


COLORADO WOMEN'S BAR ASSOCIATION
46TH ANNUAL CONVENTION

LEADING TOGETHER.
**UNIQUELY
UNIFIED.**



MAY 19-21, 2023
PARK HYATT BEAVER CREEK

HIGHLIGHTS

JUMP-START ACTIVITIES:

Yoga Class at Exhale Spa
Guided Hike
Exercise Room and Pool

NETWORKING AND FUN:

First-Time Attendees
Welcome Lunch
Happy Hour & Cocktail Receptions
Delicious meals
S'mores at the fire pit
Exhibits and Breaks
Afternoon Tea with Judge in Residence **Hon. Mariana Vielma**
Team-Building Time
Karaoke Dance Party

MAIN SESSIONS:

Use Your Words! Two-Part Writing Workshop
Robert Russel, Meg Satrom, Angie Nelson, and Stephanie Williams

**The Women of CWBA:
Uniquely Qualified Inclusive Leaders**
Ellen Burton

Our Moonshot: Rising to the Challenges of a Diverse Judiciary
Jennifer Yim with Panelists **Justice Monica Márquez, Judge Crista Newmyer-Olsen, Chief Judge Julie Hoskins, and Judge Mariana Vielma**

Uniquely United for All
Sergeant Carla Havard with Interviewer **Chandra Thomas Whitfield**

Live! On What Grounds? Leadership Café
Dr. Lisa Calderón and Emma Garrison

BREAKOUT SESSIONS:

From Boomers to Zoomers: Generations and their Impact on Workplace Complaints, Compliance, and Investigations
Liz Rita and Anne McCord

How To Be An Ally Plus
Jon Olafson

EVENING EVENTS:

Annual Mary Lathrop Trailblazer Award Presentation and Dinner
Honoring **Patricia M. Jarzobski**
Annual Meeting & Passing the Gavel Celebration
Kathryn Starnella and Emma Garrison
Board Oath of Office by **Hon. Mariana Vielma**
Legacy Leaders Video featuring **Pamela Mackey**

cwba.org/convention

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COLORADO WOMEN'S BAR ASSOCIATION

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Uniquely United."**

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Shaping the future

Lathrop GPM and the firm's Women's Initiatives Network (WIN) proudly support the Colorado Women's Bar Association and the 46th Annual Convention. The firm is committed to the promotion of women as leaders in the law.

Working together, we build exciting futures.

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The choice of a lawyer is an important decision and should not be made based solely upon advertisements. Neither the highest state courts nor state bar associations review, recognize, or approve certifying organizations, certifications of specialties or specialist designations in the practice of law. The certificate, award or recognition is not a requirement to practice law. Lathrop GPM LLP, 675 15th Street, Suite 2650, Denver, CO 80202. For more information, contact Patrick McRorie at 720.931.3200.

WELCOME TO THE 46TH ANNUAL CWBA CONVENTION!

THANK YOU FOR JOINING US!

We are thrilled to welcome you all to Convention!

We have an exciting weekend ahead! Our theme for this year, "Leading Together. Uniquely United" builds upon our theme of "You Uniquely Belong" for the 2022-23 fiscal year. We welcome the unique and valuable perspectives each of you brings to the table through authenticity. YOU make the CWBA a better, stronger organization. The focus of this Convention will be on using our collective perspectives, experiences, and strengths to join forces for leading together as one powerful source for change and leadership. We can best effect change when we celebrate our differences and work together as one. We will be hearing about how each of us are unique with our own gifts and how we are stronger together when we work unitedly.

CLE CREDITS

Convention is approved for **12 general CLE credits**, including **1.8 legal professionalism credits** and **5.1 EDI credits**. The course ID number is **829508**. Read more about CLE credits on page 17.

RECORDED PRESENTATIONS

A few main sessions will be recorded and shared with registrants afterward for viewing again.

DOWNLOAD THE APP!

To use the app, download the **Eventsential** app from your store of choice and search for **CWBA**. Many thanks to Sheridan Ross for sponsoring the app!

LEADING TOGETHER.
**UNIQUELY
UNITED.**

EVALUATION

Your feedback is important to us. You will receive an online survey via email and prompts in the app. Please take a few minutes to complete it. We want to know what you enjoyed and found valuable and what we may need to improve next year.

QUESTIONS?

Please reach out to any of us with questions or feedback!

Sally Roller, Convention Committee Co-Chair (sally@ilgdenver.com)

Kendria Pearson, Convention Committee Co-Chair (kpearson@sheridanross.com)

Kim Sporrer, CWBA Executive Director (kimsporrer@cwba.org)

Kristen Staniewicz, CWBA Deputy Director (kristens@cwba.org)

Special thanks to our Convention Committee members for sharing all their energy, talent, time, and ideas with the CWBA. We also greatly appreciate the support and expertise of Kim Wilson and Greyson Holle, our event planning team from Impact XM for this year's Convention.

POSTING ON SOCIAL MEDIA?

Great! Tag us on **Facebook**, **Twitter**, **Instagram** @ColoradoWomensBar and **LinkedIn**



USE THE HASHTAGS:

#CWBAConvention23

#uniquelyunited

cwba.org/convention

MARY LATHROP TRAILBLAZER AWARD

Patricia M. Jarzobski

The Law Office of
Patricia M. Jarzobski
2023 HONOREE

The CWBA's prestigious
**Mary Lathrop Trailblazer
Award** will be presented to
Patricia Jarzobski during
a special reception the
evening of Friday,
May 19, 2023.

Sponsored by

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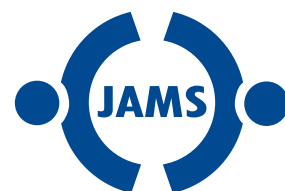


JUDGE IN RESIDENCE

Judge Mariana Vielma

Adams County Court,
17th Judicial District

Sponsored by



WELCOME FROM YOUR CWBA PRESIDENT



Kathryn Starnella

Welcome to the CWBA's 46th Annual Convention! This year's Convention theme is "Leading together. Uniquely united," a twist on the year-long theme of "You Uniquely Belong."

This weekend will focus on making change, celebrating differences, and working together as one. Thanks to the Convention Committee, led by Kendria Pearson and Sally Roller, for curating this intriguing lineup.

Friday afternoon will feature a writing workshop by Judge Robert Russel, Chief Deputy of the Denver District Attorney Office's Appellate Division, Meg Satrom of Sheridan Ross, Angie Nelson, Senior Counsel at Microchip Technology, Inc, and Stephanie Williams of Todd Collins & Associates, LLC. They will focus on workplace writing with an emphasis on day-to-day communication. Breakout sessions will offer different focus areas. Dinner on Friday evening will feature this year's Mary Lathrop Trailblazer Award honoree, Patricia M. Jarzobski, a past president of the Colorado Women's Bar Association and of the Colorado Bar Association, a mentor to many, and a significant contributor to Colorado's legal community.

Saturday morning begins with a keynote from Ellen Burton, who will empower attendees to make workplace culture more inclusive. Mid-morning will feature a panel discussion led by Jennifer Yim, Executive Director of the Utah Judicial Performance Evaluation Commission. The panel will feature Colorado Supreme Court Justice Monica Márquez, 12th Judicial District Judge Crista Newmyer-Olsen, 19th Judicial District Chief Judge Julie Hoskins, and Adams County Judge Mariana Vielma who is also our Convention Judge in Residence. They will discuss the challenges a diverse bench faces. During lunch, Sgt. Carla Havard of the Denver Police Department and Chandra Thomas Whitfield, Co-Host and Producer of Colorado Public Radio's "Colorado Matters" program, will engage in a fireside chat about various topics, including ways in which indigenous and marginalized communities interact with the criminal justice system. The remainder of Saturday afternoon will feature concurrent programming on generational impacts on the workplace and allyship, along with our popular judicial and transactional/corporate counsel roundtables. Finally, Sunday will feature our second annual LIVE, On What Grounds? with President-Elect Emma Garrison and Dr. Lisa Calderón, Executive Director of Emerge Colorado, an organization dedicated to giving women the tools needed to run successfully for elected positions.

Thanks to our speakers and sponsors, the Convention Committee, Executive Director Kim Sporrer, Deputy Director Kristen Staniewicz, and Kim Wilson and Greyson Holle of the MorEvents/Impact XM team for their hard work. I extend heartfelt gratitude to the 2022-23 Board and several rock star committee members for their steadfast dedication to furthering CWBA's mission.

Please join us on Saturday at 6:30 p.m. for the Annual Meeting and Passing the Gavel Celebration to hear about incoming president Emma Garrison's vision and to meet the incoming board. I'm excited to see Emma take the helm. As a deep thinker and a genuine and caring leader, Emma is well poised to lead the CWBA, streamline the board's structure, respond to our members' post-pandemic needs, and ensure CWBA's voice is heard on important policy and legislative issues.

May this Convention empower, uplift, and inspire you to lead with your uniqueness, surrounded by the richness of our united community. The CWBA is your home and your place to uniquely belong.



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UNITE_D.**

Save the date!

