

Council for Equity and Inclusive Excellence

Meeting Minutes

Meeting Date: July 06, 2023

Meeting Time: 1:00 – 2:00 p.m.

Attendees: Toni-Anne Nunez, Jeff Bowen, Bradley Koenig, Amy Larson, Holly Ryan, Alison Butler, Alyson Scott, Dalia Labrador, Katrina Silbaq

Key Discussion:

Goals:

1. Think Tank: Serve as a space for thinking about what the CBA can do better in addressing diversity, inclusivity and equity.
2. Responsive Advocacy: Tackle issues around diversity and inclusivity and equity through problem-solving practices, engaging membership across the CBA

Norms:

- Come and go as often as you want
- When you are here, engage completely

Key Decisions:

- A new website page will be added on the CBA website with the Council's information. It will be used for people to learn more about the council and provide resources. As well as keep tabs on the different team's progress.
- Emy Lopez has resigned and has taken up a job with the US government. The CBA is looking for a new CBA director.
- CBA Strategic plan was shared and is on the CBA website and will be sent out to the council. Small firms need more resources as well as Greater Colorado. This council's work will be broadcasted further as the work of the council really ties into the goals of the strategic plan.
 - **Goal 1: Cultivating Profession-wide Relevance and Reach**
 - **Goal 2: Generating Economic and Geographic Sustainability**
 - **Goal 3: Building Community Through Belonging**
- Alyson Scott mentioned that she really liked the onboarding goal because it gives a great opportunity to receive more involvement from members.
- Toni-Anne Nunez noted that it was interesting to see that the small firms felt excluded since the CBA is heavily focused on Greater Colorado. Small firms can feel as if they don't have the connections as a larger firm would have.

- Jeff Bowen noted that some small firms would love to have more connections with the CBA and CBA members.
- Alyson Scott suggested that the CBA create mixers for small firms and allow them the space to connect.
- Dalia Labrador mentioned that students question how to join the CBA and don't fully understand what the CBA does.
- Ideas from Amy Larson:
 - CBA has space if anyone needs a meeting space.
 - CBA YLD chair leader can attend Dalia's intern meetings.
- The CBA should create a student mixer so students can learn more about the legal field.
- The strategic plan committee will be up and running soon. More information will be sent out.
- The pipeline committee hasn't advanced too much since last time
 - The student pipeline hasn't been completely explored. The council should explore how to inform students about the CBA.
 - Maybe have the CBA attend more events to double down on the CBA presence
- The non-profit community can be left out as well. The CBA should offer membership discounts for non-profit attorneys.
- Government attorneys can also be left out.
 - What can the Bar provide that is different from what their communities offer?
 - Diversity groups are not offered in government attorney communities.
 - CODAC is not well known. It offers a support group. That is something a lot of attorneys don't have access to.
 - Government Attorneys offices don't have many attorneys that are CBA members
- What percentage of first year students drop out of law school?
 - Should this be a group that we should be mentoring?
 - 17 % of students drop out of law school according to the ABA
- Not many students are aware that there is a CBA free student membership.
 - What meetings can students join to learn about the CBA?
 - When students join, have them sign up for the LOOP to learn about events they can attend.
 - Advertise the best sections for students to join
 - Have a student section at the Sections Summit
- Have the CBA more engaged with Law School mentorship programs and the students there.
- The CBA has changed how the CBA presidents are elected.
 - Any members that are interested in being the CBA president can apply every year. We just cannot have a president back-to-back from the same region.

TEAMS

- **Pipeline:** Create a description of the pipeline and develop an inventory of outreach ideas and projects.
 - o *Process owner(s):* Alyson Scott
 - o *Participants:* Jeff Bowen
- **Courageous Conversations: Education & Outreach:** Develop tools, resources and training to foster courageous conversations.
 - o *Process owner(s):* Jodi Martin, Ryann Peyton
 - o *Participants:* Debra Fortenberry, Brian Sedaka, Letitia Maxfield, Mark Fogg
- **Resource Bank:** Create a bank of EDI resources accessible to all members and the public.
 - o *Process owner(s):* Maral Arjomandi, Susan Minamizono
 - o *Participants:*

ADDITIONAL NEEDS

- Climate Assessment: to be included in the CBA's strategic planning process beginning this fall.
- Rural Colorado considerations will be woven into all initiatives.

Resources:

[The Center for Nonviolent Communication](#) aka Compassionate Communication founded by Marshall Rosenberg PhD

Tasks & Ownership:

- Create poll to learn where individuals would like to engage (Ryann Peyton & Emy López)
- Schedule Team meetings (process owners)
- Determine team objectives and initial action items (teams)