



CODACC

PROGRAM OBJECTIVES, GOALS, SCHEDULES, AND LOGISTICS

March, 2021

OBJECTIVES

The Colorado Diverse Attorney Community Circle (CODACC) Program seeks to build a community for diverse Colorado attorneys amongst

- Attorneys of different backgrounds
- Attorneys in private practice, government, judicial, and in-house
- Attorneys of all practice areas
- Attorneys from all geographic locations



OBJECTIVES (CONT.)

CODACC will

- **Invite participants to explore where they belong within the Colorado legal profession and the Colorado Bar Association (“CBA”) and to make diverse and allied friends and business contacts who they would not have otherwise met through their employers or other legal community groups in which they participate.**
- Train participants in core Racial Justice, Equity, Diversity, and Inclusivity (“REDI”) competencies and create an individualized development plan for each participant to engage in REDI-related professional opportunities with other CBA members, colleagues, employers, family, friends, and the broader community.
- Promote mentoring opportunities for diverse attorneys, with the use of mentorship pods and regularly facilitated conversations and events within each mentorship pod.
- Open doors for diverse attorneys to take more leadership positions in in their workplaces and in bar associations throughout the state.

OBJECTIVES (CONT.)

- CODACC will achieve the foregoing by providing diverse attorneys with four specific sets of programming:
 - Regular networking and affinity events and retreats, involving participation from groups within and external to the CBA, including affinity bars and business organizations
 - Public service opportunities
 - Bimonthly REDI CLEs
 - Mentoring relationships



CODACC CLASS OF 2022

CODACC Class of 2022 will have 15-25 initial core participants, with many open houses and opportunities to invite broad CBA member engagement.

- The CODACC Planning Committee will serve as the initial core participants and ambassadors to the program.
- The Planning Committee will create an selection process for future participants that will allow those interested to share their diversity story and their commitment to the CBA's REDI-related mission, vision, and values.
- If greater interest is found, CODACC will be scaled to be larger to accommodate the increased demand, including more public-facing events.

CODACC Classes of 2023 and beyond can be scaled up to include over 25 participants using the concept of networking pods.

- The selection process for non-Committee participants are expected to go live sometime in November 2021.
- This will allow:
 - The Program to be more inclusive.
 - Firm and business sponsors to fund their own employees in the program if their applications are accepted.

CODACC PLANNING COMMITTEE 2021

- **Spencer Rubin** (co-chair), CBA YLD Chair, Associate at Bryan Cave, Denver Metro
- **Jon Olafson** (co-chair), CBA EC REDI Chair, Partner at Lewis Brisbois, Denver Metro
- **Stephanie Natsuko McConkie**, CLI YLD Chair, Associate at Bradford, LTD, Denver Metro
- **Marika Rietsema Ball**, CLI YLD Chair-Elect, Associate at Jones & Keller, Denver Metro
- **Danita Alderton**, Attorney at Altman, Keilbach, Lytle, Parlapiano & Ware, Pueblo
- **The Hon. Chief Judge Susan Blanco**, 8th Judicial District, Fort Collins
- **Lauren Concepcion**, Associate at Holland & Hart, Boulder
- **Leslie German**, 7th Judicial District Family Court Facilitator, Ridgway
- **Jason Kelly**, Alamosa County Attorney, Alamosa
- **The Hon. Judge Lance Timbreza**, 21st Judicial District, Grand Junction
- **Sumi Lee**, Head of Judicial Diversity Outreach for the Colorado Judicial Branch, Denver Metro
- **Cabell Massey**, Associate at WilmerHale, Denver Metro

SELECTION FOR CODACC CLASS OF 2022 AND BEYOND

- The CODACC Planning Committee is currently working on a selection process. The overarching goal of the selection process will move away from a “check the box” model and will be more qualitative, focusing on each applicant’s statement on diversity and the candidate’s diverse experiences.
- Applications will be reviewed blindly by CBA Staff and the Planning Committee Co-Chairs.
- Ultimately, the goal is to be as inclusive as possible to reflect the diversity of our profession and our professionals.





SAMPLE PROGRAM FLOW

CLASS YEAR 1 (2022) TENTATIVE RETREAT SCHEDULE

- Friday, March 25 through Sunday March 27, 2022
- Friday June 10 through Sunday June 12, 2022
- Saturday, July 23, 2022 (to correspond with CBA-CLE symposium)
- Friday September 16 through Sunday September 18, 2022
 - **Retreat will be open to the public and will be structured more as a CLE and implicit bias training symposium with help from CBA-CLE**
 - CODACC Class Year will present REDI CLEs
- Saturday, December 10, 2022



CLASS YEAR 1 (2022) TENTATIVE HAPPY HOUR DATES

- Thursday, February 24, 2022
 - Program Inauguration
 - **Dignitaries from across the community will be invited**
 - **Sponsors will be featured beginning here and continuing throughout the year of the program**
- Thursday, April 21, 2022 (open to the public)
- Thursday, June 30, 2022 (open to the public)
- Thursday, August 25, 2022 (open to the public)
- Thursday, October 27, 2022 (open to the public)