17TH ANNUAL RAISING THE BAR

09.07.2023 | Denver Athletic Center

Join us to celebrate "Women Who Raise The Bar By Fostering Well-Being In The Legal Profession."

Visit CWBAFoundation.org for more details.



COLORADO WOMEN'S BAR ASSOCIATION FOUNDATION



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From L to R:
Elizabeth Bonanno,
Erika Gebhardt,
Ashley Emerson,
Meagan Moodie

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Friday - May 19, 2023	
12:00 - 1:00 pm	CWBA Board Leadership Summit and Luncheon (for CWBA and CWBAF Board Members) <i>Park Hyatt - Crooked Hearth Dining Room</i> (Sponsored by Buchalter)
12:30 - 1:30 pm	First-Time Attendees' Lunch Hosted by CWBA Past President Miranda Hawkins <i>Park Hyatt - Gore Range Hall - Slate Room</i> (Sponsored by Hawkins Gordon P.C.)
1:00 - 5:00 pm	Registration <i>Gerald R. Ford Hall - First Floor, Heritage Hall Foyer</i>
2:30 - 3:45 pm	Use Your Words! Writing Workshop  <i>Presented by:</i> Robert Russel , Chief Deputy of the Appellate Division, Denver District Attorney's Office Meg Satrom , Sheridan Ross P.C. Angie Nelson , Senior Counsel - Government Transactions, Microchip Technology Inc. Stephanie Williams , Todd Collins & Associates, LLC <i>Gerald R. Ford Hall - First Floor, Mt. Jackson</i> (Sponsored by Sheridan Ross)
3:45 - 4:00 pm	Break and Exhibits <i>Gerald R. Ford Hall - First Floor, Heritage Hall Foyer</i>
4:00 - 5:15 pm	Use Your Words! Writing Workshop (cont'd)
5:30 - 6:30 pm	Happy Hour <i>Gerald R. Ford Hall - First Floor, Heritage Hall Foyer</i> (Sponsored by Parker Lipman LLP)
6:30 - 8:00 pm	Mary Lathrop Trailblazer Award Presentation and Dinner honoring Patricia Jarzowski <i>Gerald R. Ford Hall - Second Floor Ballroom</i> (Sponsored by Lewis Roca)
8:00 pm - close	Enjoy s'mores kits 'round the fire pit, libations/snacks at Brass Bear Bar or 8100' Mountainside Bar & Grill, and time to reconnect with friends and colleagues

Saturday - May 20, 2023	
8:00am - 5:00 pm	Registration <i>Gerald R. Ford Hall - First Floor, Heritage Hall Foyer</i>
7:00 - 8:00 am	Yoga Class at Exhale Spa <i>Park Hyatt First Floor</i> (Sponsored by Impact-XM)
8:30 - 10:00 am	KEYNOTE BREAKFAST The Women of CWBA: Uniquely Qualified Inclusive Leaders  <i>Presented by:</i> Ellen Burton , Owner of EJ Burton & Associates <i>Gerald R. Ford Hall - Second Floor Ballroom</i> (Sponsored by Buchalter)
10:00 - 10:15 am	Break and Exhibits Hydration Station provided by dfine Branding <i>Gerald R. Ford Hall - First Floor, Heritage Hall Foyer</i> (Break sponsored by Harper Hofer & Associates)
10:15 - 11:30 am	PANEL Our Moonshot: Rising to the Challenges of a Diverse Judiciary  <i>Speaker & Moderator:</i> Jennifer Yim , Executive Director, Utah Judicial Performance Evaluation Commission <i>Panelists:</i> Justice Monica Márquez , Colorado Supreme Court Judge Crista Newmyer-Olsen , District Court Judge, 12th Judicial District Judge Julie Hoskins , Chief Judge, 19th Judicial District Judge Mariana Vielma , Adams County Court, 17th Judicial District <i>Gerald R. Ford Hall - Second Floor Ballroom</i> (Sponsored by Sherman and Howard)
11:45 am - 1:15 pm	KEYNOTE LUNCH Announcements and CWBA Foundation Presentation Uniquely United for All  <i>Presenter: Sergeant Carla Havard</i> , Denver Police Department <i>Interviewer: Chandra Thomas Whitfield</i> , Co-Host and Producer of "Colorado Matters" <i>Gerald R. Ford Hall - Second Floor Ballroom</i> (Sponsored by Lathrop GPM)

1:30 - 2:30 pm	<p>CONCURRENT SESSIONS</p> <p>SESSION 1 From Boomers to Zoomers: Generations and their Impact on Workplace Complaints, Compliance and Investigations </p> <p><i>Presented by:</i> Liz Rita, CEO, Investigations Law Group LLC Anne McCord, Managing Partner, Investigations Law Group LLC Gerald R. Ford Hall - Second Floor Ballroom, Mt. Jackson (Sponsored by Recht Kornfeld PC and The Harris Law Firm)</p> <p>SESSION 2 How to Be an Ally Plus </p> <p><i>Presented by:</i> Jon Olafson, Shareholder, Buchalter Gerald R. Ford Hall - First Floor, Heritage Hall Foyer (Sponsored by Fennemore and Foley & Lardner LLP)</p>	
2:30 - 2:45 pm	Afternoon Break & Exhibits Hydration Station provided by dfine Branding Gerald R. Ford Hall - First Floor, Heritage Hall Foyer (Break sponsored by Kelli Olsheski - Merrill Lynch)	
3:00 - 4:30 pm	<p>Judicial Roundtables </p> 10 Judges Gerald R. Ford Hall - Second Floor Mt. Jackson (Sponsored by JAMS and Pike Reporting Company)	<p>Outside the Courthouse Roundtables </p> 10 Transactional/Corporate Counsel Roundtables Gerald R. Ford Hall - First Floor Heritage Hall (Sponsored by Sheridan Ross PC and Burns Figa & Will, PC)
4:45-5:30 pm	Afternoon Tea with the Judge in Residence Hon. Mariana Vielma , Adams County Court, 17th Judicial District Park Hyatt - Crooked Hearth + Overlook Terrace (Sponsored by JAMS)	Team Meetings opportunities Park Hyatt - Crooked Hearth + Overlook Terrace (Sponsored by Brownstein)
5:30 - 6:15 pm	Evening Cocktail Hour Gerald R. Ford Hall, McCoy's Peak Patio (Sponsored by Davis Graham & Stubbs LLP)	
6:30 - 7:45 pm	Annual Dinner & Passing the Gavel Celebration Kathryn Starnella , CWBA President 2022-23 Emma Garrison , CWBA President-Elect 2022-23 Board Oath of Office: Judge in Residence Hon. Mariana Vielma Legacy Leaders Video: Featuring CWBA Past President Pamela Mackey Gerald R. Ford Hall - Second Floor Ballroom (Sponsored by Brownstein and Colorado Housing and Finance Authority; Legacy Leaders Video sponsored by Haddon Morgan & Foreman PC)	
8:00 - 11:00 pm	Karaoke Dance Party! Gerald R. Ford Hall, Second Floor Ballroom (Sponsored by Lathrop GPM)	

Sunday - May 21, 2023	
8:00 - 9:00 am	Beaver Creek Hike <i>Departs from Exhale Spa</i> (Sponsored by Impact-XM)
8:45 - 10:30 am	Breakfast Buffet <i>Gerald R. Ford Hall - Second Floor Ballroom Foyer</i>
9:30-10:30 am	<p>A special live session of "On What Grounds?" </p> <p><i>Led by:</i> Emma Garrison, CWBA President 2023-24 and Assistant Attorney General, Colorado Attorney General's Office <i>Interviewing:</i> Dr. Lisa Calderón, Executive Director, Emerge Colorado Gerald R. Ford Hall - Second Floor Ballroom (Sponsored by Hawkins Gordon, P.C.)</p> 

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CHILDCARE ITINERARY

Call Emmy

LOCATION:
Gore Range
Hall in the
Park Hyatt

FRIDAY, May 19th

1-2pm - Registration, children drop off, FACEPAINTING fun

2-3pm - EXPLORE the Beaver Creek Resort / walking and exploring outside

3-3:30pm - SNACKS

3:30-4pm - Fun YOGA and meditation (down time)

4-4:30pm - STORY and art time reflections

4:30-5pm - DANCE party

Mother's Nursing Area also available in the Gerald R. Ford Boardroom.

SATURDAY, May 20th

8-9am - Registration, children drop off, crafts and games, plus more FACEPAINTING fun

9-10:30am - ORIGAMI Art fun

10:30-11:30am - The ZOO GAME, followed by crafts inspired by animals

11:30am-12:15pm - LUNCH

12:15-1pm - RELAX while reading, writing, coloring

1-2:30pm - OUTSIDE again! Beautiful Colorado! (If, weather permitted or scavenger hunt in the hotel)

2:30-3pm - The SHOW time - kids party

3-3:30pm - SNACKS

3:30-4pm - PLAY time with new friends

Assistance with booking fully vetted babysitters for evening care also available through Call Emmy.

