

Colorado Bar Association
Executive Council
Policy on EDI and Racial Justice

OVERVIEW

The Colorado Bar Association’s Executive Council (“EC”) has initiated critically important work to address racial justice, equity, diversity, and inclusivity in our organization and our communities. This work will never be finished and requires constant vigilance to avoid complacency, or worse, backsliding. The EC has implemented this policy to systematize and institutionalize this work and ensure these efforts remain a primary focus for the CBA.

STANDING SUBCOMMITTEE ON EQUITY, DIVERSITY, INCLUSIVITY, AND RACIAL JUSTICE

The EC shall constitute and support a permanent standing Committee on racial justice, equity, diversity, and inclusivity (the “REDI Committee”). The REDI Committee shall consist of between five and thirteen members of the EC, with the President-Elect, Immediate Past President, and President serving as *ex officio* members. The members shall be appointed by the President of the CBA during or before the first regular meeting of the Executive Council’s annual leadership year, with the Chair of the REDI Committee being chosen by the members of the REDI Committee at its first meeting.

The REDI Committee shall meet no fewer than six times per leadership year. The REDI Committee shall also serve as the liaison between the EC and the CBA/DBA Equity, Diversity, and Inclusivity Joint Steering Committee. The REDI Committee will foster communication, transparency, and efficiency throughout the CBA with regard to racial justice, equity, diversity, and inclusivity.

STANDING AGENDA ITEM

The EC shall maintain as a standing agenda item at all regular meetings of the EC the report and proposed actions items of the EC’s REDI Committee. The REDI Committee’s report and proposed action items shall not be removed from any agenda or prevented from occurring at any meeting without good cause as agreed upon by the President and Executive Director, which good cause will be reflected in the Minutes for that meeting.