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# the Advocate

*A Publication of the Colorado Women's Bar Association*



DD 2016



## President's Letter || Sarah Chase-McRorie

# Start before you are ready.

Whether this is a well-kept secret or an adage you hear over and over, it is powerful advice. Start before you are ready. Many happy, healthy and successful women all agree: they never entirely “feel ready” to make a bold move, they just go for it. They do not wait until they have enough money, the right skills, or appropriate connections. They just get started. Because, frankly, if you wait until you are “ready,” you will never get started.

I believe this paralysis to start something new comes down to experience and confidence. You feel you don't have the right experience so before you apply to become a judge, start your own firm, or look for a new job, you feel you have to gain more or different experience. You lack confidence in what you have already accomplished, in your years of education and in your everyday experience. Even Sheryl Sandberg has said she still has days where she wakes up feeling like a fraud, not sure she should be where she is. Katty Kay and Claire Shipman wrote a fabulous article (which they turned into a book called *The Confidence Code*) on this subject of confidence holding women back, [Kay Shipman, *The Confidence Gap*, The Atlantic, May 2014(*Id*)]. Through their research they found “that underqualified and underprepared men don't think twice about leaning in. Overqualified and overprepared, too many women still hold back. Women feel confident only when they are perfect. Or practically perfect.” [cite] Studies showed that “men consistently overestimated their abilities and subsequent performance, and that the women routinely underestimated both.”

We need to stop holding ourselves back due to lack of confidence and a penchant for perfectionism. Let's look at three ways the CWBA can help you start before you are ready.

First, recognize the power of our membership. The CWBA is a group of

trailblazers. A CWBA member has either attempted it or conquered it, so have the confidence to reach out and post your question on the Listserv. Someone will listen to you and support you. Alternatively, sign up for the Lift! program to connect to a mentor well-suited to help boost your self-confidence.

Second, develop leadership skills right now. Join a committee, volunteer for a task, become more engaged, gain more experience leading a bigger project and then admire your accomplishments. Voila! You just gained more self-confidence!

Third, sign up for one of our many quality programs. We offer a variety of events and programs to give you hands-on training. For example, thinking about becoming a judge but don't know where to start, or do you need some help on what cases to use for “Question 16” of the application? Attend our “Storming The Bench” program. Want to make an impact in your community outside the law, but have no idea what that looks like? Watch for a follow-up program to our recent “Storming The Ballot” program where we were inspired by women who have run for an elected position and learned how all of us can get involved in shaping the political landscape at any level.

Any one of these ideas will expand your experience. But more importantly, your involvement in the CWBA will boost your confidence to get out, get involved and get started! What are you waiting for?

*Sarah Chase-McRorie is Senior Legal Counsel for Matrix Settlement & Clearance Services, LLC, a Broadridge company, and one of the nation's largest providers of back-office, trust, custody, trading and mutual fund settlement services for financial institutions.*

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|| Perspectives ||

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## “How To Be An Active Ally”

On November 29, 2016 various leaders from Colorado’s diversity bar associations came together at an event called “Beyond the Safety Pin – How to Be An Active Ally.” The leaders came together to discuss the impact of the presidential election on diversity bar interests and the people they represent as well opportunities to get involved to make a positive impact.

Jason St. Julien, President of the Sam Cary Bar Association, shared his concern with the perceived immunity from hate crimes and hate behavior demonstrated since the election. He also noted that in response to questions about the hate crimes and hate behavior U.S. President Trump chose to deflect rather than directly address these issues.

CWBA President-Elect Wendy Weigler identified concerned parents who, post-election, were not sending their kids to school for fear of deportation. She also expressed her concern that the election may have a chilling effect on the advancement of women as leaders in the law. Ms. Weigler suggested ways to get involved in order to have a positive impact following the election, including attending CWBA Legal Nights and volunteering at Lawline 9.

Justin Cohen, President-Elect of the Asian Pacific American Bar Association, mirrored Ms. Weigler’s concerns that parents were keeping their kids from attending school for fear of deportation. He also discussed incidents of Muslim women not wearing their hijabs for fear of hate crimes or harassment, and the concern of a national registry for Muslims. Mr. Cohen mentioned an incident where an Asian DU law professor was out for a run when a vehicle pulled up next to him and yelled “build the wall.” The Asian Pacific American Bar Association is holding immigration workshops to deal with the post-election rush to get naturalized as quickly as possible.

Arash Jahanian, President of the LGBT Bar Association, discussed a Denver hate crime where a transsexual woman’s car was defaced with anti-LGBT graffiti. Mr. Jahanian noted he has seen a post-election rush among same-sex couples to get second-parent adoptions finalized as soon as possible, because of U.S. Vice President Mike Pence’s history with “religious liberty” legislation and his “conversion therapy” beliefs. Mr. Jahanian encouraged lawyers to volunteer with organizations that are collecting money for passport gender marker changes, which are in increasingly high demand now.

Surbhi Garg, President of the South Asian Bar Association, stated that following the election she has received calls from South Asians statewide who are concerned about the status of their green cards and H1B visas, and concern that their citizenship could be revoked. During the election Ms. Garg stated that she, after recently moving into a new neighborhood, had a Trump sign placed in her yard.