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CONVENTION SESSION DESCRIPTIONS

Use Your Words!

The Friday Afternoon Workshop led by **Bob Russel** and **Meg Satrom** will focus on the writing process and workplace writing with an emphasis on how we communicate on a day-to-day basis. Participants will also have the opportunity to select from breakout sessions to workshop and ask questions on the benefits and pitfalls of the female voice in the workplace, writing introductions in briefs and motions, writing contracts and other transactional documents, and creative aspects of writing. Participants are invited to bring pieces of their own recent writings for practical application during any of the breakout sessions.

Breakfast Keynote: The Women of CWBA: Uniquely Qualified Inclusive Leaders

The "old boys" way of working in the law has become obsolete and, in many cases, detrimental to the practice, including employee retention rates. This presentation by executive coach **Ellen Burton** will educate and inspire female attorneys about the effortless ways of accessing their innate abilities to change workplace culture to that of inclusion and belonging with two ultimate goals: skill development and the love of the game (i.e., the practice of law). Audience members will learn about identifying the natural abilities of professional women, like emotional intelligence, as well as strategies and leadership techniques for ensuring a healthy workplace.

Our Moonshot: Rising To The Challenges Of A Diverse Judiciary

Hear from **Jennifer Yim**, an executive director of a commission on judicial performance evaluation, as well as

esteemed judges from around the state on how the judiciary handles challenges, like implicit bias, that a diverse bench faces.

Luncheon Keynote/Fireside Chat: Uniquely United For All

Come listen to and learn from two trailblazing women: **Denver Police Department Sergeant Carla Havard**, interviewed by award-winning multimedia journalist **Chandra Thomas Whitfield**. Sgt. Havard is a 25-year veteran law enforcement officer, president of the Black Police Officers Organization, and passionate about inequalities in policing. Ms. Whitfield is co-host of Colorado Public Radio's Colorado Matters program, has been published in numerous global medias, including in The New York Times and The Washington Post, and has written on pay inequity and discrimination facing Black women. This conversation will move, inspire, test, and enlighten listeners about the ways in which indigenous and other marginalized communities interact with the criminal justice system.

From Boomers to Zoomers: Generations and their Impact on Workplace Complaints, Compliance and Investigations

Liz Rita and **Anne McCord** will explore the impact on workplace complaints, compliance and investigations posed by employees from the five generations in the workplace today. There will be a special focus on Gen Z, the «Zoomers,» and their impact as the first digital natives to join the workforce.

How To Be an Ally Plus

Join **Jon Olafson** for a master class on how the ethics rules, if properly

followed and applied, can make each and every participant an authentic ally, and more. This presentation will educate participants on the key ethic rules (Rules 4.4 and 8.4 and their comments) requiring them to investigate and understand their biases and use their newfound knowledge on bias as an opportunity to learn and grow. Jon Olafson will begin his presentation with the rules before transitioning into the practical ramifications of the rule, such as what to do when your bias is harmful, how to take comfort in the uncomfortable, how to listen to learn and respect, and when to speak up on behalf of marginalized communities.

On What Grounds: Using Your Voice and Putting Yourself Out There

Why do women feel the need to have every single qualification before applying for a job? Why do women make up only 22% of partnership ranks at U.S. law firms? Why are women underrepresented in political offices, local, state, and national? **Dr. Lisa Calderón, JD, MLS, EdD**, will join **CWBA President-Elect Emma Garrison** to lead an interactive discussion using the example of women running for office to educate and inspire women to recognize their strengths when presented with an opportunity for leadership or a desire to pivot career paths, take chances, think past self-imposed barriers, and use their authentic voices to effect change and otherwise agitate the status quo.

Dr. Calderón was a recent candidate for Denver Mayor and Executive Director of Emerge Colorado, an organization dedicated to giving women the tools they need to run for and win elected positions.

ROUND TABLE SPEAKERS AND TOPICS

Attendees will join whichever table they choose for a 20-minute session. During each session, the Host will speak for approximately 10 minutes about the specific topic, and the remaining 10 minutes will be spent facilitating a discussion with attendees. When time is up, attendees will move and choose a different table/Host to join. There should be enough time for attendees to rotate through 4 different tables/Hosts.

JUDICIAL ROUND TABLES

TABLE 1
“My Not Entirely Conventional Path to the Colorado Supreme Court”
Hon. Maria E. Berkenkotter
Colorado Supreme Court Justice

Judge Goble will discuss the diverse cases and people we serve in Denver and how to prepare for County Court. She will also share information about pro bono opportunities for trial time for young civil attorneys in Denver County Court.

TABLE 2
“Well-being in the Legal Profession”
Hon. Monica Márquez
Colorado Supreme Court Justice

Justice Márquez’s roundtable will ask how do we, as a group, cultivate well-being in the legal profession? She will discuss her journey to realizing that self-care is mission critical. She will also discuss the efforts the Colorado Supreme Court is making to change the culture in this area—from the Task Force on Lawyer Well-Being to the Standing Committee on Judicial Well-Being to the new Employer Well-Being Recognition Program. She will advise participants about existing resources and ways they can get involved.

TABLE 3
“County Court is the People’s Court”
Hon. Renee` Goble
Denver County Court

TABLE 4
“Don’t Rule Out a Career Transition to the Bench!”
Hon. Rayna Gokli, 17th Judicial District Court and **Hon. Mariana Vielma**, 17h Judicial District, Adams County Court

Judge Gokli and Judge Vielma will host a roundtable together. They will discuss the many diverse paths to reach the bench and encourage members to not sell themselves and their experiences short. They want their roundtable discussion to be a sounding board for members who know they want to be judicial officers and even those who do not see the bench in their future.

TABLE 5
“Reaching Better Outcomes in High Conflict Matters”
Hon. Mary C. Hoak
14th Judicial District Court Judge

Judge Hoak’s roundtable will focus on how to reach better outcomes in high conflict

matters. She will also discuss how she, as a judge, has been able to reach better outcomes in high conflict family law matters.

TABLE 6
“Challenges with Competency Across Different Dockets”
Hon. Julie Hoskins
Chief Judge, 19th Judicial District

Chief Judge Hoskins will focus her roundtable on the challenges of working with individuals who struggle with competency across different dockets, including criminal, domestic relations, probate, and mental health. She will discuss the avenues families (and others) may or may not have when dealing with individuals who are not competent because of developmental disabilities, mental illness, or addiction.

TABLE 7
“Professionalism and Civility Issues”
Hon. Bryon M. Large
Office of the Presiding Disciplinary Judge

Judge Large will lead a conversation on professionalism and civility issues affecting our profession, and how we can contribute to a more collegial culture in our profession.

TABLE 8
“The Path to Judicial Appointment”
Hon. Elizabeth Leith
Denver Probate Court Judge

Judge Leith will focus her roundtable on the path to a judicial appointment and what judges do once they are appointed. She will discuss the judicial appointment process, her own unique path to judicial appointment, and what duties have surprised her as a judge.

TABLE 9
“The Indian Child Welfare Act: Why it Matters and How to Comply”
Hon. Crista Newmyer-Olsen
12th Judicial District Court Judge

Judge Newmyer-Olsen will discuss her experience with dependency and neglect cases, as many individuals (and lawyers) lack understanding of these cases. Her discussion will address the bigger picture of these cases and why this act matters.

TABLE 10
“Experiences of Attorneys and Judges with Disabilities”
Hon. Anita Schutte
2nd Judicial District Court Judge

Judge Anita Schutte’s roundtable will focus on the experience of attorneys and judges with disabilities. She will share her own experience as an attorney and judge with a disability, what she has learned about how various disabilities may impact an

attorney’s practice, and how her experiences led to the creation of a specialty bar.

TABLE 11
“Motions Practice in Federal Court”
Hon. Charlotte Sweeney
U.S. District Court for the District of Colorado

Judge Sweeney’s session will include a discussion of both written motions and oral arguments on motions.

TABLE 12
“So You Want to be a Magistrate?”
Hon. Christine Washburn
Denver County Court Magistrate

Magistrate Washburn will discuss the different functions magistrates are permitted to perform under the Colorado rules and statutes, both in county court and district court, the pros and cons of working as a part-time magistrate, and ethical considerations one may face in the role.

OUTSIDE THE COURTHOUSE ROUNDTABLES

TABLE 1
“Nurturing a Relationship-Based Practice in a Transactional World”
Shari Baker, Shari Baker, LLC

Shari will lead a discussion on identifying, developing,

and maintaining professional relationships critical to transactional practice. She will focus on how to nurture relationships in an authentic and practical way. She will also give practical tips to survive, thrive, and have a life outside of work.

TABLE 2
“Leading with a Full Bucket”
Sarah Chase-McRorie
Vice-President, Senior Legal Counsel, for Matrix Financial Solutions, Inc., a Broadridge Financial Solutions, Inc. company

Sarah will use her roundtable to share insights about the importance of an inclusive workplace culture as it relates to retention, engagement and collaboration, and overall better organizational resilience. According to Ms. Chase-McRorie, gone are the days when leaders could attract and retain talent solely through compensation. Workers’ relationship with work has been shifting for some time, but the global pandemic accelerated people’s mindset about life-work balance and the desire for a healthy work environment and being sustained through wholistic professional practices.

