be reviewed blindly by CBA Staff and the Planning Committee Co-Chairs.
- Ultimately, the goal is to be as inclusive as possible to reflect the diversity of our profession and our professionals.





SAMPLE PROGRAM FLOW



KICK-OFF EVENT

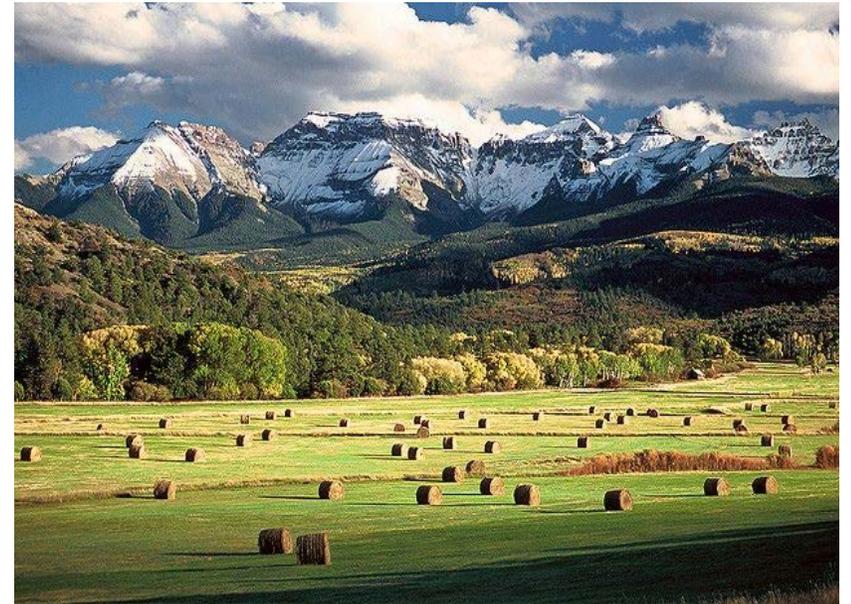
August 5, 2021, 5:30-7:30 p.m. – Ruby Hill Park, Denver

- Food Trucks
- Sponsor Recognition
- Networking and program introduction

CLASS YEAR 1 (2022)

TENTATIVE RETREAT SCHEDULE

- Friday, April 22 through Sunday April 24, 2022 – Snowmass!! – Theme: “Creating Inclusive Communities”
- Friday June 10 through Sunday June 12, 2022 – Springs Hotel and Spa, Pagosa Springs, Colorado
- August, 2022 Lake Dillon Social Event
- Friday September 16 through Sunday September 18, 2022
 - **Retreat will be open to the public and will be structured more as a CLE and implicit bias training symposium with help from CBA-CLE**
 - CODACC Class Year will present REDI CLEs
- December, 2022 – Breckenridge, Colorado Winter Social



CLASS YEAR 1 (2022) TENTATIVE HAPPY HOUR DATES

- Thursday, February 24, 2022
 - Program Inauguration
 - **Dignitaries from across the community will be invited**
 - **Sponsors will be featured beginning here and continuing throughout the year of the program**



CLASS YEAR 2 (2023) TENTATIVE SCHEDULE

- Thursday, February 23, 2023 (Kickoff Happy Hour Open to the Public)
- Friday, March 22 through Sunday March 24, 2023 (1st Full Retreat)
- Thursday, April 20, 2023 (2nd Happy Hour Open to the Public)
- Friday June 9 through Sunday June 11, 2023 (2nd Full Retreat)
- Thursday, June 29, 2023 (3rd Happy Hour Open to the Public)
- Saturday, July 22, 2023 (1st Day-Long Retreat – to Correspond with CBA-CLE Symposium – Open to the Public)
- Thursday, August 24, 2023 (4th Happy Hour Open to the Public)
- Friday September 15 through Sunday September 17, 2023 (3rd Full Retreat Open to the Public)
- Thursday, October 26, 2023 (5th Happy Hour Open to the Public)
- Saturday, December 10, 2022 (Conclude Program 2nd Day-Long Retreat)



SAMPLE RETREAT SCHEDULE

April 22-24, 2022

Venue: Westin Snowmass, Colorado

Creating Inclusive Communities

Friday, April 22

- 3:00-4:00pm: Arrival and Check-in (Room Costs Covered by Participants / Scholarships)
- 4:00-5:00pm: Meet in Conference Room; Introduction to 1st Retreat; Discuss Goals of Retreat; Review Weekend Schedule
- 5:00-6:00pm: REDI CLE; 1 DEI/General Credit
- 6:00-6:30om: Downtime
- 6:30pm-8:30pm: Dinner (Covered by CBA)
- 8:30pm-EOD: Free Networking / Social Time



SAMPLE RETREAT SCHEDULE (CONT.)