Christine Hernandez of the Colorado Hispanic Bar Association expressed that some Hispanic families plan to leave the country.

Ms. Hernandez is also concerned for the Dreamers - the roughly 1.8 million immigrants in the United States who might be, or might become, eligible for the Obama Administration’s “deferred action” initiative for unauthorized youth brought to this country as children.

Additional speakers at the event included Bob Troyer, who is the Acting United States Attorney, United States Attorney for the District of Colorado Suneeta Hasra, and Julie Sacco, an investigator from the Federal Bureau of Investigation. Ms. Sacco reminded everyone that we are still a nation of laws, and that anyone who sees hate crimes or activity should call the police or the FBI. Ms. Hasra advised that hate crimes must be reported within 180 days of when



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Sara Bellamy || Megan Garnett



## 19th JD District Court Judge Julie Hoskins Honored at Annual Judicial Reception in March 2017

The CWBA's annual Judicial Reception honors all members of the Colorado judiciary, as well as a specific judicial officer for her or his meaningful work. Past honorees include U.S. Magistrate Judge Kristen L. Mix (2016), Denver County Court Judge Doris E. Burd (2015), and Colorado Court of Appeals Judge Karen Ashby (2014).



The CWBA Judicial Committee is pleased to announce that **Julie C. Hoskins, a District Court Judge from the 19th Judicial District (Weld County), is this year's Judicial Reception honoree.**

The attorneys who nominated Judge Hoskins praised her for "always remain[ing] mindful of the impact her decisions

have on the lives of the litigants who come to her courtroom seeking redress, justice, help, guidance, and compassion."

In 2007, Judge Hoskins became the first woman to sit on the 19th JD District Court bench. While she has handled a variety of district court dockets, Judge Hoskins' current docket comprises criminal and mental health cases. Judge Hoskins worked extensively with drug offenders while presiding over the Adult Treatment Court and the Family Treatment Court, where she incorporated a focus on physical health and well-being. Additionally, Judge Hoskins has served on a statewide commission to improve mental health services for those involved in the court system.

Judge Hoskins embraces her reputation for making an extra effort to put those in her courtroom at ease. She believes that "the legal system is only as good as people's faith in it." Judge Hoskins hopes that, by treating those who appear before her with courtesy and respect, she can ensure more complete testimony and higher levels of compliance with her orders.



Judge Hoskins earned her undergraduate degree from Bethany College (West Virginia) and her law degree from The Dickinson School of Law (Pennsylvania). Prior to joining the District Court bench, Judge Hoskins served as a county court judge presiding over a dedicated domestic violence docket from 2005 to 2007, and as a magistrate judge presiding over a delinquency docket from 2003 to 2005. From 1993 to 2003, Judge Hoskins maintained a private practice focused on juvenile,



dependency and neglect, domestic relations and criminal matters at Houchens, Daniel, and Greenfield in Greeley.

Throughout her career, Judge Hoskins has been active in the community, regularly presenting to local schools on the legal system, mentoring

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## Inside The CWBA: Meet Judge Cindy Dang

### Board Member Spotlight



As a law student, I jump at the opportunity to get to know all-star women in the legal industry, so when the Publications Committee needed someone to interview Judge Cindy Dang, I volunteered immediately. In every way, Judge Dang lived up to her stellar reputation! Her strong dedication to helping people through the law is remarkable and originates in her family history.

When South Vietnam fell to the Northern Communist forces in 1975, Judge Dang's family was forced to flee their home. After spending two weeks on a boat, her family stayed at a refugee camp in Guam for several months before arriving in the United States with hopes of realizing the American Dream. Once her family established themselves in America, they dedicated their time to helping other Vietnamese families immigrate by assisting them in attaining appropriate documentation and drivers' licenses. Although only a child, Judge Dang went with her family as a translator. This role instilled in her a duty to serve others. She decided to attend law school to gain the knowledge, skills, and authority she needed to help people tackle more complex problems.

Today, Judge Dang serves as a County Court Judge in the 17th Judicial District for Adams County. Judge Dang takes pride that she serves the "People's Court" because it affords her the opportunity to touch the lives of the people in our community. Her goal is to treat everyone who comes before her with respect and kindness. Even if she rules against someone, she wants them to feel like she heard and understood their position. She believes it is a lawyer's responsibility to serve the people and the best way to achieve that is through active listening.

If she could change anything about the current legal landscape, she wishes more women would apply for judicial positions and more lawyers would get in the courtroom. To help achieve these goals, she mentors

young women and minorities and encourages them to invite judges to meet for coffee.

Judge Dang is involved in numerous legal organizations, including the executive board of the Asian Pacific American Bar Association (APABA) and the board of the CWBA. She is also active in the Access to Justice Committee of the 17th Judicial District, which works to support the Self Help Resource Center and organizes *pro se* legal clinics. She credits these organizations with helping her build a large network of friends and colleagues whose support helped her achieve her American Dream.



Judge Dang poses with Access to Justice Committee members.

Don't mess with Judge Dang! She is a first degree black belt in Taekwondo and jokes that practicing martial arts is a requirement in her family. She also frequently has a special assistant in her chambers – her Chihuahua Dee Dee!