TABLE 3
“Navigating Legal Considerations in Business Decisions”
Allison Gambill
Employment Counsel for Covetrus, Inc.

Allison's roundtable will focus on how to navigate legal considerations when advising companies on their business decisions, big or small. She will address how good, in-house lawyers understand that the legal framework is only one part of the equation when making business decisions. She will also discuss how in-house lawyers work hand-in-hand with business team members for their own success and others.

TABLE 4
"The Trusted, Sought-After Business Partner"
Bethany Gorlin

Associate General Counsel of Ethics & Compliance for Woodward, Inc.

Bethany will discuss in-house counsel's role as a legal translator and a creative problem solver. She will also explain in-house counsel's ability to bridge the gap between the company and outside counsel.

TABLE 5
"Pivoting Your Career - Government Service"
Mollybeth "Molly" Kocalski

Director of the Rocky Mountain Regional United States Patent and Trademark Office

Molly's roundtable topic is on how participants can pivot their career to government service, like she did. She will address how government service can boost participants' resumes and prepare for their next leadership positions in their careers.

TABLE 6
"Taking Chances in Your Career: Perspectives from Government, Private Practice, and In House"

Melissa Lou
Assistant General Counsel for DaVita, Inc.

Melissa's roundtable will focus on how it is never too late for participants to make changes in their careers. She will discuss how participants can build cohesive personal brands from different experiences and explain that it is acceptable (and beneficial) to move between different jobs depending on their interests are and what their personal life demands at the time.

TABLE 7
"Tips and Techniques for More Effective Negotiations"
Nancy Merrill

Attorney with Gibson, Arnold's Distinguished Legal Advisor Program and Self-Employed Speaker and Negotiation Coach

Nancy will give tips to overcome hurdles, and think creatively and strategically, in negotiations.

TABLE 8
"Tips and Techniques for More Effective Negotiations"
Michelle Merz-Hutchinson

Deputy General Counsel for the Regional Transportation District

Michelle's roundtable focuses on the unique aspects of working in-house at public and government entities. She

will share her own experience working as in-house counsel at several different public entities in Colorado.

TABLE 9
"Law Practice Paths Inside the University Setting"
Anne Stark Walker

Vice President and General Counsel for the Colorado School of Mines

Anne's roundtable topic is about having a career in higher education. She will address pathways for pursuing positions in this area, and if time permits, touch on lessons learned, or things she wishes she had known before assuming a chief legal officer role in higher education.

TABLE 10
"A Day in the Life of a GC-Being a Leader in the C-Suite."
Vanessa D. Walton

Sr. Compliance Counsel for Uber Health, a division of Uber Technologies

It's difficult for attorneys to find their voices amongst company leadership, especially general counsel who wear many hats and perform many roles. Vanessa will give insight on how she leads amongst leaders.

2023 CONVENTION CLE CREDITS



12 general CLE credits, including 1.8 legal professionalism credits and 5.1 EDI credits
Course ID: 829508

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SPEAKERS

SHARI BAKER has practiced business law for 33 years, specializing in all aspects of commercial real estate investment and development. She is outside general counsel to several privately-held real estate development and investment companies through her solo firm, Shari Baker, LLC. Ms. Baker started her practice as an associate in the Business Department at Holland & Hart (Denver office) in 1990. She spent her first year in the M&A practice group and moved to the Commercial Real Estate practice group after realizing that working on deals involving tangible assets was a lot more satisfying and that the clients were generally nicer. In 1998, Ms. Baker made partner while on a six-month maternity leave for the birth of her twins Allie and Jake (her only children). She went back to work full-time at the firm.



Ms. Baker is a member of the Colorado Bar Association, the Denver Bar Association and the Senior Women Corporate Counsel network. She is an inaugural member of the Bar Register of Preeminent Women Lawyers, and a 2023 Woman Leader in The Law (ALM selection). Ms. Baker was born and raised in Atlanta, Georgia. She attended Middlebury College, where she received a B.A. in political science in 1985. She spent her junior year abroad and received a General Course degree in political science from the London School of Economics in 1984. After moving to Steamboat, Colorado after college to be a ski bum for two years, she earned her J.D. from the University of Colorado in 1990, Order of the Coif.

HON. MARIA E. BERKENKOTTER was sworn into the Colorado Supreme Court on January 4, 2021. Prior to her appointment, she handled complex mediations, arbitrations and judge pro tem appointments at Judicial Arbiter Group, Inc. From August 2006 to November 2017, Justice Berkenkotter was a District Court Judge in the Twentieth Judicial District. She was the Chief Judge of the Twentieth Judicial District for the last four years of that time. Prior to her appointment to the trial court bench, she ran the Antitrust, Consumer Protection and Tobacco Litigation Units of the Colorado Attorney



General's Office. Justice Berkenkotter's practice focused on national and local antitrust enforcement litigation. Before joining the Attorney General's Office in 1990, Justice Berkenkotter was in private practice at Holmes & Starr, P.C. in Denver, Colorado. She clerked for Justice Howard M. Kirshbaum of the Colorado Supreme Court after graduating from the University of Denver Law School in 1987.

ELLEN BURTON is the author of the Amazon Best Seller, *The Civility Project: How to build a culture of reverence to improve wellness, productivity, and profit*. She is also an international lecturer on business issues which include workplace culture, diversity, equity and inclusion and inclusive leadership. In her 27th year as an Executive Coach and consultant, Ms. Burton has supported C-suite executives, executive directors, and business owners in establishing and exceeding their goals. Those who have coached with Ms. Burton have improved their focus, influence, capacity as effective leaders and therefore, results. Her clients include the city of New York, John Hancock, The University of Chicago, Barclay's PCL, Kellogg, Inc., SC Johnson, the Denver Public Schools finance department, Humana Health Care, Northwestern University, The New York Association for Advancing Racial Equity, The United States Homeland Security, US Army, Air Force and Navy.



Ms. Burton serves on several boards including Newfield Network, an ICF Coach Training corporation and The Open Studio Project. She is an avid golfer, novice tennis player, community volunteer and is active in her church.

DR. LISA CALDERÓN, JD, MLS, EdD, a proud Denverite, was a recent candidate for Denver Mayor and is the Executive Director of Emerge Colorado, a nonprofit focused on increasing the number of diverse women in office to create an inclusive democracy. With Dr. Calderón's guiding hands, Emerge Colorado has been wildly successful. Emerge alums had a 77% win rate in primaries and first-time candidates had a 66% win rate in 2022. Prior to joining Emerge Colorado, Dr. Calderón had an enviable career in non-profits (Boulder County Safehouse, Community Reentry Project, and Colorado Latino Forum), education (CU Denver and Boulder, Regis University, and



cwba.org/convention

SPEAKERS

Metropolitan State University), and political advising. In every role she has taken on, Dr. Calderón has been a fearless advocate for change.

Dr. Calderón holds a Bachelor of Arts from Metropolitan State University; a Master's degree in Liberal Studies, focusing on Native American Studies, from the University of Denver; a juris doctorate from the University of Colorado School of Law; and a Doctorate in Education from the University of Colorado School of Education and Human Development.

SARAH CHASE-MCRORIE is Vice-President, Senior Legal Counsel, for Matrix Financial Solutions, Inc., a Broadridge Financial Solutions, Inc. company, where she leads the Matrix legal team to solve unique and complex regulatory, commercial, and legal issues facing the business. Matrix is one of the nation's largest providers of back-office, trust, custody, trading, and mutual fund settlement services for financial institutions. Her practice focuses on the financial services industry and the corporate retirement and institutional services business. Ms. Chase-McRorie is a graduate of Colorado State University and California Western School of Law. She is a member of the Broadridge Women's Leadership Forum and is a co-chair of the Matrix Fi360 WLF Chapter. She sits on the board of the Colorado Women's Bar Association Foundation.



ALLISON GAMBILL is Employment Counsel for Covetrus, Inc., a global veterinary healthcare organization. She is valued for her experience in both employment law and representing a variety of regulated industry clients in federal, state and administrative courts. She provides individualized employment and compliance advice for her company and defends against pending or threatened litigation. Her focus is on counseling her company with employment related issues including internal investigations, terminations, leave issues, disciplinary actions, drafting policies and employment agreements, responding to claims of discrimination, harassment, and retaliation. She is an invaluable resource for her ability to provide comprehensive and



overarching services to her company regarding its compliance, employment, and other general business needs.

She received her Bachelor of Arts from Pepperdine University and a Juris Doctorate from The University of Texas School of Law. Amongst other accomplishments, she is the President of the Sam Cary Bar Association and a Board Member of the Colorado Women's Bar Association.

