

Council for Equity and Inclusive Excellence

Meeting Minutes

Meeting Date: October 12, 2023

Meeting Time: 1:00 – 2:30 p.m.

Attendees: Toni-Anne Nunez, Bradley Koenig, Amy Larson, Katrina Silbaq, Jodi Martin, River Sedaka, Debra, Mark Fogg, Alison Butler
Robin Rosenfeld, Ryan Peyton, Meghan Bush.

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:

- Introduced new CBA staff member Meghan Bush.
- A new website has been created for the council. Please send over any resources you would like added to the [CEIE website](#).
- The courageous conversations group will regroup and give us an update at the next meeting.
 - How will this be accomplished?
 - Introduce conversations and training at the Bar level.
 - Recommendation to Lawyers. For example, accessibility.
 - Shaping bar Norms and Values around conversations.
 - Dr. Carolyn Love (Facilitate internal conversations around EDI)
 - Have a position statement.
 - Come up with three practices that we can do at every meeting
- The ABA is working on more research on the best practices.
- Everything we already have should be posted on the website for people to see.
- The CBA will gather the resources and post them on the website for people to identify the gaps.

- The CBA sat down with Kristin Ladd to discuss how law students are being assisted in greater Colorado.
- The council's work will be highlighted at the Board of Governors meeting on October 19th
- The council is a space to connect people and organizations to create a space for belonging. The council is supposed to change and evolve as members and public needs evolve.
- Alison Butler mentioned that she would like to get the perspective of the specialty bars on what they would like to see this group doing.
- Toni-Anne Nune recommended that the perspective should also come from law school students on what they expect after they graduate.
- As you work on the next steps, please lean on CBA staff to make connections and gather information.
- Speak at the Presidential Bar meeting to inform them about the council's efforts and ask for suggestions on what they want to see
- Plan for late January or early February for the next Council meeting.

TEAMS

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