Thank you, Judge Dang, for all you do for the community and the CWBA. Your strong call to serve others is a blessing for Colorado and an important reminder of what we can accomplish and the people we can help by using our legal training for the betterment of our neighbors.

*Judge Dang is a CWBA Board Member and a County Court Judge for the 17th Judicial District.*

*Jordan Henry is a member the CWBA Publications Committee and a member of the University of Colorado Law Class of 2018.*

# Meet Denver's New City Attorney: *Kristin M. Bronson*

By Paige Armstrong



**Kristin M. Bronson**, Immediate Past President of the CWBA Foundation, was sworn in as **Denver's new City Attorney on October 17, 2016**. Although a well-known civil litigator in Denver's legal community, Kristin didn't always foresee herself as an attorney. Originally from Florida, Kristin was first

exposed to the legal profession after college when she served as a policy advisor in Washington D.C. for U.S. Senator Bob Graham from 1991 to 1995. There she helped draft bills, advised the senator on pending legislation's impact on Florida and met with constituents. It wasn't until she found herself meeting weekly with legislative counsel and saw the parallels between policy work and legal advocacy that she saw a future in law. One day she had the realization "I think I can do this!"

After graduating from CU Law in 1997, Kristin started her legal career at Lewis Roca Rothgerber Christie, where she worked for 20 years before being appointed Denver's City Attorney. While at the firm, Kristin represented individual and corporate clients in class and derivative actions regarding contract, fraud, real estate and other business matters. She was also very active in firm leadership. "Mentoring is important to me," says Kristin, "at Rothgerber, I worked closely with younger associates, sharing what I had learned. I recognized that having peers to bounce ideas off of was extremely valuable."

When asked why she wanted to take on the head City Attorney position, Kristin explained that she was satisfied with what she accomplished in her first 20 years in private practice, but when she looked at the next 20 years, she wanted to jump in and take a more proactive role in the City's development.

Kristin describes the Denver City Attorney's Office ("D.C.A.O.") as a place where there are "over 200 committed attorneys dedicated to public service and a collective vision to make Denver a great city." One of the most fulfilling aspects of working for the

City is that "you can drive around and literally see the fruits of your labor. It's a unique opportunity to develop your skills," says Kristin. She continues, "The attorneys with the D.C.A.O. have a huge impact on Denver residents;" the goal is to "provide the finest legal services to the Mayor, City Council and agencies of our growing city." As Denver continues to top the "Best Places to Live and Work" lists, Kristin recognizes that "we are now competing with world class cities—my job is to make sure that the D.C.A.O. provides world class legal services."

According to Kristin, Denver's biggest legal issues involve homelessness, growth mobility, affordable housing, tensions with the increased density downtown, public safety, and a growing airport. While the pace at the D.C.A.O. is more intense than she thought it would be, she says the most fun thing about her job is that she works on a wide variety of legal issues.

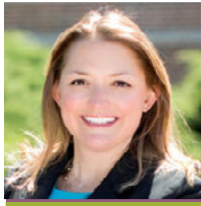
"My leadership style is high energy, and I expect excellence and integrity in the office—I believe I lead by example in that regard," says Kristin. "I am very collaborative and approach issues as a problem solver. I don't believe in a culture of blame."

A small framed newspaper clipping, given to Kristin by her grandmother, sits in Kristin's office and reads "Women Must Work Harder." At least in Kristin's experience, "the unfortunate reality is that women attorneys have to be perfect in so many ways: smart, funny, hardworking, able to play golf with the guys... you weren't always forgiven mistakes as easily as men."

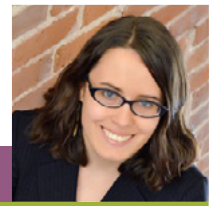
Kristin's main advice for female attorneys is to "have confidence in yourself when others don't." However, she believes good advice for any attorney is to "trust in your instincts, be humble, and be the first to admit a mistake—so much depends on how you respond to a mistake and not in the mistake itself." In Kristin's opinion, the 3 Gs—grit, grace, and gratitude—are always good rules of thumb to go by.

Outside the office, Kristin enjoys spending time with her husband and two daughters. Some of her

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Alli Gerkman || Sarah Parady



## CWBA Annual Legislative Breakfast Honors Sen. Rollie Heath; Raises Funds for 2017 Public Policy Efforts

### *Public Policy Membership Committee*

A bipartisan group of Colorado legislators and other political and legal community leaders came together on December 6, 2016 for the CWBA's annual Legislative Breakfast, organized by our Public Policy Committee. More than 100 attendees heard from multiple lawmakers about their ideas and priorities for the coming year, with a focus on issues impacting women and children.

At the breakfast, the CWBA presented Sen. Rollie Heath, a former JAG, businessman and cofounder of the Democratic Business Coalition and the Rocky Mountain Progressive Network (currently known as ProgressNow), with its Legislator Appreciation Award for his support of equal pay initiatives and other issues affecting women throughout his career. Sen. Heath completed his last term in the Colorado Senate in 2016 due to term limits.