EMMA GARRISON is an Assistant Attorney General in the Tax Unit of the Colorado Department of Law. There, she represents the state in tax disputes at the administrative, trial court, and appellate levels, defends legislation that touches on state tax and TABOR issues, and provides legal advice on tax policy issues. Prior to joining the Department of Law in 2020, Ms. Garrison practiced commercial litigation at two Denver law firms, worked in the Regional Counsel's Office of the Environmental Protection Agency, taught and supervised law students in the public interest environmental law clinic at Georgetown University Law Center, and clerked for a federal district court judge in her home state of Texas. She has a BA, with honors, in Classics from the University of Texas and received her JD from the University of California, Berkeley School of Law.



Ms. Garrison has held many leadership positions in the Colorado legal community, including Chair of the Colorado Bar Association Young Lawyers Division and Senior Vice-President of the Colorado Bar Association. Since joining the CWBA in 2014, she has served as the Co-Chair of the Convention, Membership, and Judicial Committees, and as the CWBA Secretary. Since January 2022, Ms. Garrison has served as the host of On What Grounds?, CWBA's virtual leadership café, where she facilitates discussions on important topics and facilitates authentic conversations among CWBA members. She is the current President-Elect and will be sworn in as CWBA President at Convention.

HON. RENEE A. GOBLE is a Jamaican-born immigrant appointed as a Judicial Officer for the Denver County Court by Mayor Michael Hancock in February 2021. Judge Goble practiced high-profile civil and complex commercial litigation cases throughout her career as a lawyer; her areas of expertise involve: First Amendment Constitutional law, contract law, eminent domain law,



employment law, municipal law, product liability, and white-collar criminal defense and investigation.

Judge Goble practiced commercial litigation at prestigious national law firms such as DLA Piper LLP in Chicago, Illinois; Wheeler Trigg O'Donnell LLP in Denver Colorado; Lewis Roca in Denver Colorado; and was the lead Senior Commercial Litigator in the Denver City Attorney's Office. During her career as a trial lawyer, Judge Goble handled many high-profile matters such as: Senator George J. Mitchell's Major League Baseball Steroid Investigation, taking on the Opioid manufacturers and distributors for Denver citizens, was national trial counsel for major corporations in asbestos litigation across the United States, Multi-District Litigation involving pharmaceutical and medical device product liability mass tort cases, and handled all condemnation cases for Denver for the National Western Center and P2P drainage project.

Judge Goble graduated magne cum laude from Stetson University achieving a Bachelor of Arts in Political Science and Music - Percussion Performance. She graduated cum laude from The John Marshall Law School in Chicago Illinois achieving a Juris Doctor with an emphasis in trial advocacy.

Judge Goble is an active member of the Colorado Women's Bar Association, Sam Cary Bar Association, and the LBGTO Bar Association. She enjoys mentoring young lawyers and students. She is a wife, mother, dog-lover, foodie, musician, yogi and loves to travel.

HON. RAYNA GOKLI was appointed as a District Court Judge for the 17th Judicial District in May 2019. She currently presides over a domestic docket. Prior to being appointed to the bench, Judge Gokli was a Senior Lead Deputy District Attorney in the 17th Judicial District Attorney's Office. She also previously worked as a prosecutor in the 12th Judicial District Attorney's Office.



Judge Gokli currently serves as Board Chair for the Center for Legal Inclusiveness. While working at the 17th Judicial District Attorney's office, she served as chair of the Diversity and Inclusiveness Committee and was the creator of a mentorship program for new prosecutors. Judge Gokli earned a Bachelor of Science in Broadcast Journalism and her Juris Doctorate from the University of Illinois at Urbana-Champaign.

BETHANY GORLIN is the Associate General Counsel of Ethics & Compliance for Woodward, Inc., a global leader in the design, manufacturing, and service of energy conversion and control solutions for the aerospace and industrial equipment markets. Prior to joining Woodward, Ms. Gorlin was Director & Senior Counsel for Gates Corporation, where she led the global compliance, litigation & employment team. Ms. Gorlin also spent time in private practice, serving as a litigation attorney for Snell & Wilmer LLP in Denver and Dickstein Shapiro LLP in Washington, DC. She received her B.A. from Albion College and her J.D. from the University of Michigan Law School. Ms. Gorlin is also an active member of the CWBA and previously served on the Board from 2018-2022.



SERGEANT CARLA HAVARD is a 25-year veteran of the Denver Police Department who currently serves as the Community Ombudsman for the Department of Safety. Sgt. Havard is also President of the Black Police Officers Organization which exists to address any inequities within the department and to foster better relationships between police and communities of color.



Sgt. Havard comes from a family of service providers with siblings serving as firefighters, nurses, correction officers and her father as a Chief of Police in the 1960s in the South. As a young woman in Mississippi, she understood not only the blatant discrimination but the inequalities in policing.

Although she has a degree in Drafting and Design Technology, Sgt. Havard was "called" to this profession after witnessing inequalities and bias treatment and feeling compelled to become part of the solution. Sgt. Havard entered this profession when she was working an entry level job. While she and the other two black employees were having lunch in the breakroom and watching reports of the Rodney King commentary, she heard disturbing accounts of issues and violence with police officers. As she turned and said out loud, "someone needs to do something about that!) she saw my reflection on the refrigerator door. That person was me. She needed to be the one to do "something" about these injustices. Soon after, she applied for the Denver Police Department, and it has been her way of serving her community and doing her part to address injustices within the system.

SPEAKERS

HON. MARY C. HOAK is a District Court Judge for the 14th Judicial District. Her roundtable will focus on how to reach better outcomes in high conflict matters. She will also discuss how she, as a judge, has been able to reach better outcomes in high conflict family law matters.

Judge Hoak was appointed County Judge in Grand County in 2002 and was appointed to the District Court bench in the Fourteenth Judicial District in July 2007. Before that, Judge Hoak practiced law in Grand County for over 9 years prior to her appointment, working in the fields of criminal defense, family law, civil law, dependency and neglect, and child support collection. Judge Hoak also worked as a prosecutor in the Fifth Judicial District. Judge Hoak received her undergraduate degree from Vassar College and her Juris Doctorate from the University of Chicago Law School.

HON. JULIE HOSKINS is the Chief Judge for the 19th Judicial District. Judge Hoskins grew up in Jefferson City, Missouri. She then went to Bethany College, located in the hills of West Virginia in the town of the same name. Judge Hoskins attended the Dickinson Law School. Following law school, she moved to Colorado to sit for the Colorado Bar.



Judge Hoskins began her legal career at what was then Houtchens, Houtchens, and Greenfield, becoming a partner in that firm in 1998. She was appointed as a district court magistrate in 2003, presiding over juvenile delinquency and truancy matters. In 2005, she was appointed to the county court bench presiding over the domestic violence dedicated docket and covering various civil matters. Judge Hoskins was appointed to the district court bench in 2007. She has covered domestic relations, dependency and neglect, civil, criminal, mental health and probate matters. Additionally, she has presided over each treatment court in the district, most recently the DUI Treatment Court from 2015 through 2022.

MOLLYBETH "MOLLY" KOCIALSKI is the Director of the Rocky Mountain Regional United States Patent and Trademark Office after having been regional director since January 2016. She carries out the strategic direction of the Under Secretary of Commerce for Intellectual Property and Director of the USPTO and is responsible for leading the Rocky Mountain regional office.



She brings more than 20 years of intellectual property experience to the USPTO. Most recently, she was the Senior Patent Counsel of Oracle America, Inc, where she was responsible for managing an active patent prosecution docket and was also responsible for all the post-grant procedures and patent investigations for Oracle and its subsidiaries. Prior to Oracle, she worked at Qwest Corporation and was also in private practice in both New York and Colorado focusing on intellectual property litigation for multiple high-tech companies while maintaining an active prosecution docket.

She is a recognized IP leader in the Rocky Mountain region. She currently serves on the Colorado Federal Executive Board's Executive Committee and is the Vice President of the Colorado Inn of Court. She is also a member of the Planning Committee for the Rocky Mountain Intellectual Property Institute.

Ms. Kocialski is a graduate of State University of New York at Buffalo School of Law and received a Bachelor of Science in Chemical Engineering from the University of New Mexico. She is a registered patent attorney and is admitted to the U.S. Patent and Trademark Office, the New York and Colorado state bars as well as to the United States Courts in those jurisdictions.

HON. BRYON M. LARGE serves as Colorado's Presiding Disciplinary Judge. He earned his Juris Doctor degree from the University of Denver and his undergraduate degree from the University of New Mexico. Before the Colorado Supreme Court appointed him as PDJ, Judge Large served as a magistrate in Adams County, Colorado, primarily assigned to civil and domestic dockets. Judge Large's prior experience includes work as a trial attorney at the Office of Attorney Regulation Counsel. He also spent nearly ten years in private practice as an immigration attorney.



Judge Large has been involved with the Colorado Bar Association and has held leadership positions in several of Colorado's diversity bar associations. He served on the boards of the Colorado LGBT Bar Association, the Colorado Hispanic Bar Association, the CBA Executive Committee, the CBA Immigration Section, and the American Immigration Lawyers Association, nationally and locally. Judge Large is committed to furthering the public's confidence in the legal system.

