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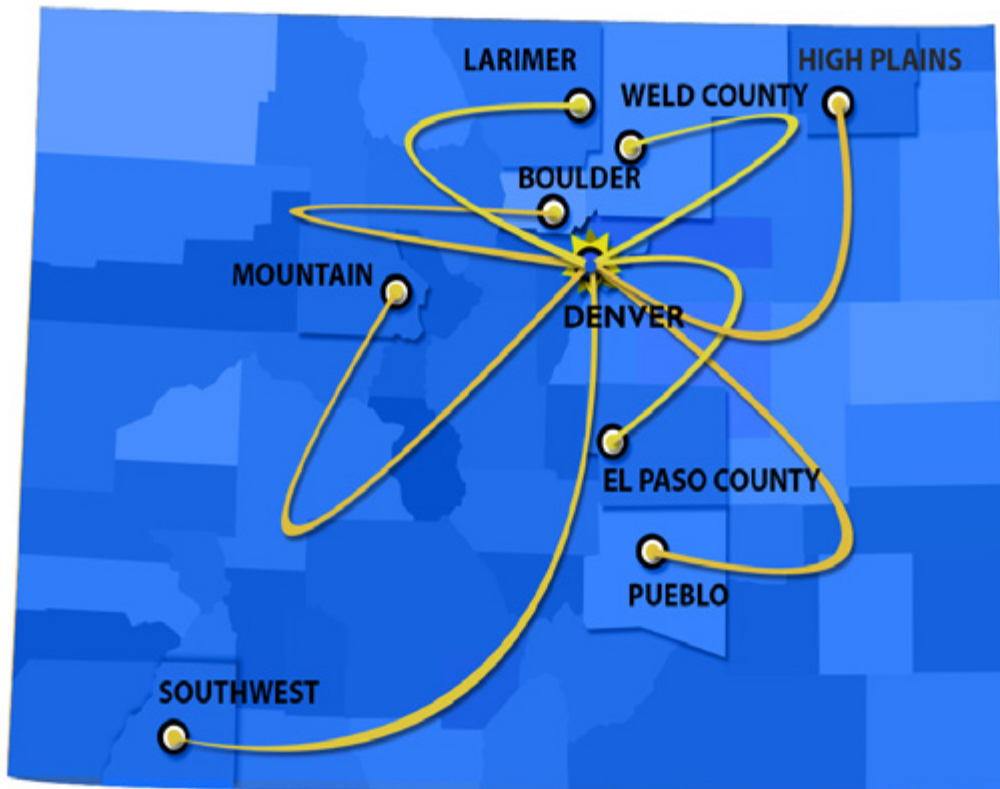
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the **Advocate**



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

# We Are All Connected To A Common Purpose



*Cover graphic designed courtesy of Ryan Horton of Forensic Pursuit. Thank you!*



President's Letter || Jessica Brown

## Work-Life Balance: Is It A Lie?

It has become popular for high-achieving working moms in particular to say, and the media to report, that **work-life balance** is a myth, a fiction, or a lie. Should we stop talking about work-life balance, then, because it's not achievable? Case closed? Or are we really just debating semantics?

I gather the term "**work-life balance**" is currently being shunned because it could imply (1) that work is necessarily distinct from "life" and (2) equal parts work and "life" each day. Certainly, that's not realistic for most of us - but is that what lawyers who seek balance are striving for? Or do they just want to be able to integrate their work and everything else they care about into their lives - not daily, but overall?

I think most lawyers are seeking the latter. A lot of us consider our careers to be a hugely important part of our lives. We also value our relationships, fun activities, giving back, and the feeling we have when we are healthy, fit, and reasonably well-rested. But we don't expect to be able to meet a big deadline at work, join friends for happy hour, plan a birthday party, play with our dogs or kids, have a date night, organize a fundraiser, run a 5K, read a good book, and sleep eight hours, within every 24-hour period.