In 2016, Sen. Heath sponsored legislation to establish a Pay Equity Commission to focus on closing the gender pay gap. In 2013, the latest year for which data is available, Colorado women working full-time earned 80 percent of what men working full-time did. Though the pay equity legislation was unsuccessful in 2016, the CWBA and like-minded legislators continue to work to close the pay gap. Sen. Heath was a true champion on issues affecting women and children throughout his eight years of legislative service and the CWBA was honored he accepted our award.

In his keynote remarks, Sen. Heath spoke about how his background as a businessman taught him the value of enabling women to fully participate in the workforce. He drew chuckles across the room with an anecdote from his time supporting the U.S. Senate campaign of his wife, Josie Heath. Sen. Heath was invited to speak on a panel of candidates' spouses and was the only man on the panel. He froze when he was asked to name his favorite recipe and later learned that the question was intended to make a point about gender in

politics, which has helped motivate his own policy efforts ever since. His favorite recipe: "peanut butter and jelly."

Thanks to our longtime lobbyists Amy Redfern and Sara Odendahl of Aponte & Busam, attendees also learned about CWBA's legislative initiatives and priorities in 2016 and in the year to come. In 2016, we were proud to contribute to the passage of the Pregnant Workers Fairness Act, which requires employers to accommodate the medical needs of pregnant employees when reasonably possible. During the 2017 legislative session, the CWBA is continuing its focus on workplace issues, including the "FAMLI" Act, which would create paid family and medical leave, funded by a payroll tax, in Colorado.

Thanks to Senator Angela Williams, Senator Jim Smallwood, Senator Dominick Moreno, Rep. David Young, Rep. Kim Ransom, Sen. Tim Neville, Rep. Polly Lawrence, Governor's Director of Legislative Affairs Kurt Morrison, Denver District Attorney Beth McCann, our 19 "table sponsors," and our Public Policy Committee members for attending and supporting this valuable event.

*Alli Gerkman is a CWBA Board Member and Co-Chair of the Public Policy Committee. She is Director of Educating Tomorrow's Lawyers, a national initiative of IAALS, the Institute for the Advancement of the American Legal System.*

*Sarah Parady is a CWBA Board Member and Co-Chair of the Public Policy Committee. She is a partner at Lowrey Parady, LLC.*



# Someone's Gotta Say It:

## *Per curiam*

By CWBA Publications Committee

Last year's election was monumental. In the first time in our nation's history, a woman was at the top of the ticket for a major political party. Lots of women have run for office at every other level of government, and some of them in Colorado won those races. And we're still talking about whether those women are wearing heels, or whether they smile, or what they look like.

In this column we'll explore that tension and see if we can solve the problem once and for all. Well, OK, maybe we'll just air some ongoing points of contention...

Men get to be grumpy if that's their personality (see e.g., Senator Sanders) or never laugh out loud on tape, or send angry tweets out in the middle of the night (see e.g., President Donald Trump). So why, why, why, is anyone even noticing whether or not a woman candidate wears heels (see e.g., comments made by a primary opponent during the 2010 Colorado Senate election about Jane Norton) and whether or not she smiles during a presidential debate, or seems "unlikeable" (see e.g., social media posts during the month of November 2016 re: Hillary Rodham Clinton)? It seems unreasonable and inconsistent to ask women to continue to live up to some sort of June Cleaver standard of nice and polite while running for U.S. Senator, or District Attorney, or say, the most powerful position in the free world. Did anyone discuss or leave comments on social media about the Donald's suit choice? It probably should have been discussed; it could have had the power to sway many votes.

The double standard trickles down into the power positions of the legal profession as well. You know the stories: the article that advises women not to wear shoes higher than two inches; the comments on female attorneys' skirts in court; the unspoken rule that women should not wear bright lipstick in the workplace; the presentation that advises women not to giggle in the workplace. Let's not even get into the heated debate on the appropriate length of professional women's hair...

To be clear, and fair, men are not solely to blame for this set of expectations, and in fact, women may be equally demanding and equally (or more) critical of other women for not reaching some unattainable, and irrelevant standard of perfection unrelated to the qualifications for the office she seeks. But why?

Perhaps now is the time to be a leader in supporting our female leaders. Whether its pink sneakers or Louboutin stilettos, women can stop the conversation about footwear. Instead, we can rock our open toed sparkly gold heels, put on some pink lipstick and tackle the real issues. We need our female leaders to embrace differences among women, rather than criticize them. Then the trickle down can have a positive effect for all of us. I mean, really, who has the time to measure the height of their heels anyway?

*"Someone's Gotta Say It" is a regular fun feature of The Advocate, committed to bringing you true, relevant, and/or hilarious information.*



# Denver DA Beth McCann

## *Breaking One Glass Ceiling in Denver*

By Jennifer Tiedeken



This winter I had the opportunity to interview **Beth McCann**, a CWBA founder, past president and current member, who also has the distinguished honor of having been elected this past November as **Denver's first female District Attorney**. Beth was gracious enough to speak about her top priorities as newly elected district attorney, some of her proudest accomplishments as a legislator, and why the CWBA is such an important organization.