HON. ELIZABETH LEITH was appointed to serve as the presiding judge for the Denver Probate Court effective July 1, 2011. Judge Leith presided as a Magistrate over post-decree domestic relations matters in the Second Judicial District from January 1999 until her appointment to the Denver Probate Court. Judge Leith has also served as an Assistant City Attorney for the City and County of Denver and a Deputy District Attorney in the 4th Judicial District, representing the Departments of Human Services on child support, paternity and child protection matters.



Judge Leith earned a Bachelor of Arts degree from Metropolitan State College in 1982 and a Juris Doctor from the University of Denver, Sturm College of Law in 1988. Judge Leith sits on the Colorado Supreme Court Probate Rules Committee, serving as Chair for the editing subcommittee, and serves as Chair for the Probate Advisory Workgroup. Judge Leith is a member of the Judicial Education Committee for the Colorado Supreme Court, sits on the Colorado Supreme Court Committee on Civil Jury Instructions and is a past president of the Minoru Yasui Inn of Court. Judge Leith sits on the Executive Committee for the National College of Probate Judges.

MELISSA LOU is the Assistant General Counsel for DaVita, Inc. She manages high-stakes litigation including whistleblower litigation under the False Claims Act and the Anti-Kickback Statute. She serves as a front line for the company in investigations by government authorities. She also conducts sensitive internal investigations, both domestically and internationally. Ms. Lou regularly partners with business and compliance leaders to proactively address and mitigate future legal risks.



Her work encompasses issues such as employment and retaliation, civil rights, joint venture and contractor relationships, and privacy.

As a former federal prosecutor in the Criminal Division of the U.S. Department of Justice, Ms. Lou was a trusted partner to federal, state, and local law enforcement agencies. She specialized in prosecuting white collar and violent crime, to include complex investment fraud schemes, identity theft, tax fraud, and murder. She successfully tried cases to verdict before federal juries. She also successfully briefed and argued federal appeals.

In private practice, Ms. Lou drew on her vast litigation experience as well as her familiarity and credibility with law enforcement to defend her clients when they came under scrutiny from federal and state authorities. Ms. Lou has particular experience with qui tam, anti-corruption, antitrust, and securities investigations.

Ms. Lou holds a J.D. from Yale Law School and a B.S. in Finance from Arizona State University. She served as a law clerk to the Honorable Jerome A. Holmes on the Tenth Circuit Court of Appeals and to the Honorable David G. Campbell in the District of Arizona.

HON. MONICA A. MÁRQUEZ was sworn in as Justice of the Colorado Supreme Court on December 10, 2010. She was appointed by Governor Bill Ritter, Jr. Before joining the Court, Justice Márquez served as Deputy Attorney General at the Colorado Attorney General's Office, where she led the State Services section in representing several state executive branch agencies and Colorado's statewide elected public officials. Justice Márquez also served as Assistant Solicitor General and as Assistant Attorney General in both the Public Officials Unit and the Criminal Appellate Section. Before joining the Attorney General's Office, Justice Márquez practiced general commercial litigation and employment law at Holme Roberts & Owen, LLP.



Justice Márquez grew up in Grand Junction, CO. She earned her bachelor's degree from Stanford University in 1991, then served in the Jesuit Volunteer Corps as a volunteer inner-city schoolteacher and community organizer in Camden, NJ, and Philadelphia, PA, before earning her law degree from Yale Law School in 1997. Upon graduation, she clerked for Judge Michael A. Ponsor of the United

SPEAKERS

States District Court for the District of Massachusetts in Springfield, MA, and for Judge David M. Ebel of the United States Court of Appeals for the Tenth Circuit in Denver, CO.

Justice Márquez is a member of the American Law Institute, the American Bar Association, the Colorado and Denver Bar Associations, the Colorado Women's Bar Association, and the Minoru Yasui Inn of Court, and served as chair of the Colorado Supreme Court's Task Force on Lawyer Well-Being. Before joining the Court, Justice Márquez served on the boards of the Colorado Hispanic Bar Association, the Colorado GLBT Bar Association, and the Latina Initiative, and as Chair of the Denver Mayor's GLBT Commission.

Justice Márquez serves as a liaison justice to the Office of Attorney Regulation and its related committees, and as chair of the Water Court Rules Committee. She is a co-leader of the Bench Dream Team, a group of judges dedicated to diversity and inclusion in Colorado's judicial system. She also serves as chair of the Colorado Supreme Court's Standing Committee on Judicial Well-Being. Justice Márquez and several law clerks helped coach La Academia's mock trial team from 2014 until 2018, when the alternative high school closed its doors. She regularly mentors students and aspiring young lawyers, including a first-generation Latina college student with Law School Yes We Can.

For her career of service, Justice Márquez has been recognized with the Colorado GLBT Bar Association's 2009 Outstanding GLBT Attorney Award, Davis Graham & Stubbs, LLP's 2009 Richard Marden Davis Award, the Yale Latino Law Student Association's 2011 Public Service Award, the Latinas First Foundation's 2014 Trailblazer Award, the Hispanic National Bar Foundation's 2017 Judicial Leadership Award, and the Asian Pacific American Bar Association of Colorado's 2019 Minoru Yasui Community Service Award.

ANNE ROONEY MCCORD, SPHR, SHRM-SCP, PI, is a Managing Partner, Chief Operations Officer, and Lead Investigator for the Investigations Law Group, LLC. Ms. McCord has dedicated her career to building transformational work cultures that drive business results.

She has over 20 years of Executive-level Human Resources experience in the high tech, start up and non-profit worlds and brings a client-centered vantage point to the ILG team. She is also one of two



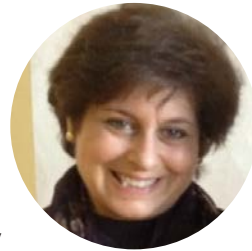
Senior Investigators at ILG responsible for handling some of the most complex and high-profile matters. She earned a Bachelor of Arts in Psychology from the University of Colorado at Boulder and holds certifications as a Senior Professional in Human Resources (SPHR) and SHRM Senior Certified Professional.

NANCY MERRILL has been a practicing attorney in Colorado since 1982 and has specialized in complex commercial transactions, international contract negotiations, intellectual property, data privacy regulation and related matters, mostly within the business process outsourcing (BPO) industry. In over 24 years of International BPO specialization, most of which was spent as Chief Counsel, Global Operations with Colorado-based TTEC Holdings Inc. (formerly TeleTech Holdings, Inc.), she led a legal team devoted to global contracting, and personally negotiated and closed deals on six continents with values ranging to in excess of \$1 billion, working with parties from the Fortune 50 to the Global 1000.

After reading *Getting to Yes* in 1981, Ms. Merrill became a lifelong student of the art and practice of negotiation, especially as it pertains to women. Following her training in negotiation and leadership at Harvard University, she has had the opportunity to present seminars both inhouse and to various women's professional organizations and to train present and future leaders to develop and enhance their negotiation skills. During her tenure at TTEC Nancy created the company's Global Negotiation Center of Excellence, co-sponsored its Mentorship Program and participated as a Core Team member of its Women in Leadership. She has also been a presenter at CLE programs devoted to intellectual property and other critical issues in outsourcing contracts.

Since leaving TTEC in 2020, Ms. Merrill, now semi-retired, has taken a role in Gibson, Arnold's "Distinguished Legal Advisor" program, providing project-based legal support to a number of corporate legal departments, lending her experience in commercial transactions, IP, data privacy, and general legal strategy.

MICHELLE MERZ-HUTCHINSON is the Deputy General Counsel for the Regional Transportation District. She is an experienced in-house government attorney, accustomed to advising a diverse group of leaders on



a wide variety of legal matters. She served as a First Assistant Attorney General for the Colorado Department of Law, where she managed and led a group of attorneys responsible for providing legal services for all Colorado public institutions of higher education. Ms. Merz-Hutchinson also served as Deputy General Counsel for the Colorado School of Mines prior joining the Regional Transportation District as Deputy General Counsel. In her current role, she provides legal counsel and representation across the District and manages a team of in-house attorneys.

ANGIE NELSON is Senior Counsel for Government Transactions for Microchip Technology Incorporated, a global technology company and leading provider of semiconductors and embedded control solutions, where she supports Microchip's Aerospace and Defense business. Her in-house practice involves negotiating a variety of contracts including with the federal government and prime contractor customers, advising on broad range of compliance matters, protecting intellectual property, and other business-minded legal support. Ms. Nelson was previously in private practice for more than ten years, providing government-contracts-related litigation and transactions support, and advising on a variety of government regulatory and compliance issues. Ms. Nelson is an active member of the CWBA.



HON. CRISTA NEWMYER-OLSEN of the 12th Judicial District is a Colorado Native who grew up in the San Luis Valley in Southern Colorado. She comes from a family of educators and blue-collar workers. After graduating from Alamosa High School in 1997, she attended the University of Colorado, Boulder for her undergraduate education and was a member of the President's Leadership Class. She attended law school at the University of Colorado as well, graduating in 2007.