Perhaps like you, I have days, and even weeks, when I do basically nothing but work - a major new matter is breaking or a case is about to go to trial; and I rely heavily on some combination of paid child care, my husband, his mom, our kids' friends' moms, and my ability to get by, for a while, on not-enough

sleep. But it isn't always that way. If, over the course of several months or even a year, I'm able to spend time on all my current priorities, then I consider my life to be in balance. Interspersed with particularly intense work periods, my 20-plus years as a lawyer have been filled with fun, family, friends, laughter, vacations, bar activities, school activities, sporting events, and whatever else has been important to me at the time.

**In other words, I take a long-range, big-picture view of what it means to achieve balance.** And although I agree that high achievers cannot achieve a perfect equilibrium between work and everything else all the time, and probably shouldn't try to, I still think we should be talking about balance. Because I suspect that, for many women (and men whose wives also have demanding jobs), if it doesn't seem possible to achieve balance - meaning the ability over months or a year to integrate all aspects of their lives that matter to them - they will be discouraged and may not enter or will opt out of the practice of law.

**We can call it work-life integration or work-life mix instead of balance.** But to me, it's semantics. Regardless of what we call it, it matters, and - viewed in this sense - it isn't a lie.

*Jessica Brown is a partner at Gibson, Dunn & Crutcher, LLP specializing in employment law, e-discovery, and class action litigation.*

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|| Perspectives ||

Hon. Christine M. Arguello || By Megan Rose



## Hard Work & Serendipity: A Recipe For Success

I sit down at a table with a poised, confident young woman. We start talking about the internship she held at the Denver City Attorney’s Office and how she had the opportunity to work on some complex legal issues and helped attorneys in many different departments. Afterwards, she discusses how Cristal DeHerrera, deputy city attorney, was not only a wonderful boss, but a mentor who introduced her to many attorneys throughout the summer. This young woman followed up with many of these attorneys, developed relationships, built her network, and gained valuable advice. You might think this young woman was a third year law student, but in fact this young woman is **Alexis “Lexi” Clark**, a Fellow in LAW SCHOOL...Sí Se Puede.

LAW SCHOOL...Sí Se Puede (LAW SCHOOL...Yes, We Can!) is a program developed by **Federal District Court Judge Christine M. Arguello** and members of her Dream Team. Judge Arguello remembers sitting around a table in her chambers talking to her law clerks about how Colorado law firms are still lamenting that they cannot achieve the diversity they



want because they can’t find diverse lawyers willing to move to Colorado. During the discussion, the group came to the realization

that it was an issue that started far before law school. In order to increase the number of diverse attorneys in Colorado, young diverse students with a tie to Colorado and who were interested in becoming lawyers needed to be identified, encouraged and assisted along that career path.

Judge Arguello credits a good amount of her success to both very hard work and a lot of serendipity. Judge Arguello discussed how she wanted to introduce young students who are interested in becoming lawyers to practicing attorneys who could mentor the students and continue to help develop the students’ networks. These attorneys are integral to empowering a student to get through college, get into law school, and find a first job (hopefully, in their home state of Colorado).

Identifying this need, Judge Arguello and her Dream Team developed LAW SCHOOL...Sí Se Puede which selects between twelve and fifteen rising college freshmen, all of whom are Colorado high school graduates, as Fellows and matches each Fellow with three mentors (two attorneys and one law student). The mentors make a four-year commitment to guide the Fellows through college with the goal of helping them gain admission to the law school of their choice.

Many mentors understand the importance of serendipity and also faced similar challenges that the fellows have faced: not having any family members who have attended college, not knowing any attorneys, and not knowing where to start the process of applying to law school. In addition, LAW SCHOOL...Sí Se Puede provides bimonthly programs on hard and soft skills such as what law school admissions committees look for in an applicant, networking, professionalism, the importance of internships, etc.