### What are your top priorities as DA?

There are several things I am interested in pursuing quickly. I would like to **change the current juvenile justice system** so that there are more alternatives for juveniles. If we can intervene in young people's lives a little bit earlier, we can do more to prevent crime. To that end, I would like to expand our "restorative justice" program where the goal is to restore harm done to the greatest extent possible. With this method the perpetrator must accept responsibility for his/her actions, and if both are willing, the perpetrator and victim meet, and the victim explains the impact the crime had on the victim and his/her family. I also plan to make the juvenile court assignment in the office a more permanent one instead of a temporary stop for deputies on the way to district court.

I am also very interested in **ridding our office of any possible implicit bias**. The issue of mass incarceration of people of color is an issue which I have studied and which deeply troubles me. All of us in the criminal justice system need to be working to correct this. I will be implementing cultural competency training and raising awareness of implicit bias. Along those same lines, I plan to **make the office more transparent and accountable to**

**the community**—our Deputy District Attorneys will be going to community meetings to talk to people and hear their concerns.

Another change I would like to implement is to **have double reviews in the office regarding the decision of whether or not to charge police officers in connection with police shootings**. I plan to involve the Office of the Independent Monitor in a more meaningful way regarding excessive force issues. I would also like to work with the police department on more techniques to de-escalate situations. Officers must be held accountable if they break the law, but we also need to provide them with more tools for de-escalation. I am very supportive of the "co-responder program" whereby mental health workers accompany officers on calls that are mental health related and can often divert the person into the mental health system rather than the criminal system.

Finally, one of my passions has always been **finding a solution to what I call the warehousing of mentally ill in prisons**. I am looking at the possibility of a specialty mental health court to provide early identification of mental health issues before individuals have to plead and admit guilt. I am also interested in the possibility of a veterans' court.

### What are some of your proudest accomplishments as a state legislator?

I passed several significant bills. One I am very proud of is the human trafficking bill which strengthened our human trafficking laws and established a statewide human trafficking council. I was also the prime sponsor of a bill that set guidelines for the awarding of spousal maintenance. Several members of the CWBA were instrumental in helping me get that bill passed which will provide more consistency

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Emma Garrison || Ryann Fogel



## “There’s No Place Like CWBA”: 40th Annual Convention May 19-21, 2017

There’s no place like the CWBA! We invite you to celebrate our 40th – Ruby – Anniversary at The Sebastian-Vail, May 19-21, 2017. We have a jam-packed, Wizard of Oz-themed weekend in store. Whether this will be your first Convention or your 40th, you can expect a warm and inviting atmosphere, timely and informative programming, networking and entertainment for you and your family. Bring your ruby red slippers!

### We’re off to see the Wizard!

We are very excited to announce the keynote speakers for this year’s Convention:

**Colorado’s Lt. Governor Donna Lynne** will give opening remarks on Saturday morning. After that, the breakfast keynote will be delivered by **Gesche Haas**. She is the founder of Trailblazer Ventures, a startup studio/lab with the mission to increase the number of successful ventures launched by women. According to a *CNNMoney* article: “If Mark Zuckerberg and Sheryl Sandberg were to have a baby ... it would probably be something like Gesche Haas.”

Our Saturday luncheon keynote address will be a joint presentation by retired soccer star **Cat (Reddick) Whitehill** and pay equity expert, attorney, and law professor **Andrea Kramer**. Whitehill played for the U.S. Women’s National Soccer Team from 2000 to 2010 and won an Olympic Gold Medal in 2004. She is a former assistant coach, a television commentator, and has testified before the U.S. Senate about Title IX. Kramer recently served as the Chief of the Civil Rights Division at the Massachusetts Attorney General’s Office. She was President of the Massachusetts Women’s Bar Association from 2012-2013 and has taught courses at Harvard Law School

and Brandeis University. Currently a big EEOC lawsuit is pending, and collective bargaining agreement negotiations are going on between US Soccer and its female players pertaining to pay equity and equality in general. Whitehill and Kramer will speak about this and other similar high profile cases, the efforts on pay equity and the importance of supporting women in sports.



### If I Only Had a Brain...

Like the Scarecrow, you too can earn your “Th.D” (Doctorate of Thinkology) by attending CLE programs at Convention. **NITA** will present a two-part, interactive session on implicit bias on Friday afternoon.

**Cristina Escobar Domínguez** – a Cuban journalist who hosts a weekly Cuban television talk show – is flying in from Cuba to give a

presentation Saturday afternoon on human and women’s rights, issues facing millennials in Cuba, and US-Cuba relations. **Nicole Abboud** – host of the **Gen Why Podcast** – will present about millennials, addressing branding for women in the law and leadership. She will also do a live podcast interview during Convention. A **Judicial Roundtable** will feature judges from different Colorado courts to discuss a variety of topics in an intimate, small group setting. Finally, on Sunday morning we will host a **Legislative Panel**, addressing the recent passage of the pregnancy accommodation bill as a case-study of how a bill becomes a law.

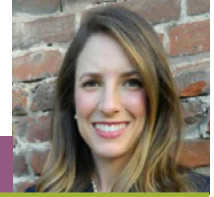
### Laugh the Day Away in the Merry Old Land of Oz

In addition to great keynote speakers and CLE programs, there are other events that will be inspiring and great fun! At the **Mary Lathrop Award Ceremony**

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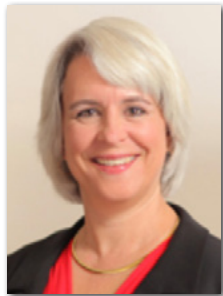
Melanie Corrin || Elizabeth Howard



## 2017 CWBA Mary Lathrop Award: Rebecca Alexander

*Professional Advancement Committee*

Each year, the CWBA honors a woman trailblazer with its prestigious Mary Lathrop Award. This award is given to women who have been trailblazers in the law, have served the mission of advancing women in the law, and have made notable and remarkable differences in our legal community.



