

COUNCIL ON EQUITY & INCLUSIVE EXCELLENCE

Colorado Bar Association

May 2022

Past Equity, Diversity, & Inclusion Efforts of the CBA



Where We've Been

- **Presidents' Diversity Council (2015)**
 - A collaboration between bars and bar leaders to bring about diversity and inclusion within the legal profession.
- **REFOCUS 20/20 Strategic Plan (2016) (Extended in 2020 to June 2023)**
 - Engage under-represented and statewide populations by improving and ensuring their inclusion at all levels of the CBA, by building symbiotic relations with specialty bars, by using technology to better reach members statewide, and by strengthening local bar associations.
- **CBA/DBA Equity, Diversity, & Inclusion Joint Steering Committee (2018-2021)**
 - Focus on EDI in bar governance
 - Creation and implementation of the first-ever "EDI Action Plan":
 - 1. Building a leadership pipeline;
 - 2. Messaging around promotion and outreach;
 - 3. Implementing tools to succeed in EDI goals across the CBA and DBA; and
 - 4. Creating accountability and transparency
- **CBA Executive Council REDI Committee (2020)**
 - Revised mission and values statements that emphasize the Bar's commitment to racial justice, equity, diversity, and inclusivity;
 - Created a policy on EDI and racial justice that makes the REDI Committee a standing committee of the EC and makes the REDI Committee's report and proposed action items a standing agenda item at all regular EC meetings; and
 - Created a REDI Blueprint, a guidebook for ensuring the EC meets its REDI-related goals.

What Equity, Diversity, & Inclusion Efforts are Embedded in the CBA Today?



Where We Are Today – Building a Leadership Pipeline

- Recruiting CBA members from traditionally under-represented populations to apply for leadership opportunities within the Bar;
- Promoting the pipeline and Bar leadership specifically to diversity bar leaders, including their dynamic and talented past presidents;
- Making the leadership appointment process transparent, simple, and encouraging;
- Promoting the pipeline and openings at Bar events;
- Using a new leadership application form that makes clear the CBA's commitment to diversity; and
- Adding to the pipeline based on responses to leadership survey.