Prior to becoming a judge, she worked in the areas of Federal Indian Law, civil law, and criminal prosecution. While working as a prosecutor, she was awarded the Visionary Voice Award in 2013 and the Champion of Children Award in 2015 for her work on cases involving sexual assault and crimes against children. She was sworn in as a District Court Judge in January of 2020. She currently presides over civil, probate and dependency and neglect cases. Judge Newmyer-Olsen volunteers her time coaching a high school mock trial team and working with the local 4H program.

JON OLAFSON is a partner in the Denver office of Buchalter PC. Mr. Olafson's practice focuses on domestic and international trade secret protections, corporate espionage, and how to handle situations where a client's most valuable materials and data are threatened by internal and external sources. Mr. Olafson also works with clients on their complex wage and hour issues, business and corporate compliance, and C-suite transitions. Mr. Olafson also counsels his clients other business-related disputes and business torts, including disputes that involve common business torts like intentional interference, defamation (personal and commercial), fiduciary duty breaches, and conversion.



Mr. Olafson is also very involved in the community. He currently serves on the Colorado Bar Association's Executive Council as an at-large member, where he serves as the founding Chair of the Racial Justice, Equity, Diversity, and Inclusivity ("REDI") Committee - the first and only standing committee of the CBA Executive Council. Jon also serves as the Board of Governors representative for the Colorado Bar Association Labor and Employment Section and serves on Group IV of the Colorado Bar Association's Diversity Initiatives. Since 2020, Mr. Olafson is also a Bar Fellow with the Colorado Bar Foundation. His efforts have focused on institutionalizing REDI-related work in the Colorado Bar Association at the organization's top level. Mr. Olafson was instrumental in drafting and passing numerous revised mission and value statements for the CBA, understanding that an organization must be nimble to truly be an organization of belonging. With an eye toward amplifying voices and creating change within the broader community, Mr. Olafson founded Colorado LEADS (Lawyers Engaging about Diversity and Solidarity), a video series aimed at issues related to racial justice, LGBTQIA+ rights, and all marginalized communities. Mr. Olafson also planned and moderated a panel entitled "How to be an LGBTQ+ Affirming Organization." Mr. Olafson and good friend Spencer Rubin co-founded and currently chair the Colorado Diverse Attorneys Community Circle Program, an ambitious project aimed at fostering belonging within not only the CBA, but the profession. He was also instrumental in the CBA's Transgender Day of Visibility initiatives, an initiative to revise Colorado Family Law forms to be more inclusive and was instrumental in the CBA's first annual (he hopes this is a standing tradition) Pride/ Juneteenth picnic. As recognition for his work within the legal profession, Mr. Olafson was recognized as the 2021 LGBT Bar Association Attorney of the Year. Outside of the legal profession, Jon currently serves as the President of the Board of Directors for the

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Nathan Yip Foundation, which focuses on grants for projects in Colorado's rural school districts. Through Mr. Olafson's leadership, the organization is working to implement its own EDI resources for rural schools.

ELIZABETH "LIZ" RITA is the Founder and CEO of the Investigations Law Group, LLC. Ms. Rita has been providing impartial investigations to clients in Colorado and around the country since 1994. She specializes in complex investigations in the workplace, including many high-profile matters. Ms. Rita served for six years on the Board of Directors of the Association of Workplace Investigators, and founded the organization's Colorado presence more than a decade ago. Liz is the co-author of Workplace Investigations in Colorado, Practitioner's Guide to Colorado Employment Law (January 2018), and she regularly presents and teaches on investigations to a wide variety of audiences. Ms. Rita earned a Bachelor of Arts in English from Colorado College and received her juris doctorate from Boston University School of Law.



HON. ROBERT "BOB" RUSSEL is the Chief Deputy of the Appellate Division for the Denver District Attorney's Office. Before joining the DA's office, Mr. Russel headed the Appellate Divisions of both the United States Attorney's Office (2002-04, 2012-17) and the Colorado Attorney General's Office (1987-2002). He also was a judge on the Colorado Court of Appeals from 2004 to 2012. Mr. Russel has served on committees that advise the Colorado Supreme Court on the Rules of Evidence, Rules of Criminal Procedure, Rules of Appellate Procedure, and Criminal Jury Instructions. In 2000, he was a Supreme Court Fellow with the National Association of Attorneys General. Before entering legal practice, he taught music and English at the Kent Denver School. Mr. Russel is a graduate of the University of Colorado School of Law and was an adjunct writing professor at the University of Denver School of Law.



MEG SATROM is the Founder and Principal of Memoro LLC and also works for Sheridan Ross. Ms. Satrom has nearly two decades of experience in strategic marketing, communications, strategy, and policy development. Since 2017, she has focused on helping her clients optimize their

communications, marketing, and business development efforts by using a full range of creative and strategic tools. Her work includes creating and implementing full-scale communications plans, facilitating strategic discussions, overhauling existing strategies and collateral, initiating and overseeing public relations campaigns, and supporting change management and culture building in small to large businesses and nonprofits.



As a professional strategy consultant and a licensed attorney, Meg excels at working with clients across a range of industries. Her past work experience includes serving as the director of client relations for an international intellectual property law firm, the director of communications for a national nonprofit, and a communications manager for a nationally recognized nonprofit. With a Master of Fine Arts degree from the University of Iowa Writers' Workshop and a law degree from the University of Denver, she currently serves as the Chair of the board for RedLine Contemporary ArtCenter as well as a board member of the Colorado Business Committee for the Arts.

HON. ANITA SCHUTTE was appointed by Governor Polis to the 2nd Judicial District bench in June of 2022 where she currently presides over a domestic relations docket. Prior to her appointment, Judge Schutte served as a managing attorney for the Human Services Unit in the Colorado Attorney General's Office. For 10 years Judge Schutte represented the state's second largest agency that provides services to millions of Colorado's most vulnerable. Her client agencies included the Division of Youth Services, the state mental health hospitals, the Division of Child Welfare, the Office of Economic Security, and the state veteran's hospitals among many others. Judge Schutte also previously served as an assistant municipal court judge for the city of Greeley, as a state public defender, and represented children with disabilities and their families in school district disputes, in juvenile matters, and in civil cases. Judge Schutte has a severe bilateral hearing loss and recently co-founded the Colorado Disability Bar Association. She received her law degree in 2003 from Whittier Law School where she was a Center for Children's Rights Fellow and her Bachelor of Arts from the University of Colorado at Denver. She is a first-generation college student.



HON. CHARLOTTE N. SWEENEY is a Colorado native and a 1995 graduate of the University of Denver Sturm College of Law. On August 5, 2021, President Biden nominated Judge Sweeney to serve as a District Judge on the United States District Court for the District of Colorado. She was confirmed by the United States Senate on May 25, 2022, and received her commission on July 18, 2022. She is the first member of the LGBTQ community to serve as a federal judge in Colorado. Prior to her appointment, she spent her career as an attorney litigating on behalf of both private and federal sector employees in matters of discrimination, retaliation, harassment, whistleblower claims, wrongful discharge, and contractual disputes. Judge Sweeney served as the Co-Chair of the Colorado Bar Association's Labor and Employment Section from 2007-2009. She was the 2015 and 2016 President of the Faculty of Federal Advocates. She also served on the Board of Directors of the Colorado Plaintiff Employment Lawyers Association (PELA) from 2003-2019.



HON. MARIANA VIELMA presides over a criminal docket, and previously presided in the First Appearance Center & Bond Advisals and DR dockets. She was appointed to the Adams County Court bench by Governor Polis in July 2020 after serving two years as a Magistrate in the 17th Judicial District. She is a Colorado native. She is the first person in her family to go to college after earning a GED in 1986 from Aims Community College. She earned her A.A.S. Paralegal Degree from Eastern Idaho Technical College (1991), her B.S. from the University of Texas at El Paso (2001), and her J.D. from the University of St. Thomas School of Law (2005).



Prior to the bench, she served as a Law Clerk, Sr. Deputy District Attorney, and Assistant County Attorney all in Adams County. Prior to law school she worked 10+ years in Idaho and Texas as a Legal Assistant/Paralegal after earning an Associate of Applied Science Degree in 1991 at Eastern Idaho Technical College. She is the 2022 recipient of the Colorado Women's Bar Association's Judicial Excellence Award for her over 35 years of commitment and service to the legal and greater communities everywhere she has lived. Judge Vielma remains active in the legal community including serving on the 17th Judicial District's Access to Justice Committee, the Colorado Commission on Judicial Discipline, working on DEI initiatives in both the Colorado Hispanic Bar Association and the Colorado Women's Bar Association, and she served 10 years as a board member and facilitator of the Colorado Bar

Association Leadership Training program. presides over a criminal docket, and previously presided in the First Appearance Center & Bond Advisals and DR dockets.

CHANDRA THOMAS WHITFIELD, Co-Host and Producer of Colorado Matters. Ms. Whitfield is an award-winning multimedia journalist. Her work has appeared in The New York Times, The Washington Post, Essence, Ebony, NBCNews.com, NPR.org, and The Huffington Post. Her In the Gap podcast, about how pay inequity and discrimination impacts the lives and livelihoods of Black women in the American workforce, won a 2021 Clarion Award from the Association of Women in Communications.