This year at the CWBA's annual convention on Friday, May 19, the CWBA will honor **Rebecca Alexander** with the **2017 CWBA Mary Lathrop Award**. Throughout her successful legal career, Rebecca has created a trail that has illustrated each of the traits that this award was created to honor.

Ralph Waldo Emerson once said, "Do not go where the path may lead, go instead where there is no path and leave a trail." With her legal career, Rebecca has done just that. She is leaving a pathway for other women to follow to advance their legal careers while serving their community.

Rebecca completed her undergraduate degree at Swarthmore College in 1987 and her law degree, with honors, from Northwestern University School of Law in 1993. She became licensed to practice law in Colorado in 1993.

After a federal judicial clerkship with the Late Jim R. Carrigan, Rebecca joined BakerHostetler in October 1995 as an associate attorney, beginning her career as a litigation generalist. She gradually transitioned her practice to focus on the representation of individuals, where she discovered her passion for guiding people through difficult personal situations involving the law. Rebecca then successfully built a family law group with multiple attorneys in a national law firm, a rather difficult and unique feat.

Rebecca was promoted to partner in 2001 and made equity partner in 2008. She was the second woman to be promoted to equity partner in BakerHostetler's Denver office, and the first woman to be promoted to equity partner having spent her entire career with the firm. When Rebecca started with the firm, she had two children under the age of two. Nonetheless, Rebecca excelled in her position and reached these promotional milestones despite the demands of being a single parent for many of her career's formative years.



Rebecca designed and implemented the initiative "Get Out There" (GOT), which addresses the stagnation of attorneys moving through their careers with respect to business development, and ultimately impacts their promotional opportunities. In January 2016, she was named the Denver Office Business Development Leader. She also leads an informal mentoring group for Denver women attorneys, which meets regularly to discuss issues brought to it by female attorneys in BakerHostetler's Denver office.

Throughout her career, Rebecca has continuously and significantly contributed to the legal community. She founded the Florence Crittenton Legal Clinic, at

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Ilene Lin Bloom || CWBA Foundation Board Member

## The CWBA Foundation Establishes Endowed Scholarship Programs With Colorado Law Schools

The CWBA Foundation has a proud history of providing scholarships which are designed to assist law students who have shown a demonstrated commitment to the mission of the CWBA – to promote the advancement of women in the law, and to protect and promote the welfare of all women. In an effort to increase its giving to deserving law students, the CWBA Foundation is pleased to announce a partnership with University of Colorado Law School and University of Denver Sturm College of Law which establishes endowed scholarship funds for students at both law schools.

Over the next five years, the CWBA Foundation will be contributing more than \$15,000 each to build the endowments. Both law schools will be contributing significant amounts in matching funds to help the endowments grow. The CWBA Foundation also plans to hold special fundraising events, such as the **February 9, 2017 event “Appealing for Justice” event which celebrated The Honorable Jean E. Dubofsky**, to help fund the endowments and provide scholarships.

The burden of law school debt remains incredibly daunting and the CWBA Foundation is always looking for ways to help. The CWBA Foundation wishes to thank the law schools in Colorado for their remarkable financial support of and commitment to the CWBA Foundation Scholarship program. The CWBA Foundation hopes all of the members of the CWBA will join in this effort as well by joining us at upcoming fundraisers, including the **Raising the Bar dinner on September 14, 2017**, to benefit these funds.

*Ilene Lin Bloom is on the Board of the CWBA Foundation and a member of the “Raising The Bar” Dinner Committee. She works as a Consulting Attorney for Sherman & Howard L.L.C. in Denver.*



COLORADO WOMEN’S BAR ASSOCIATION FOUNDATION



*The Hon. Jean Dubofsky talks about her new biography “Appealing For Justice” with author Susan Casey.*

*Continued from page 3*

it happens in order for the U.S. Attorney's Office to take action. The following website provides contact information for the various law enforcement agencies to which a hate crime can be reported: <http://www.one-colorado.org/your-rights/hate-crimes>. Ms. Hasra advised that photographs or physical evidence of a hate crime should be preserved, even when the first instinct is to throw it out or cover it up.

Finally, Tim Brauhn, Communications Manager for the Islamic Networks Group, spoke about de-escalation techniques such as interrupting someone harassing a third person by asking for directions. He also recommended non-complimentary behavior such as not mirroring the body language of an agitated person and changing the subject to something innocuous such as the weather or a popular movie.

The takeaway from the Beyond the Safety Pin event is that while many feel uncertainty and fear following the aftermath of the election, there are things that we, as professionals and members of our communities, can and should be doing to preserve the fundamental inclusiveness of American society, and its continued existence as one of laws.

