

# Council On Equity and Inclusive Excellence

## *Meeting Minutes*

**Meeting Date:** January 30, 2024

**Meeting Time:** 12:30 – 2:00 p.m.

**Attendees:** Toni-Anne Nunez, Katrina Silbaq, Meghan Bush, Emeka Ezekwemba, Mark Fogg, River Sedaka, Debra Fortenberr, Robin Rossenfeld, Holly Ryan, Christine Francescani, Thomas Morales, Matt Broderick, Melora, Ryann Peyton, Amy Larson, Amy Sreenen, Alison Butler, Henali Deol, Dave Hersh, Johanna Hendley, Matt Broderick, Jodi Martin.

### **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:**

- **Colorado Pathways to Practice:**
  - Vision: CEIE advises the CBA leadership
  - Colorado's cut score has become an anomaly. Currently Colorado has a 270-passing score.
  - Pass rates from 2022 to 2023 increased 10 %.
  - Losing attorneys to other states due to the high passing score.
  - CBA-CEIE should identify barriers and implement innovations
    - Accommodation process (Disability Law Colorado)
    - The Financial impact of the bar exam
    - The high stakes of P/F
  - Alternatives:
    - Experiential Learning Plus
    - Supervised Practice

- Diploma Privilege
  - Bridge Pathway- People who score one point less.
  - Revisiting the Minimum Passing Score
- How can the CEIE support this work?
  - Informing people is really important.
- **Substance and Abuse Initiative:**
  - Always alcohol at events.
  - The profession is very high stress, and it makes it more prone to substance abuse.
  - We should be making events less alcohol focused.
  - Consider how we can provide more inclusion for individuals in recovery, struggling with substance abuse, and some who don't want to partake.
  - We need more options at events that are not alcoholic.
  - For more information contact Thomas Morales:
    - [Tamorales@hollandhart.com](mailto:Tamorales@hollandhart.com)
    - 303-295-8277
  - It's important to continue to have conversations about attorney wellbeing. We can all be an agent for change. Anyone can ask for help, the data for lawyers is horrible. -Dave Hersh
    - [Dhersh@burgsimpson.com](mailto:Dhersh@burgsimpson.com)
    - 303-792-5595
- **Courageous Conversation**
  - Working group to look at creating more tools and recourse for leaders and groups to have more conversations.
  - Add on to the section tool kit best practices.
  - Create a guide to effective and restorative communication.
  - Article and resource list for each context.
  - Goal for step 1 is to be done end of March
  - Step 2: Creation of a CLE to discuss courageous conversation.
  - If you would like to join this group, contact Ryan Peyton

## 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
- **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

#### 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)