LAW SCHOOL...Sí Se Puede has already seen many successes. Out of the twelve Fellows in the 2014 inaugural class, in either his or her freshman or sophomore year of college, three Fellows had higher than a 3.8, and the remainder had over a 3.0. In addition, two Fellows, including Lexi, worked at the Denver City Attorney’s Office as interns for the summer, while another Fellow interned at an immigration law firm.

**Cristal DiHerrera, Deputy City Attorney**, discusses her experience with the two Fellows at her office: **“As a leader in the legal community, I see it as one of my responsibilities and abilities to create opportunities for others.** Being able to supplement the Denver City Attorney’s Office’s intern program with two college interns this past summer created a win-win situation. The interns provided support to paralegals and attorneys on a variety of issues and showed that you don’t need a law degree to add value in a law office. At the same time, the interns regularly observed court proceedings, assisted with a variety of legal topics and developed important relationships within the city attorney’s office. My team continues to ask when the interns can return.”

*continued on page 11*



# Get To Know Colorado's Specialty Bar Associations

By Lynn Noesner & Justine Pierce

*A message from Jessica Brown, CWBA President: One of the many privileges of my role as CWBA president has been getting to know the other specialty bar leaders better. In the spring, the Governor invited all of us to the Capitol to discuss the Supreme Court vacancy that has since been filled by Justice Gabriel. The specialty bars met in advance of the meeting to prepare. The Governor seemed genuinely interested in our shared and individual perspectives. It was a great experience.*

*Women and minorities remain underrepresented in the judiciary, and at leadership levels generally. The specialty bars share the desire to bring attention to this issue and address it. We are more powerful collectively than individually—we can share information and best practices and learn from each association's initiatives. I look forward to continued collaboration among the specialty bars—during my term and in the years to come.*

*Read on to learn more about Colorado's specialty bar associations.*

The **Asian Pacific American Bar Association (APABA)** of Colorado was founded in 1990 to promote the core ideals of justice, equality, and community. APABA Colorado provides mutual support for Colorado's Asian American legal community, including law students, attorneys, and judges. It also assists the general Asian American community through its Foundation, which supports various community projects, grants, scholarships, and other charitable opportunities, including projects concerning diversity in the legal profession.

During the past 38 years, the **Colorado Hispanic Bar Association (CHBA)** has endeavored to expand the number of Hispanics in the legal profession and provide legal advice and support to the Hispanic community. CHBA develops tutorial and mentoring programs to ensure

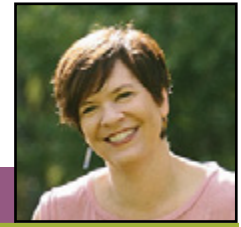
the success of Hispanic law students. Through CHBA's efforts, both Colorado law schools have Hispanic professors among their faculty. CHBA is committed to expanding legal opportunities for Hispanic attorneys within Colorado, including supporting the appointment of Latinos to the bench and other entities. CHBA has also been involved in significant political issues affecting the Hispanic community. CHBA is honored to work with other specialty bars on issues of joint interest and importance.



The **Colorado Indian Bar Association** is a professional organization of American Indian lawyers, law students, and Indian Law practitioners. CIBA promotes the development of Indian Law for the benefit of Indian people; strives toward justice and effective legal representation for all Indian people; provides a forum for Native Americans to become more involved in the local and national issues affecting Indian people; provides networking and support to encourage Native Americans to pursue careers in the law; and promotes the nomination of Native Americans for judicial appointments.

The **Colorado GLBT Bar Association** exists to promote the recognition of civil and human rights; promote sensitivity to legal issues faced by the GLBT community; assure the fair and just treatment of the GLBT community; provide opportunities for GLBT attorneys, judges, and law students and allies to interact in a professional setting; build alliances with other minority bar associations and legal organizations; and enhance the practice and

*continued on page 8*



## CWBA Foundation's "Raising the Bar" Dinner Honored Women to Watch

On September 10, 2015, the CWBA Foundation held its 10th Annual "Raising The Bar" Dinner at the historic Brown Palace Hotel & Spa. Nearly 400 attendees gathered to celebrate the 10th anniversary of the dinner by recognizing "Women to Watch: Five Female Attorneys Who Will Make an Impact Over the Next 10 Years." The honorees (pictured below, left to right) were **Janet Stansberry Drake, Cristal Torres DeHerrera, Patricia M. Jarzowski, Cynthia Coffman, and Carolyn J. Fairless.**



The **Raising The Bar** dinner is known to be a fun and sometimes even boisterous evening, and this year's sold out event did not disappoint. For the second time, Circle of Minerva members were invited to a VIP reception, where members were able to meet the honorees in a quieter setting.

