



## INTERVIEW QUESTIONS FOR DUE DILIGENCE AND ENDORSEMENT OF JUDICIAL CANDIDATES

In determining whether to endorse a Judicial Candidate, the CWBA considers whether the candidate furthers one or more of its organizational objectives. Section 1.2 (“Objectives”) of the May 21, 2021 Amended and Restated Bylaws of the Colorado Women’s Bar Association (“Bylaws”) provides:

The primary objective of the CWBA shall be to advance women as leaders in the legal profession and the interests of women generally. It shall also be the purpose of the CWBA:

To encourage the advancement of women in the law;

To provide a forum for the exchange of ideas and legal skills and for continuing legal education;

To promote the highest standards of the legal profession;

To advance justice;

To be a welcoming and supportive organization that promotes diversity, equity, and inclusion in the legal profession; and

To pursue these goals through appropriate legal, social, and legislative action.

The following questions are designed to identify candidates who may further these objectives. Please consider each question carefully and be prepared to respond during your due diligence interview.

1. Over the course of your career, how have you worked to advance women as leaders in the legal profession or the interests of women generally?
2. If appointed to this judgeship, how would you identify and address potential bias towards women that might arise in the courtroom?
3. In the past, how have you handled cases that involved parties, attorneys, or other judicial participants from diverse backgrounds?
4. Reflect on a time when you acted with bias and talk about what you might do differently going forward.
5. What steps would you take to ensure that people of diverse backgrounds are treated fairly and respectfully in your courtroom?

6. How have you worked throughout your career to improve access to justice for all members of the community?
7. In this judgeship, what would you do to foster a culture of respect and professionalism within the judiciary?

In addition, the CWBA panel may ask you to expound upon information provided in your application materials.