Saturday, April 23

- 8:00-9:00am: Breakfast (Covered by CBA)
- 9:00am-12:00pm: Social Networking Activity; skiing, snowshoeing, hiking (Some portion of the activity might be covered by CBA)
- 12:00pm-12:30pm: Downtime / Return to meeting facility
- 12:30pm-1:30pm: Lunch (Covered by CBA)
- 1:30-1:45pm: Break
- 1:45-3:15pm: Leadership and Business/Professional Development Training Presentation in Conference Room
- 3:15pm-3:30pm: Break
- 3:30pm-5:00pm: Mentoring Session OR Trust Building Exercise in Conference Room
- 5:00-6:00pm: Downtime / Prep for Dinner
- 6:00-8:00pm: Dinner in Town (Covered by Participants)
- 8:00pm-EOD: Free Networking / Social Time



SAMPLE RETREAT SCHEDULE (CONT.)

Sunday, April 24

- 7:00-8:00am: Breakfast (Covered by CBA)
- 8:00-8:45am: Check-Out
- 8:45-9:00am: Drive to Public Service Project
- 9:00am-11:00am: Public Service Project
- 11:00am-11:15am: Drive to Lunch in Town (Covered by CBA)
- 11:15am-12:30pm: Lunch in Town / Announcements for Next Event / Goodbyes
- 12:30pm: End of Retreat



SAMPLE HAPPY HOUR PROGRAM

Thursday, February 24, 2022

Potential Venue: Colorado History Museum; hosted by Lewis Brisbois, Denver and via Zoom for Greater Colorado Class Members and Guests

- 5:00-5:15pm: 1st Annual CODACC Class Kickoff; Remarks by Various People
 - Invitees to include program participants, CBA dignitaries, Program mentors, Founders' Circle members, Lewis Brisbois attorneys
- 5:15pm-6:15pm: Experiential Event related to the LGBTQ+ History in Colorado Forthcoming Exhibit
- 6:15-7:00pm: Networking
 - A digital option will also be provided





PLANNING COMMITTEE TACTICS

- Existing subcommittees
 - Retreat / Public Service Planning – Chair: Spencer Rubin
 - Happy Hour Planning – Chair: Lauren Concepcion
 - CLE and Leadership Content Development – Chair: The Hon. Lance Timbreza
 - Mentor Recruitment & Application – Chair: Sumi Lee
 - Fundraising – Chair: Jon Olafson

PROGRAM COSTS & FUNDING

- Seed money from the CBA: \$30,000 – APPROVED!!
 - REDI CLEs
 - Happy Hours (if sponsors do not pay) (approximately \$1K/event; 5 events)
 - Retreats: meals, conference rooms, and select activities (approximately \$7K/event; 3 conferences/program year)
 - Costs for presenters at events (approximately \$4,000)
- Estimated cost per participant for full year participation at all events: \$2,000 (paid by each participant or by scholarship)
 - Hotel accommodations at Retreats, to utilize CBA special rates
 - Travel costs
 - Select Retreat activities, outside events
- The Committee continues to fundraise scholarships to the Program from various firms, CBA Sections, and companies throughout Colorado
 - Ensure the program is not cost-prohibitive for any participant
 - Ensure participation from all diverse populations, including those who are socio-economically diverse
 - Over \$42K raised by community partners!

OTHER LOGISTICS

- Financial and Budgetary Process
 - CBA allocated \$30,000 as start-up costs
 - Program was authorized by the CBA Executive Committee in February 2021;
 - Budget authorization by the CBA Executive Committee approved in April 2021;
 - **An additional \$42,000+ has been raised for scholarships and program costs**
- CBA Staffing
 - To help create synergies with COBALT and CBA Sections, Amy Sreenen has engaged with CODACC to assist with programming, including working with Retreat venues and solidifying CLE, leadership, mentoring, and public service project content at Retreats
- Other logistical considerations will present themselves as the Committee pursues its tasks

SPONSORS



CBA SECTION SPONSORS

Labor and Employment
Business Law
Alternative Dispute Resolution

CBA Young Lawyers Division
Real Estate
Litigation

Family Law
Solo-Small Firm