Once the pre-dinner reception began, the room quickly filled with old and new friends taking the opportunity to catch up with each other and the honorees before moving to the ballroom for dinner. During dinner, in addition to a fantastic meal and wine (thanks to our wine sponsors), attendees were treated to videos of the honorees telling their own stories, as well as inspirational comments from the podium.

The five honorees reminded us why we practice law, and everyone left the event moved by the honorees' stories and looking forward to watching their impact in our community during the next few years. True to form, the program ended at 8:30 p.m., and those who weren't quite ready to end their evening adjourned to the Ship Tavern for more catching up. All in all, it was a fabulous evening of food, drink, and inspiration.

Our thanks to emcee Tamara Banks and to everyone who attended the event. And we offer special thanks to our event sponsors, whose support was vital to the event's success as well as to the ongoing work of the CWBA Foundation.

*Jennifer H. Hunt is a member of the CWBA Foundation Board of Directors. She is an Assistant Attorney General for the State of Colorado in the Business and Licensing section, representing the Colorado Division of Securities.*

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# Someone's Gotta Say It

## Professional "Advice" for Women:

*What to do, say, and wear in order to earn respect in the workplace*

*By Nicole Schowalter*



*Nicole Schowalter*

The topic for this article was supposed to be a curation and commentary on the recent postings of best advice for women on "what not to do/say/wear" in a professional environment, in order to earn and maintain respect in the workplace. I feel strongly about empowering and enabling women to feel the professional respect they deserve. I have qualms, however, with insinuating that women must act a certain way, say (or not say) certain things, or dress a certain way to be respected. And, frankly, I'm a bit alarmed at the propensity for flat out recommending that women are

the ones who need to change in order to receive this respect.

We've all seen these articles posted on Facebook and LinkedIn recently, successful women warning against the use of the word "just", or the phrases "I'm sorry" or "I think" at work; top ten lists of "things every woman should STOP doing immediately;" and the ongoing dialogue over trying to reconcile "leaning in" with abandoning the unrealistic pursuit of having it all. I struggle with all of this well-intentioned advice, and when it came to curating a list of the best tips for professional women, I couldn't help but notice a few things.

First, there are no "how-to" guides anywhere on the Internet for men. A Google search of "professional advice for men" literally yielded one article: "How To Dress Sharp: 9 Style Tips for Young Men." One article, and it is specifically directed at young men, who are about to enter a professional environment for the first time, and, worse than that, the article is mostly promotional and almost entirely about fashion tips. Society has not ever suggested that men need to speak differently, dress differently or act differently in order to earn professional respect. So why are we so quick to suggest that the reason

women are not receiving the respect they deserve at work is a result of the words they use, the attire they wear or they way in which they behave? Is it not the definition of feminism to advocate for women's rights on grounds of equality with men? We send the wrong message to women when we imply that in order to be worthy of the same respect as men, they must change and dress, speak and act differently.

Further, promulgating the message that women need to change in order to be taken seriously at



work not only sends the wrong message to women, but it also sends the wrong message to today's companies.

Often, women's management styles and problem-solving techniques provide a different and refreshing approach to corporate challenges. And this approach benefits their companies.