Where We Are Today – Messaging, Promotion, and Outreach

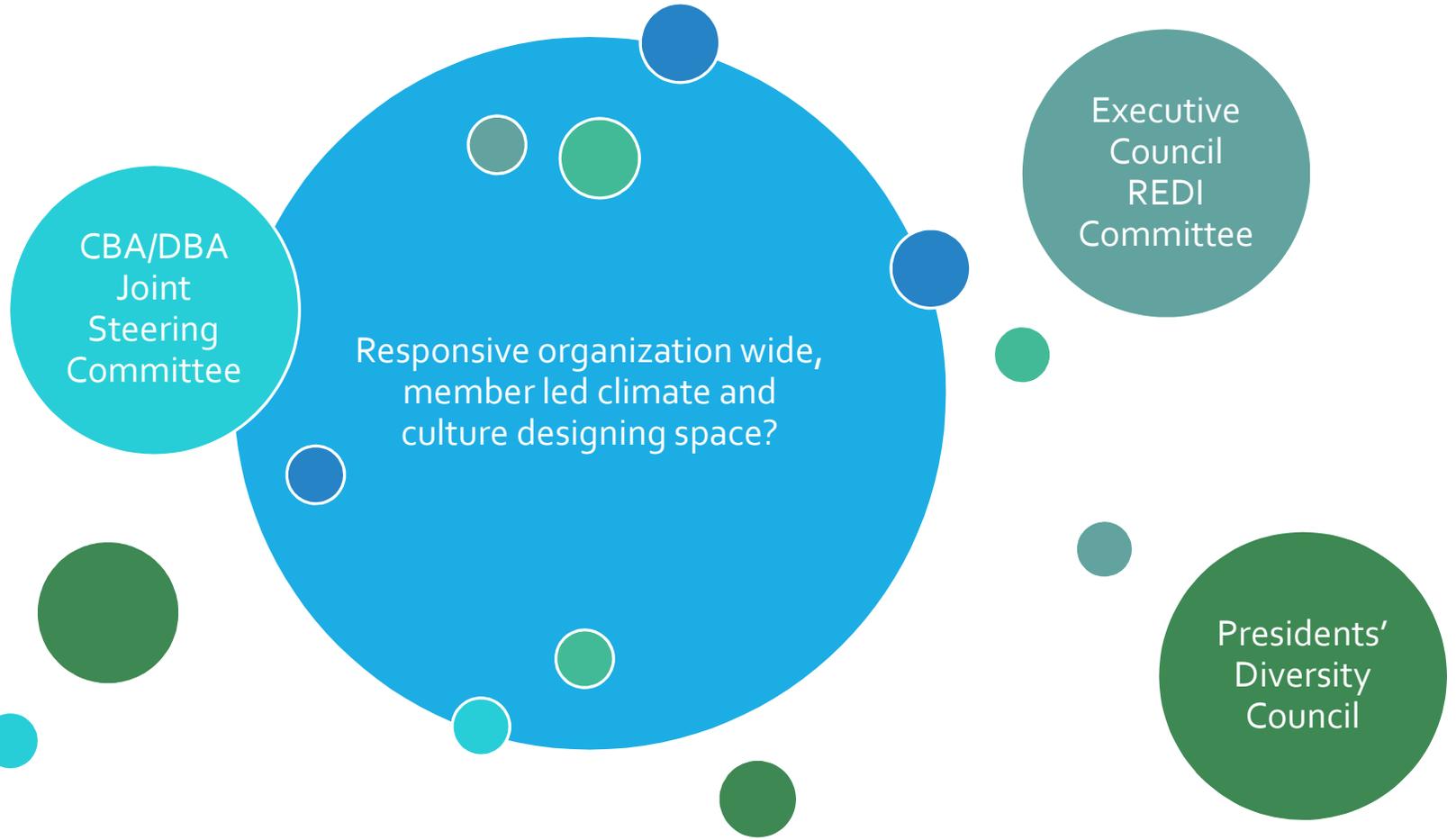
- *Our Voices Podcast*
- Systematically attend and promote diversity bar programs and events
- Collaborate on joint projects with the Presidents' Diversity Council
- Highlight diverse leaders in publications and articles
- Internal EDI Programming

Where We Are Today – Implementing Tools to Succeed

- Section Toolkit
- Section Summits
- CBA joins forces with the Presidents' Diversity Council to make EDI CLE requirement mandatory

Where We Are Today – Creating Accountability & Transparency

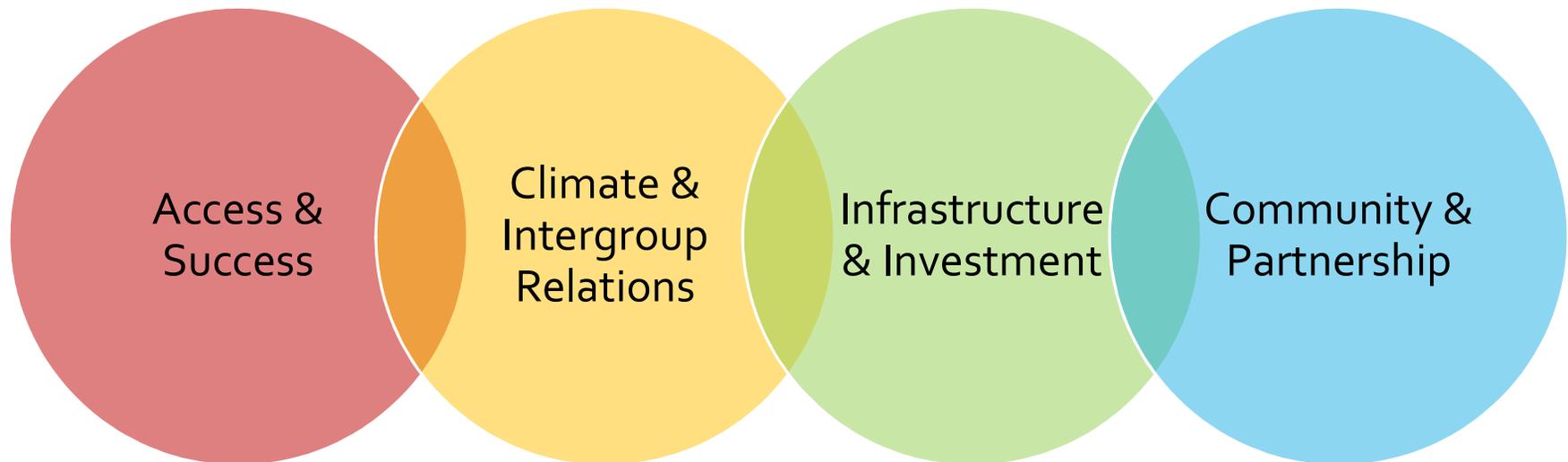
- Individual Leadership Action Plans
 - Encourages bar leaders to select several actions that best meet their interests and talents to help the CBA meet its REDI goals. The actions include:
 - (1) adding three to five potential leaders to the CBA leadership pipeline;
 - (2) suggesting three leaders to be highlighted, with regard to REDI, in one of CBA's many publications;
 - (3) introducing, suggesting, attending, and/or guiding CLE topics and content related to REDI;
 - (4) micro-volunteering with a diversity bar or advancing a CBA REDI initiative;
 - (5) promoting and attending a diversity bar-sponsored event or program; and
 - (6) using social media or another form of networking to showcase the CBA's REDI initiatives.