*Evan W. Jones is the owner and sole proprietor of EWJ Law, LLC, offering appellate services, writing for litigation and consultation to solo practitioners and firms of any size, on a contract basis.*

*Melissa Hessler is a member of the CWBA Publications Committee. She practices in the areas of commercial litigation and construction litigation in Denver.*

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students through the Weld County Partners program, serving as an elder at her church, sitting on the board of the Humane Society, and performing pro bono work. She has also been instrumental in restarting the Weld County Chapter of the CWBA.

*Sara Bellamy is a CWBA board member and co-chair of the Judicial Committee. She is an attorney in the Office of the General Counsel for the Social Security Administration in Denver.*

*Megan Garnett is a CWBA board member and co-chair of the Judicial Committee. She practices civil litigation as an associate with Gordon & Rees.*

*Continued from page 6*

favorite hobbies include cooking, movies, biking, playing tennis, and traveling (she is especially fond of Copenhagen and San Francisco). If she could be granted any super power, the native Floridian would be able to breathe underwater, and in a dream world, would live in Atlantis.



*Paige Armstrong is a member of the CWBA Publications Committee and is an associate at Steenrod, Schwartz and McMinimee where she focuses on probate law.*

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*Continued from page 10*

on Friday night, we will honor outstanding Colorado attorney, Rebecca Alexander. Our **Saturday night entertainment** with this year's family feud style trivia will be a highlight. A **"Munchkinland"** will host activities and entertainment for your little ones, including childcare, so bring the whole family to enjoy this spectacular weekend in the mountains.

Follow the yellow brick road to [online registration](#), and save \$50 by registering before May 1. Be sure to book your hotel room now.



**YOU HAD THE POWER  
ALL ALONG, MY DEAR**

*Interested in sponsoring Convention and getting some great marketing benefits for you or your firm? Please contact CWBA Executive Director Kim Sporrer.*

*Emma Garrison is a CWBA Board Member and Co-Chair of the Convention Committee. She is Staff Counsel at Wheeler Trigg O'Donnell, where she writes briefs and conducts legal research for various commercial litigation cases.*

*Ryann Fogel is a CWBA Board Member and Co-Chair of the Convention Committee. Until recently, she was an Associate Attorney at McConnell Fleischner Houghtaling where her practice entailed professional liability defense; however, she has since embraced on a more challenging and demanding position – stay-at-home mom.*

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in domestic relations cases. I also successfully passed a bill to change the way juveniles are charged as adults. Pursuant to the bill, if a DA wants to charge a juvenile as an adult, the juvenile has the right to a hearing and the judge (as opposed to the DA) makes the decision. I also sponsored and passed legislation requiring insurance companies to charge the same premiums for women and men and requiring coverage for maternity and feminine care; a bill to prohibit solitary confinement for juveniles who are incarcerated; a bill which provides due process in foreclosure proceedings; a bill to provide more funding for domestic violence victims, and two really challenging ones—the gun safety bills—one of which now requires a universal background check for gun purchases and the other helps to keep guns out of the hands of domestic violence offenders.

I also have a passion for the ethical and fair treatment of animals, so I started the CLAW caucus (the Colorado Legislators for Animal Welfare caucus), and, among other accomplishments, got funding for shelters through a state-issue license plate.

### Why is the CWBA such an important organization?

For me, it was and remains a tremendous support network. If I have questions or need help, I tend to call a woman lawyer. I feel there is a special comradery and bond among women lawyers. Also, the networking opportunities are outstanding. Some of my best friends are women I met through the CWBA—it is a great, fun group of women. The support system the CWBA creates has been critical for me, and I believe is critical for others as well. Of course, the CWBA does important legal work for women, participates in selection of judges, lobbies at the Capitol, and keeps us informed of issues affected women and women lawyers.



Jennifer Tiedeken is a member of the CWBA Publications Committee and a litigation associate at Davis & Ceriani, P.C., focusing on employment law, securities law, and commercial litigation.

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Florence Crittenton High School, which serves to educate, prepare and empower teen mothers and their children through a public-private partnership with Denver Public Schools. More than 90% of the teen mothers in this Program graduate from high school, compared with 38% nationally.



Rebecca with her husband David Starbuck.

Rebecca has also served on the CBA Family Law Section's Executive Council since 2013. She completed 175 hours of pro bono work in 2015 and 136 pro bono hours for 2016. She has served as a legal advisor to the Susan G. Komen for the Cure Denver Affiliate from 2008-2012, and was on the Board of Trustees for the CBA Legal Aid Foundation from July 2010 to December 2011.

Through her many accomplishments, Rebecca has illustrated that it is possible to reach, and even exceed, your personal goals and blaze trails for other women all the while giving back to your community.

Melanie Corrin is a CWBA board member and is Co-Chair of the Professional Advancement Committee. She is an immigration judge with the Department of Justice's Executive Office for Immigration Review.

Elizabeth is a CWBA board member and is Co-Chair of the Professional Advancement Committee. She is an attorney at Childs McCune LLC.

### TRIVIA

Where did this year's Mary Lathrop Award recipient receive her undergraduate degree?

Send your answer to [execdir@CWBA.ORG](mailto:execdir@CWBA.ORG) for a chance to win a discount on a future CWBA event.

