



DENVER BAR ASSOCIATION

Denver Bar Association Strategic Plan

I. Mission, Vision, & Values

Mission Statement

The Denver Bar Association is dedicated to advancing professionalism, inclusivity, and equity within the legal profession and promoting justice in the broader community.

Values Statement

In the pursuit of its mission, the DBA values the following behaviors:

- Actively including community stakeholders in DBA leadership and membership;
- Prioritizing action with long-term effects;
- Building transparency into everything we do;
- Respecting all viewpoints, particularly by underrepresented groups; and
- Encouraging, valuing, and acting upon feedback.

Vision Statement

The DBA aims to promote professionalism, diversity, inclusivity, and equity in the practice of law and in the greater community by:

- actively opposing, confronting, and dismantling systemic and institutionalized inequality by seeking out and uplifting the voices and ideas of marginalized groups in all contexts;
- increasing access to justice for all parts of the Denver community;
- centering the Denver legal community in planning all events;
- engaging in local policy advocacy at the Denver level.

Three Pillars

In order to accomplish its mission, the DBA will focus on three main areas. First, the bar will remain committed to promoting and facilitating access to justice in the Denver Metro area. Second, the bar will reprioritize building the legal community in Denver by hosting Denver-centric events. Third, the bar will re-engage with the city and county of Denver to build relationships and advocate for city-wide policy change benefitting the Denver community.

Pillar One: Access to Justice

- The DBA currently has a dedicated access to justice committee that also partners with several other local bars, like the Adams County Bar and Jefferson County Bar, to host programming. This committee also currently hosts popular programs like the bench to bar program in conjunction with the Denver District Bench.

- The DBA also currently funds and houses the staff for Metro Volunteer Lawyers, which serves an underserved population of folks in the Denver metro area in family law and probate matters.
- These programs need to be reintegrated into the DBA brand, as there seems to be a lot of confusion on whether some of the clinics or other work done by MVL is done as a DBA or CBA program. They also need to be reintegrated into the other two pillars, both as a means of integrating our membership as volunteers and as a showcase for what the DBA does for the greater Denver community

Pillar Two: Community Centeredness

- There is currently a dearth of true Denver-centric programming that is available specifically to DBA members. A few members have identified that the DBA really is not their primary local bar and there seems to be a lot of brand confusion between the DBA and CBA given their joint organizational structure.
- The DBA needs to create a committee that can look at these issues and plan events centered around rebuilding the DBA community, including hosting signature events that can be planned year after year (like a judicial reception for Denver Judges, Holiday parties or other social mixers, etc.)
- This committee also should look at DBA-specific value adds, like discounts to the Denver Museums (DAM, MCA, History Colorado, etc.) and how to partner with those organizations to host events or other activities
- The committee should also look to engage with the DBA YLD to specifically create more programming accessible to the entire bar, to help ensure a seamless transition from YLD to non-YLD member benefits
- The committee should also help launch and house the new online community forum that will replace the Docket publication, as well as brainstorm content and make the forum generally useful to the membership.
- This committee also needs to take a deep dive into the question of untying DBA membership from the required CBA membership, and how that will impact DBA finances and increase/decrease membership into the coming years.
- Perhaps the DBA brand going forward should be something akin to the cheeky younger sibling of the CBA

Pillar Three: Local Policy Advocacy

- There is no active committee that currently engages with the Denver Mayor's Office, Denver City Council, or other local elected officials on Denver-specific political issues.
- The DBA needs to create a committee that can build out a long-term engagement strategy with all of these local elected officials, build relationships with not only elected officials but with other local organizations (like the metro chambers of commerce, SCFD, and local media)
- The committee should also host events for members to engage with these groups, like Candidate forums or mixers, non-profit fundraisers, etc. There should be some careful review of the definition of "political activity" to ensure that we don't lose our 501(c)(6) status in planning out these activities.