Council on Equity & Inclusive Excellence

- Reimagines the structure and objectives of the CBA/DBA Joint Steering Committee
- A new organizational body focused on cultivating equity and inclusive excellence for the Colorado Bar Association
- Creates space for all members to explore their intersecting identities and critically engage across differences
- Centers the experiences of groups that have been historically marginalized and excluded in the legal profession and the CBA
- Informs and generates a climate and culture of belonging, dignity, and justice within the CBA

Council on Equity & Inclusive Excellence



Mission

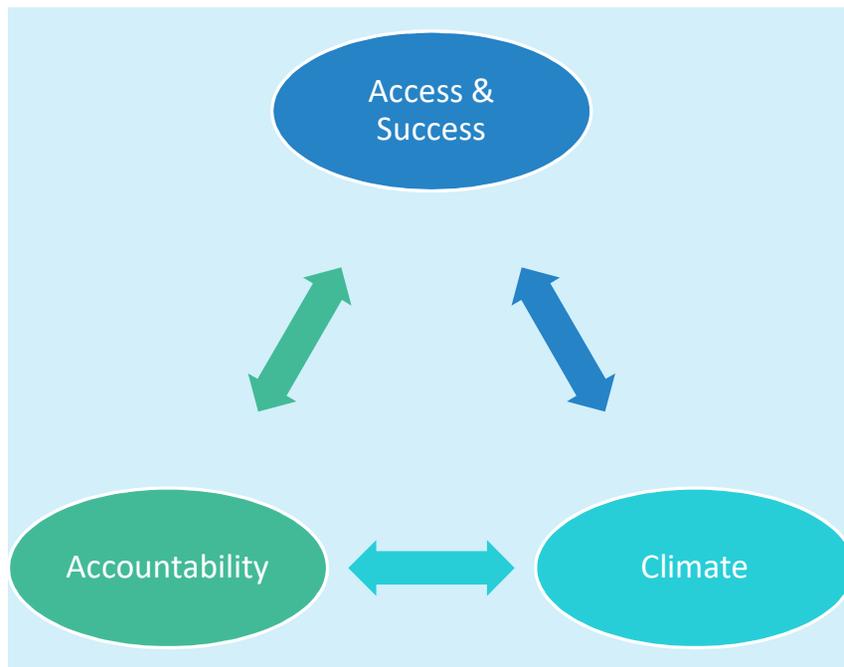
In support of the Colorado Bar Association's commitment to diversity, equity, inclusion, and antiracism, the Council on Equity & Inclusive Excellence (CEIE) fosters a bar association community where all individuals feel seen, heard, and valued. The CEIE operates from an intersectional approach to diversity and social justice that encourages meaningful member engagement, professional success, and personal growth.