Prior to moving to Colorado, Chandra was an accomplished journalist in Atlanta, where a feature story she wrote made the Atlanta Press Club's "Atlanta's Top 10 Favorite Stories of the Past 50 Years" list. It is also widely credited with contributing to a change in Georgia law regarding sentencing of youth and a teen's early release from a 10-year prison sentence. She is an alum of the Teds Scripps Environmental Journalism Fellowship at the University of Colorado Boulder.

STEPHANIE WILLIAMS is an attorney at Todd Collins & Associates, LLC, practicing primarily civil litigation, family law, and probate. Prior to moving to Colorado in December 2021, Stephanie practiced law for several years in Alabama, Arkansas, and Tennessee before taking time off from the legal profession to teach a variety of writing classes at several colleges and universities. In 2017, she published her first book titled How to Be a Good Mom (Or At Least Not an Epic Failure), a hopefully funny account based on her experiences raising kids. She received her Juris Doctorate and Master of Business Administration from Samford University Cumberland School of Law in 2002. In addition to the CWBA, Stephanie is a member of the Minoru Yasui American Inn of Court and sits on the Executive Council for the Colorado Bar Association's Litigation Section.



ANNE STARK WALKER is Vice President and General Counsel for the Colorado School of Mines. She has served as the university's chief legal counsel since 2003. Ms. Walker serves as Secretary of Mines' governing Board of Trustees



SPEAKERS

and is a member of the university president's executive leadership team. In her role as Mines' counsel, Ms. Walker is also appointed as a Special Assistant Attorney General for the State of Colorado.

Ms. Walker began her law practice in commercial litigation at the Denver-based law firm Holland & Hart. She later served as Legal Personnel Partner for the Denver office of Holme Roberts & Owen, where she managed attorney, law clerk and para-professional recruitment, development and performance evaluation programs for the firm's five offices. Ms. Walker transitioned to higher education administration in the role of Director of Career Services at the University of Denver's Sturm College of Law in 1997. She joined Mines' legal staff as Associate Counsel in 1999. Ms. Walker graduated from Northwestern University with a B.S. in Journalism and earned her J.D. from the University of Denver. She has been a member of the Colorado Bar since 1985.

VANESSA D. WALTON is currently Sr. Compliance Counsel for Uber Health, a division of Uber Technologies, Inc. Prior to joining Uber in 2021, Vanesa was Chief Legal Officer and General Counsel for InnovAge, a Denver-based company that owns and operates Programs of All-



Inclusive Care for the Elderly (PACE) for ten years. As CLO and GC for InnovAge, she was a key member of the C-Suite and served as a legal advisor to the CEO, the senior leadership team, and the board of directors. In this role, Ms. Walton was also responsible for oversight of the Legal department, the Regulatory Compliance team, the Government Relations team and for a period of time, the Human Resources department. She has spent the majority of her career in health care. Prior to being Chief Legal Officer for InnovAge, Ms. Walton was in-house counsel for Great-West Life & Annuity Insurance Company (now Empower), Great-West Healthcare, Centura Health, Mercy Health Services (now Trinity Health) and Kaiser Permanente. Ms. Walton was the President of the Colorado Women's Bar Association in 2006-2007. She earned her BA from The Ohio State University and her JD from the University of San Francisco School of Law.

HON. CHRISTINE WASHBURN serves as a Denver County Court magistrate and owns a private law firm, the Law Office of Christine A. Washburn, LLC. Her private practice consists of family law, civil litigation, and



criminal defense cases. Prior to starting her firm, Christine spent twenty-three years as a prosecutor with the Denver District Attorney's Office. In addition to the CWBA, Christine is a member of the APABA, SABA, CHBA, LGBT Bar, SCBA, W.O.L.F., CBA, and ACBA. Christine graduated from the University of Colorado at Boulder with a BA in Political Science in 1995 and a JD in 1998.

DR. JENNIFER MJ YIM is the Executive Director of the Utah Judicial Performance Evaluation Commission (JPEC), an independent state government commission that evaluates the performance of Utah judges for voters. In her position at JPEC, Dr. Yim has led efforts to mitigate the potential impact of implicit bias on the evaluation of judges. Her infrastructure improvements have included the adoption of Salesforce to house judicial evaluation data which resulted in significant quality and efficiency gains. In 2022, Dr. Yim received the Governor's Award for Excellence in Innovation and Efficiency.



Dr. Yim has over 25 years of experience in a variety of roles in Utah's justice system including having been appointed as a member in the merit selection process of judges and magistrate judges at the state and federal court levels; a Youth Parole Authority member in the juvenile justice system; and as a founding commissioner on JPEC. Dr. Yim began her justice system career with the Utah Administrative Office of the Courts, as the lead staff for a task force examining racial and ethnic bias in the criminal and juvenile justice system.

Originally from the Pacific Northwest, Dr. Yim received a BA in sociology from Pomona College. From the University of Utah, she earned an MPA, a graduate certificate in ethics and public affairs, and a Ph.D. in political science, with emphasis in public administration and political theory. Her dissertation about juvenile justice policy received the Leonard D. White Award for the best dissertation in public administration by the American Political Science Association. Dr. Yim now teaches in the University of Utah's Executive MPA program. Her current interests include the impact of implicit bias on group decision-making and conceptions of fairness in the justice system. She looks for ways to bring academic insights to the public sector.

Dr. Yim serves as the community outreach chair and member of the Board of Trustees for Catholic Community Service. She is a member of the University of Utah's College of Social and Behavioral Science's Advancement Board. She also mentors college-aged women through her participation in Women Who Succeed.

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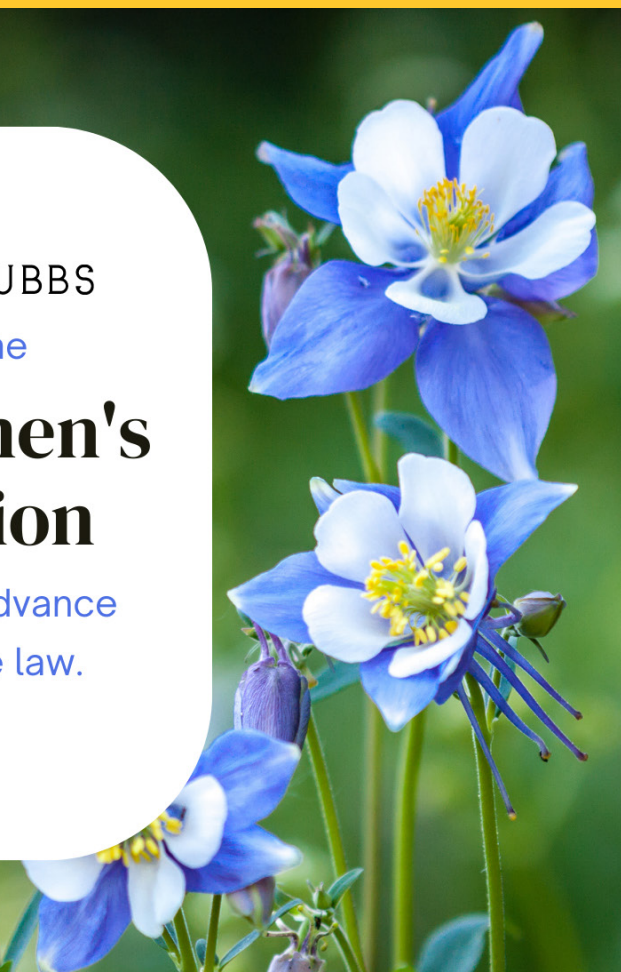


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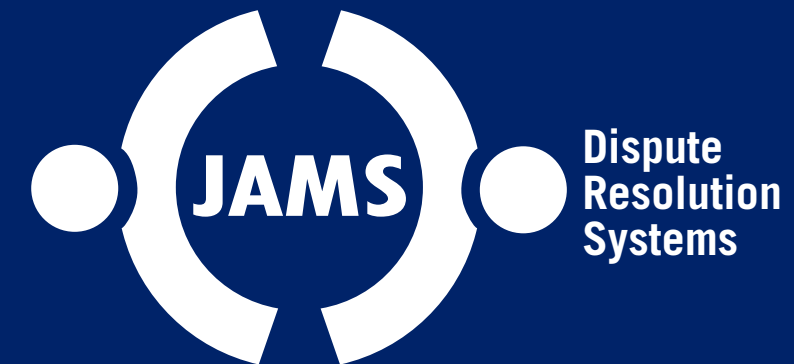
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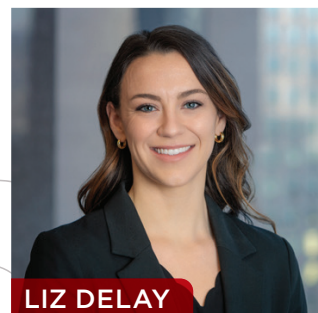
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