# Confetti!

## Bench Strength

- Mayor Michael Hancock appointed **Judge Theresa Spahn** as presiding judge for Denver County Court.
- **Shannon Gerhart** was appointed as an El Paso County Judge Court in the 4th JD.

## On the Move

- **CWBA Past President Lucy H. Deakins** formed a new firm, Dunsing & Deakins, LLC with Fred A. Dunsing and with Joseph H. Galera as counsel to the firm.
- **Kobi Webb** joined Ireland Stapleton as an associate.
- **Dawn McKnight** accepted a position at the Office of Attorney Regulation Counsel.
- **Samantha L. Halliburton** started a new mediation firm, Resolution Advocates.
- **Chris Allyn** joined Moye White LLP after serving as general counsel and senior vice president of Quiznos.
- **Justine Pierce** relocated to Singapore in early January.

## You Were Recognized

- **Clarissa Collier** was awarded the 2016 Gary McPherson Award for Outstanding Young Lawyer of the Year.
- **Meshach Rhoades** and **Stephanie Donner** were both selected to be a part of the Colorado Women's Chamber of Commerce's Top 25 Most Powerful Women 2017.
- Family Star Montessori School honored **DBA President Nancy Cohen** with a scholarship in her name.

- **Justice Mary Mullarkey** received the CBA Award of Merit, the CBA's highest honor.
- **Joan McWilliams** received the 2016 Richard N. Doyle CLE Award of Excellence.
- **Nancy Crow** received the James E. Bye Lifetime Achievement Award from the CBA Tax Section.
- **CWBA Board Member Sarah Parady** was named Barrister of the Year in February by The GLBT Community Center of Colorado.
- **Stephanie Donner** was selected as 9News Leader of the Year.

## Leading The Way

- **Lisha McKinley** was appointed to the 10th District Judicial Nominating Commission.
- **Carolyn Fairless** has been named to the Supreme Court Judicial Nominating Committee.
- **Melissa Hart** was reappointed as the Governor's appointee to the Colorado Access to Justice Commission.
- **Kristen Lentz** began her tenure as co-managing partner of Davis, Graham & Stubbs.
- **Shannon Stevenson** was appointed to the Executive Committee at Davis Graham & Stubbs.
- **Ann Gushurst** has been elected President of Gutterman Griffiths PC.
- **Kathryn G. Winn** became a partner at Collins Cockrel & Cole.
- **Joan Allgaier** was promoted to Special Counsel at Hall & Evans.

## Congratulations!

- **Lynn Noesner** and her husband welcomed their daughter Judith Jade Geer in October.
- **CWBA Board Member Casey Cassinis** and her husband welcomed twin boys in February.
- **CWBA Board Member Sally Roller** and her husband Tom welcomed their daughter Katherine on March 3.

## Cover Artist Credit: **Devrie Donalson**



*Devrie Donalson is a born-and-raised Californian living in Glasgow, Scotland to pursue a Master of Science in Equality and Human Rights at the University of Glasgow. She is a lover of all things dogs, Harry Potter, more dogs, plants, lipstick, and anything creative. More than anything Devrie is a fierce advocate of equality and justice for all, and is so thankful for the way people have responded to "November 9, 2016." She hopes that every American who values life continues to fight for what is right and what is good. Devrie can be contacted at [Devrie.donalson@gmail.com](mailto:Devrie.donalson@gmail.com) and <https://devrie-donalson-art.myshopify.com/>.*

*Image used with permission.*

**Submit your  
Confetti news to  
[publications@cwba.org](mailto:publications@cwba.org)**

# UPCOMING EVENTS

## April

- 8 - CWBA Board Strategic Planning Session
- 18 - Meet The CWBA: Membership Event with DU Law/NWLSO | Ricketson Law Building, DU
- 26 - LawLine9 at 9News Denver

## May

- 3 - Claiming Your Value, Part 3 | Davis Graham & Stubbs
- 19-21 - CWBA 40th Annual Convention | The Sebastian-Vail
- 19 - Mary Lathrop Award Reception | The Sebastian-Vail
- 20 - CWBA Annual Meeting | The Sebastian-Vail



## Register now for our 40th Annual Convention

Early bird \$50 discount ends May 1



Be sure to also check out our family activities, including childcare options on Saturday!

*Questions about the 40th Annual CWBA Convention?*

Contact CWBA Executive Director Kim Sporrer at [execdir@cwba.org](mailto:execdir@cwba.org) or 303-831-1040.

*The Advocate* is published quarterly by the Colorado Women's Bar Association. The deadline for articles is the first day of the month prior to the publication month. *The Advocate* team reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: Advocate Editors, P.O. Box 1918, Denver, CO 80201 or to [publications@cwba.org](mailto:publications@cwba.org).

Send email and address changes to Executive Director, CWBA, P.O. Box 1918, Denver, CO 80201. Phone: (303) 831-1040; e-mail: [execdir@cwba.org](mailto:execdir@cwba.org).

**CWBA**  
COLORADO WOMEN'S BAR ASSOCIATION

P.O. Box 1918  
Denver, CO 80201



For more information about CWBA events, membership, and activities, visit the website at [www.cwba.org](http://www.cwba.org) or contact the CWBA office at (303) 831-1040.