Vision

The Council on Equity & Inclusive Excellence creates space for all members to explore their intersecting identities and critically engage across differences, centering the experiences of groups that have been historically marginalized and excluded in the legal profession.

The CEIE advises the CBA leadership on matters of diversity, advocates for policies that foster an inclusive climate, identifies current practices that pose barriers to the engagement and success of historically marginalized members, increases awareness of inclusive governance best practices, and implements innovations that advance the organization's racial, equity, diversity, and inclusion goals.

Core Outcomes



Access and Success

Attract, retain, and support a membership body with the goal of reflecting Colorado demographics and achieving institutional excellence.

Climate

Create and foster a positive and welcoming climate where we value, include, and support everyone.

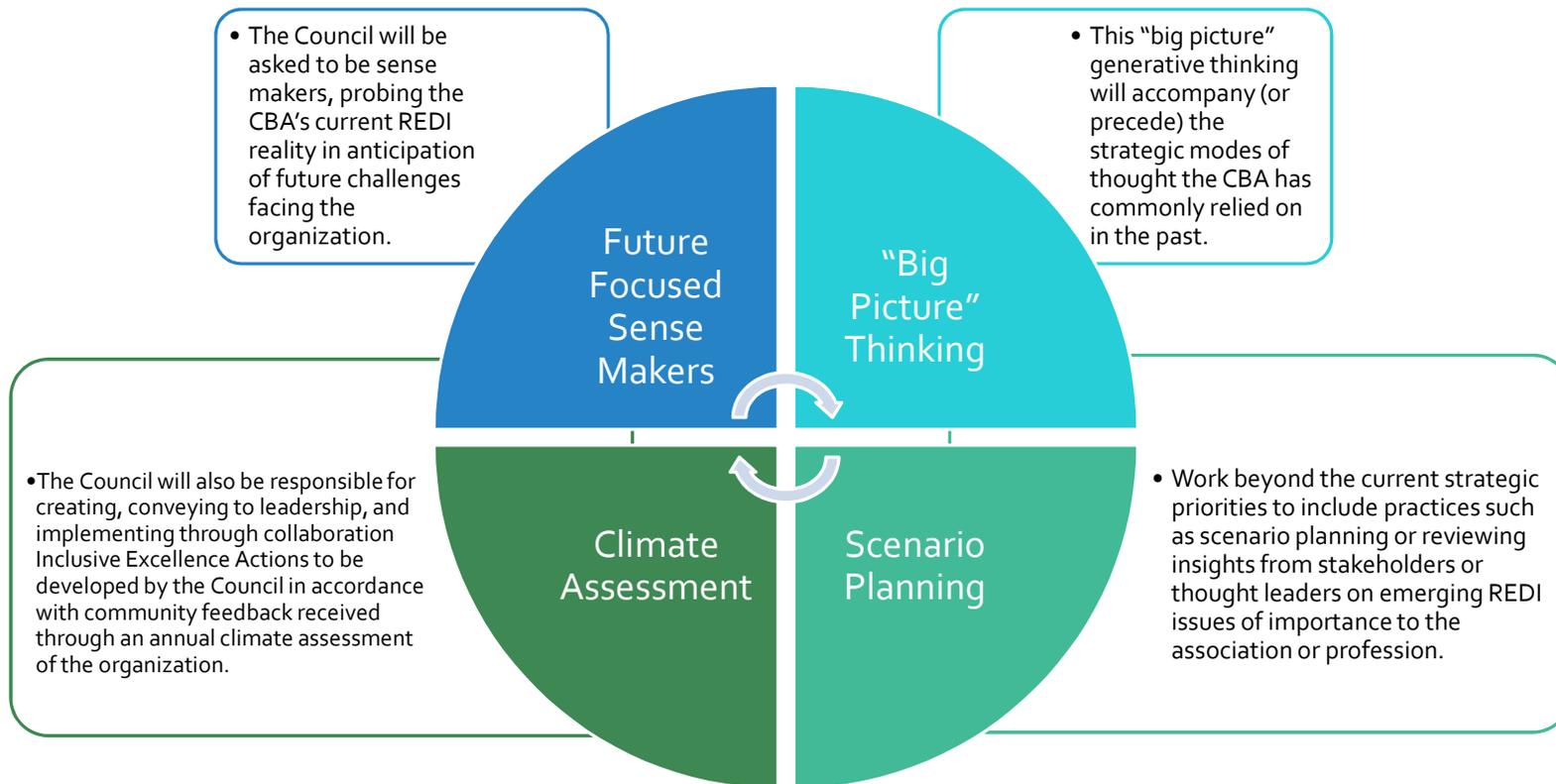
Accountability

Ensure institutional accountability throughout departments, sections, committees, and governing bodies.

