



WHAT IS CODACC?

Colorado

The whole state of Colorado—not just the front range. We strive to assemble and gather a geographically diverse class who bring experiences and perspectives from all over Colorado.

Diverse

Attorneys from different backgrounds and experiences, especially those from historically and currently marginalized populations.

Attorney

Attorneys in private practice, government, judicial, and in-house who practice across a wide range of legal areas from different geographic locations.

Community

Participants are invited to explore and find a place to belong within the Colorado legal profession — and to develop diverse and allied friendships and business contacts who they would not have otherwise met through their employers or other legal community groups.

This program strives to promote mentorship, networking, and business and practice development opportunities that benefit the class participants and the legal community at large.

Circle

Circles can be proactive, to develop relationships and build community, or reactive, in response to wrongdoing or struggle. This program provides participants and allies a forum to listen and speak to one another on the topics important to them in their professional and personal lives, and those experiences that have shaped who they are.



How do we accomplish this?

CODACC Class Year:

- Three Retreats
- Monthly Mentoring Pod Meetings based in Racial Justice, Equity, Diversity, and Inclusivity (REDI) content. Participants listen to a podcast prior to meeting in their peer-led mentoring pod and answer discussion questions posed to them.
- Regular Networking and Affinity Events (REDI and CLE activities) open to the public
- Public Service Opportunities

Goals for CODACC Class members

The program year will be equally divided to address Racial Justice, Equity, Diversity, and Inclusivity (REDI) competencies to provide more history, knowledge, and tactics for addressing each. Participants:

- Will train in how to present REDI-related CLEs, and the CODACC program will open doors for such presentations
- Will create lasting relationships with other class members that facilitate mentorship and networking opportunities
- Are encouraged to take more leadership positions in in the workplace, CBA, community, and in their own practices

Benefits to Sponsors of CODACC

- Fostering a community-building program for diverse attorneys around the state
- Opportunity for a representative of your organization to participate in CODACC Class of 2023
- Direct access to a network of diverse attorneys and allies
- Logo recognition on CODACC materials including CLEs and conferences
- Gain valuable insights and access to EDI/REDI programming and materials



TESTIMONIALS

Leilani Argersinger, Class of 2022, Dorsey & Whitney LLP

Pronouns: she/her/hers

Being a member of the inaugural class of the CODACC program gave me the opportunity to meet and connect with more diverse attorneys in the Colorado legal community that I might not have had the opportunity to meet otherwise. During our monthly meetings with our small groups where we discussed very deep and thought-provoking topics, it felt like

we had known each other for years because we were able to share our backgrounds and experiences in a vulnerable, safe, and comfortable way. CODACC has equipped and empowered me with tools and first-hand stories from others' experiences to keep pushing the boundaries to encourage diversity in the legal field for me and my peers now and those that will be joining us in the future. I found a community where I feel deeply known, seen, and heard.

Christina Pettus, Class of 2022 Adams County Attorney's Office

Pronouns: she/her/hers

Being new to Colorado, CODACC offered me wonderful opportunity to meet and engage with other attorneys of diverse backgrounds across the state. This organization afforded me a unique experience to explore the State through the various mountain retreats. Most importantly, I gained invaluable knowledge in various diversity topics explored through the mentoring pod sessions and CLE's. This was an amazing experience and I'm happy to have been a part of the Inaugural Class of 2022!

Susan Minamizono, Class of 2022, Levin Sitcoff Waneka PC

Pronouns: she/her/hers

CODACC fosters an incredibly safe and supportive environment for legal practitioners who identify as a member of a marginalized group, and I was especially moved by the thoughts and sentiments of allies who were integral members of our inaugural class. I will forever cherish the connections I made across Colorado as part of this phenomenal community circle!

Spencer Rubin, Class of 2022, Bryan Cave Leighton Paisner LLP, CODACC Co-Creator

Pronouns: he/him/his

It's been amazing to see the growth of CODACC at the CBA, since the program's inaugural year in 2022. Through our retreats, I have been able to watch participants learn so much about the different identities of attorneys with whom they practice in the State, including how to address inequities and historical injustices for people of historically underrepresented backgrounds. Through our Mentoring PodPods, I have seen friendships and business contacts grow amongst the participants in each pod; they build a great amount of trust with their colleagues and truly rely on them for career advice. Through our public CLE offerings, I have seen attorneys not participating in CODACC be able to learn important REDI concepts from our CODACC and affiliated faculty.

Jon Olafson, Class of 2022, Lewis Brisbois Bisgaard and Smith

Pronouns: he/him/his

For me, CODACC provided me a place to further explore who I am and how I want to present myself as my authentic self. I have also learned that by being my authentic self I am able to more fully commit to and grow my practice. It has also been a fantastic way for me to learn more about what it means to create an environment of belonging for all people to thrive. Finally, I have made amazing friends across Colorado, some of whom I call my best friends. In my 21 years of practice, I have yet to experience a place of such personal and professional growth as CODACC.



Nabil Rodriguez, Class of 2022, Holland & Hart LLP

Pronouns: he/him/his

As one of one Puerto Rican attorneys I know in Colorado, CODACC was the boost of energy I desperately needed. Having the ability to connect with fellow diverse attorneys facing similar issues in their professional lives has helped build a community of support I didn't know existed. Ultimately, this experience has been invaluable to my longevity in the legal career

Esther H. Lee, Class of 2022, Fox Rothschild LLP

Pronouns: she/her/hers

CODACC far exceeded my expectations. CODACC introduced me to a network of incredibly talented diverse attorneys I never knew were out there. Having a platform and an outlet to explore my cultural identity and openly share stories with my amazing small group was uniquely introspective and powerful. In a profession (and State) where diversity is sparse, CODACC gave me a sense of belonging.

SPONSORS