CLASS YEAR 2 (2023) TENTATIVE SCHEDULE

- Thursday, February 23, 2023 (Kickoff Happy Hour Open to the Public)
- Friday, March 24 through Sunday March 26, 2023 (1st Full Retreat)
- Thursday, April 20, 2023 (2nd Happy Hour Open to the Public)
- Friday June 9 through Sunday June 11, 2023 (2nd Full Retreat)
- Thursday, June 29, 2023 (3rd Happy Hour Open to the Public)
- Saturday, July 22, 2023 (1st Day-Long Retreat – to Correspond with CBA-CLE Symposium – Open to the Public)
- Thursday, August 24, 2023 (4th Happy Hour Open to the Public)
- Friday September 15 through Sunday September 17, 2023 (3rd Full Retreat Open to the Public)
- Thursday, October 26, 2023 (5th Happy Hour Open to the Public)
- Saturday, December 10, 2022 (Conclude Program 2nd Day-Long Retreat)



SAMPLE RETREAT SCHEDULE

March 25-27, 2022

Potential Venue: Grand Lodge Crested Butte,
Crested Butte, CO

Friday, March 25

- 3:00-4:00pm: Arrival and Check-in (Room Costs Covered by Participants / Scholarships)
- 4:00-5:00pm: Meet in Conference Room; Introduction to 1st Retreat; Discuss Goals of Retreat; Review Weekend Schedule
- 5:00-6:00pm: REDI CLE; 1 DEI/General Credit
- 6:00-6:30om: Downtime
- 6:30pm-8:30pm: Dinner at the Grand Lodge (Covered by CBA)
- 8:30pm-EOD: Free Networking / Social Time



SAMPLE RETREAT SCHEDULE (CONT.)

Saturday, March 26

- 8:00-9:00am: Breakfast at the Grand Lodge (Covered by CBA)
- 9:00am-12:00pm: Social Networking Activity; skiing, snowshoeing, hiking (Some portion of the activity might be covered by CBA)
- 12:00pm-12:30pm: Downtime / Return to Grand Lodge
- 12:30pm-1:30pm: Lunch at the Grand Lodge (Covered by CBA)
- 1:30-1:45pm: Break
- 1:45-3:15pm: Leadership Training Presentation in Conference Room
- 3:15pm-3:30pm: Break
- 3:30pm-5:00pm: Mentoring Session OR Trust Building Exercise in Conference Room
- 5:00-6:00pm: Downtime / Prep for Dinner
- 6:00-8:00pm: Dinner in Town (Covered by Participants)
- 8:00pm-EOD: Free Networking / Social Time



SAMPLE RETREAT SCHEDULE (CONT.)

Sunday, March 27

- 7:00-8:00am: Breakfast at the Grand Lodge (Covered by CBA)
- 8:00-8:45am: Check-Out
- 8:45-9:00am: Drive to Public Service Project
- 9:00am-11:00am: Public Service Project
- 11:00am-11:15am: Drive to Lunch in Town (Covered by CBA)
- 11:15am-12:30pm: Lunch in Town / Announcements for Next Event / Goodbyes
- 12:30pm: End of Retreat



SAMPLE HAPPY HOUR PROGRAM

Thursday, February 24, 2022

Potential Venue: Lewis Brisbois, Denver and Via Zoom for Greater Colorado Class Members and Guests

- 5:00-5:15pm: 1st Annual CODACC Class Kickoff; Remarks by Various People
 - Invitees to include program participants, CBA dignitaries, Program mentors, Founders' Circle members, Lewis Brisbois attorneys
- 5:15pm-6:15pm: REDI CLE; 1 DEI/General Credit
- 6:15-7:00pm: Networking
 - A digital option will also be provided



PLANNING COMMITTEE TACTICS

- Through the CODACC Planning Committee
 - Subcommittees will be formed and will work with members & CBA staff to tackle specific areas of planning
- Suggested subcommittees
 - Retreat / Public Service Planning – Spencer Rubin to Lead
 - Bimonthly Happy Hour Planning – Lauren Concepcion to Lead
 - CLE and Leadership Content Development – The Hon. Lance Timbreza to Lead
 - Mentor Recruitment & Pairing – Sumi Lee to Lead
 - Fundraising – Jon Olafson to Lead

PROGRAM COSTS & FUNDING

- Seed money from the CBA: \$30,000 (may include section partnerships)
 - REDI CLEs
 - Happy Hours (if sponsors do not pay) (approximately \$1K/event; 5 events)
 - Retreats: meals, conference rooms, and select activities (approximately \$7K/event; 3 conferences/program year)
 - Costs for presenters at events (approximately \$4,000)
- Estimated cost per participant for full year participation at all events: \$2,000 (paid by each participant or by scholarship)
 - Hotel accommodations at Retreats, to utilize CBA special rates
 - Travel costs
 - Select Retreat activities, outside events
- The Committee will fundraise scholarships to the Program from various firms and companies throughout Colorado
 - Some sponsors may want an employee to participate in the Program
 - Some sponsors may want access to Retreats by providing presenters
 - Some sponsors may want to host bimonthly happy hours and get their employees involved
 - Some sponsors may want to provide a mentor

OTHER LOGISTICS

- CBA Approval and Budgetary Process
 - CBA Funds expected to be allocated following
 - Program was authorized by the CBA Executive Committee in February 2021; and
 - Budget authorization by the CBA Budget Committee in March-April 2021
- CBA Staffing
 - To help create synergies with COBALT and CBA Sections, Amy Sreenen has engaged with CODACC to assist with programming, including working with Retreat venues and solidifying CLE, leadership, mentoring, and public service project content at Retreats
- Fundraising Letters
 - Firms and businesses from across Colorado will be invited to participate to fund scholarships to ensure CODACC is not cost-prohibitive for any participants
 - Judicial officers on the Committee will not fundraise
 - Funding period for Class Year 1 ends in November 2021
- Other logistical considerations will present themselves as the Committee pursues its tasks