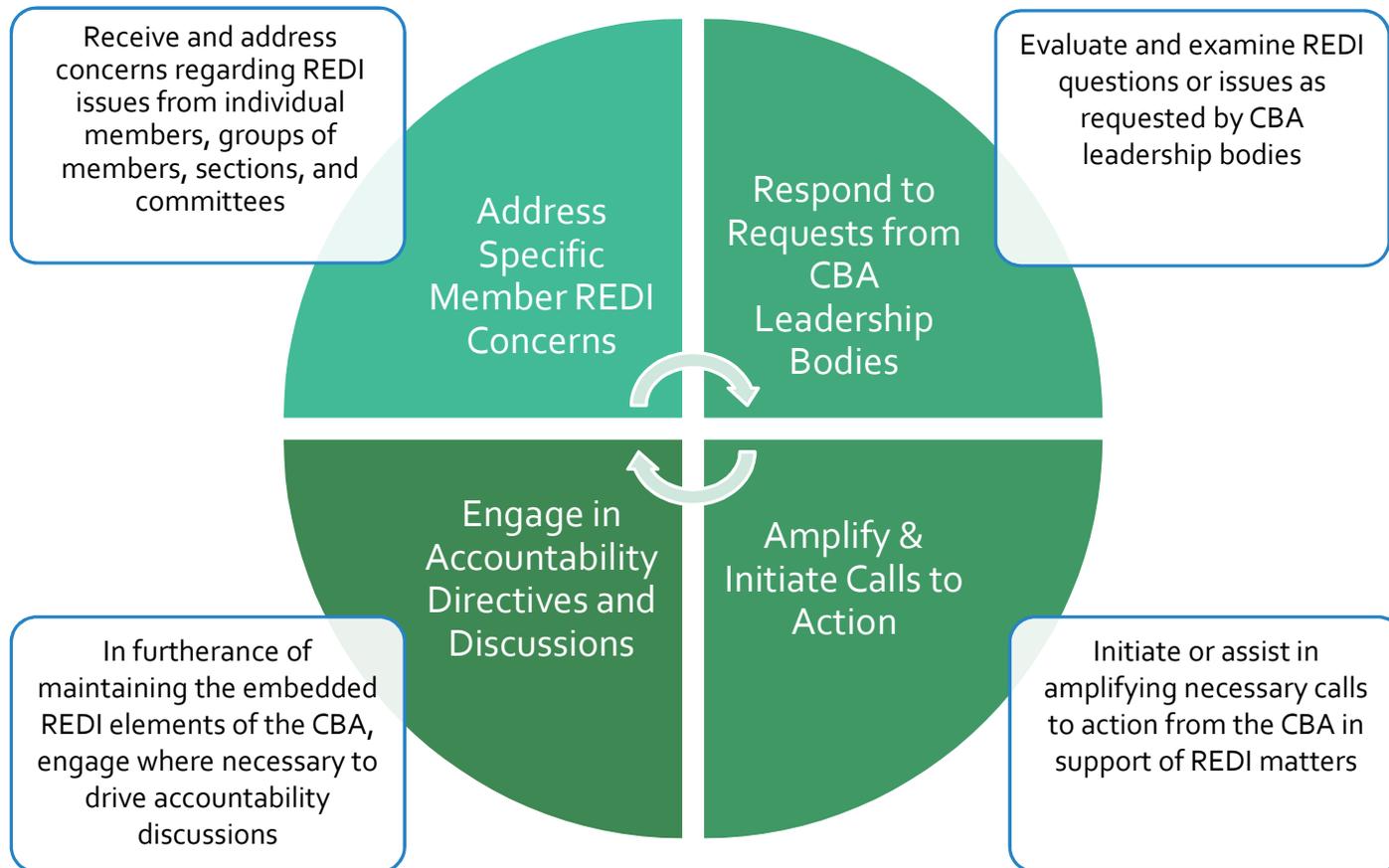
Core Outcomes

Access & Success	Climate	Accountability
Advising CBA leadership, staff and members regarding issues of climate within the CBA	Bringing people together to discuss and connect in community, ensuring programs and services focus on building connections - internal and external	Maintaining and improving upon the work already completed by the CBA/DBA Joint Steering Committee
Advocating on behalf of members for equity and inclusion in leadership selection practices and generating greater transparency regarding leadership opportunities	Advising on identity-conscious programs and activities that support and strengthen a climate of inclusive excellence within the CBA	Continuously innovating and evaluating the effectiveness of initiatives to improve climate and responding to concerns by updating organizational diversity plans and strategies
Evaluating and improving efforts surrounding the recruitment and retention of members and leaders from historically marginalized backgrounds	Developing and improving approaches to communicating about inclusion, equity, and anti-racism efforts at the CBA	Monitoring and evaluating the progress of REDI strategic priorities listed in the CBA strategic plan

Generative Thinking Model



Cultural & Gender Responsive Advocacy



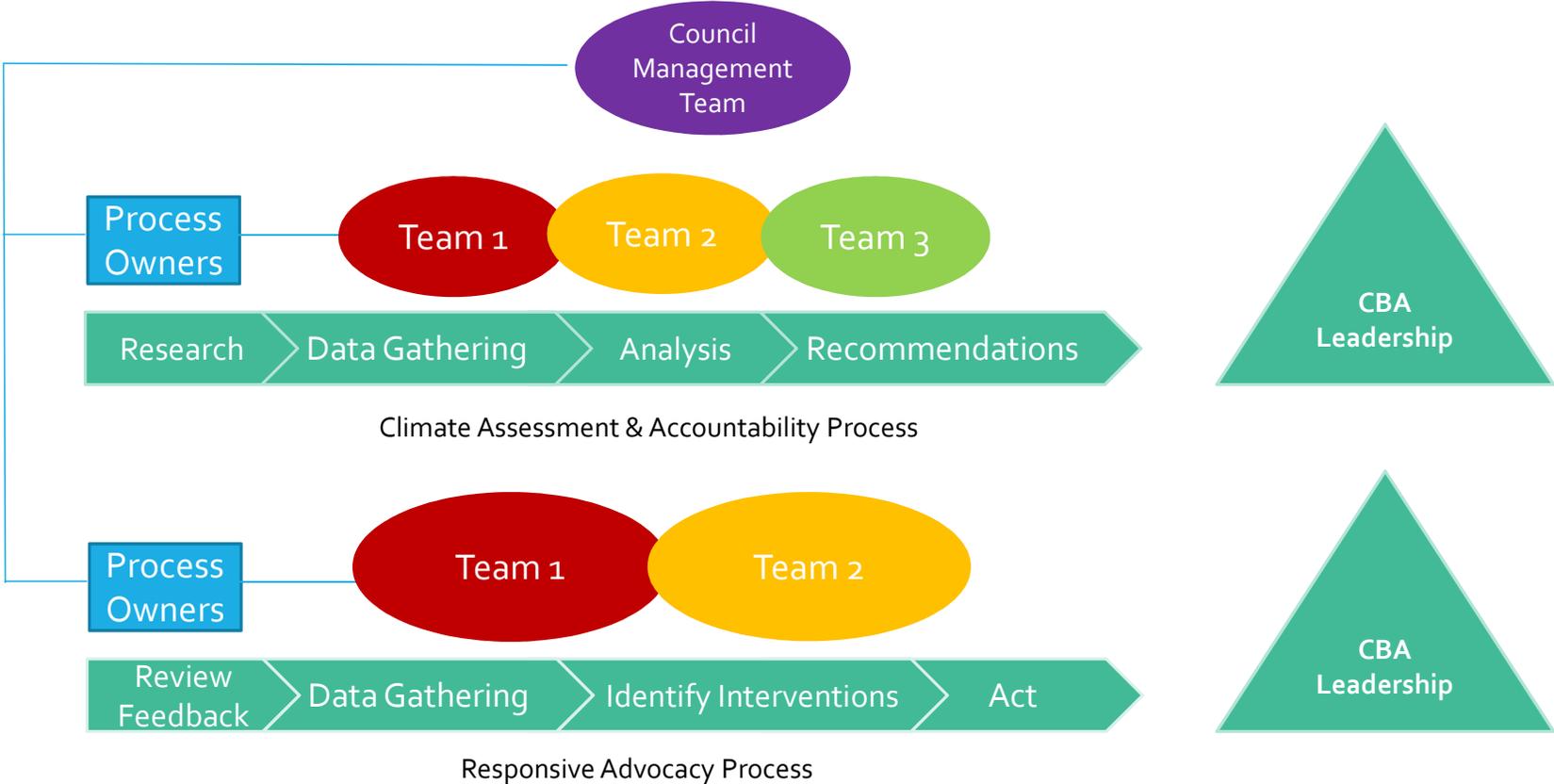
Leadership & Membership

- The Council members will be representative of constituents across the organization. Composed of leaders, staff, and CBA members.
- Potential members will self-nominate – there is no application, no selection process, and no barrier to engagement for anyone who is interested in this work.
- The Council will follow a horizontal leadership paradigm and be “group led” and facilitated by a Council Management Team.

Horizontal Functionality

- The essential relationships are no longer the vertical relationships contained within organizational silos, but the horizontal ones that link people across organizational boundaries.
- We *each* have to behave as leaders, or we simply don't succeed.
- The Council will operate through a system of networked teams charged with engaging in cross-functional processes through the creative/problem-solving method of generative thinking.
 - Examples of such processes might include:
 - climate assessment & accountability;
 - culturally responsive advocacy;
 - membership/leadership development; &
 - culture development & alignment.
- These groups of people from different functional areas will work together in process-driven teams to achieve the common outcomes of the Council.

Horizontal Functionality



Horizontal Functionality

- ✓ Structure is created around cross-functional processes
- ✓ Self-directed teams, not individuals are dominant players
- ✓ Process owners are responsible for the entire process
- ✓ People on the team are given authority for decisions
- ✓ At origination, all Council members will collaborate to identify the critical processes necessary to achieve the core outcomes of the Council

How Can You Engage?

- In any way that works for you!
- **Looking for a deeper, strategic role and more active engagement?** Consider joining the Council Management Team or a Process Ownership Team!
- **Seeking micro-volunteering opportunities or more periodic engagement?** Consider joining a Process Team!
- All voices and all engagement readiness levels are needed and welcome!
- This is a long term program designed to become imbedded in the culture of the CBA



Logistics

- Launching June 16th! 3:30 pm to 5:00 pm at CBA offices (virtual option will be available).
- We will begin by focusing on identifying the critical processes necessary to achieve our core outcomes of Access, Accountability, and Climate; set group norms; and begin collaborating as both responsive and generative thinkers.
- Our subsequent early meetings will involve placing people in selected areas of interest, working with Process Owners to develop logistics and norms for their process teams, and identifying priority areas of work.
- Then it is time to get to work! Begin working through identified priorities and engage in quarterly generative thinking gatherings.
- E-mail Jessica Lindzy at jlindzy@cobar.org or Ryann Peyton at r.peyton@csc.state.co.us if you cannot attend the June 16th meeting but want to be added to the Council member list.

Questions?