In today's business environment, technology and behavior are rapidly reshaping how we do business, and those companies unwilling to transform and progress will not survive. In fact, approximately 70% of the companies who were on the Fortune 1000 list ten years ago no longer exist today.<sup>1</sup> Nimble, innovative competitors are quickly replacing those companies that refuse or fail to adapt. As Jack Welch, former chairman & CEO of GE explained, "when the rate of change inside an institution becomes slower than the rate of change outside, the end is in sight."<sup>2</sup>

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## Inside The CWBA: Meet Mary Sue Greenleaf

### *Board Member Spotlight*

After growing up in Houston, Mary Sue Greenleaf moved to Boulder in middle school, and then returned to Texas to attend Texas Christian University, where she wrote for the newspaper as a Sports Editor.

“I did not always want to be an attorney. I actually really enjoyed sportswriting and thought I may attempt to make a career out of that after college. I had grown up with a parent who was an attorney and decided to take the LSAT on a whim during my senior year in college. After doing that and looking into law school, I was convinced it was the right move for me.”

Mary Sue returned to Boulder to attend law school at CU, where she became involved in the Women’s Law Caucus, chairing both the mentor program and Women in Law Day as a 2L. Currently, she is a second-year associate at Berg Hill Greenleaf Ruscitti LLP in Boulder, focusing primarily on construction, insurance, and real estate litigation.

Working in Boulder made it difficult to get involved in the CWBA since the Boulder Chapter was no longer active. In response, Mary Sue and Rachel Bernstein Sheikh together have taken on the task of reviving the Boulder Chapter in order to get more law students and attorneys in the Boulder area involved in the CWBA.



“As a student at CU, and one who worked in Boulder at a local law firm, I realized the challenges of being able to attend events and stay involved in the CWBA, as most of the events take place in Denver. I even joined a committee but found that it was difficult to make it to the meetings in time,

or that they were scheduled during lunch, which was nearly impossible to work into my schedule.”

Mary Sue found that many students and attorneys were losing out on the many benefits that CWBA membership offers, which is why she is so passionate about creating more opportunities in the Boulder area.

“I wanted to make it more convenient and attractive for Boulder-area attorneys to join

and become involved in the CWBA, and also to bring some of the great CWBA programming like CLEs, panels, and professionalism programs that already exists for Denver-area members to the Boulder area.”

Mary Sue has high aspirations for the Boulder Chapter.

“The main things I would like to accomplish are: 1) an increase in membership numbers; 2) to bring more educational and professional development programming to Boulder; 3) to provide more networking opportunities for attorneys working

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*Inside The CWBA* continued from page 7

and/or living in Boulder and those who want to break into the market in Boulder; and 4) to help bridge the gap between Boulder members and Denver members who want to get more involved in the CWBA committees.”



While Mary Sue is quite busy between working and reviving the Boulder Chapter, in her free time she enjoys snowboarding, wakeboarding, and watching college football, as well as spending time with family, friends, and her Dachshund Bandit.

*Mary Sue Greenleaf is a CWBA board member and is President of the Boulder CWBA Chapter. She is a second-year associate at Berg Hill Greenleaf Ruscitti LLP in Boulder, focusing primarily on construction, insurance, and real estate litigation. Mary Sue is a graduate of Texas Christian University and the University of Colorado School of Law.*

*Andrea LaFrance is a member of the CWBA Publications Committee and a third-year law student at the University of Denver, Sturm College of Law, focusing on intellectual property and commercial litigation.*

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*Specialty Bars* continued from page 4

The **Sam Cary Bar Association (SCBA)** was formed in 1971 as a self-help group to instill professionalism and support the exchange of ideas among African-American lawyers. The association is named after Sam Cary, the first Black attorney in Colorado, who was admitted to the Bar in October 1919. Membership is available to licensed lawyers, enrolled law students, and non-lawyers in legal support roles. In addition to providing support to its members, SCBA strives to provide community programs, such as monthly legal clinics and an annual gala to support the Sam Cary Scholarship Endowment Fund.

The **South Asian Bar Association (SABA) of Colorado** is a chapter of the SABA North America and was created to advance South Asian attorneys. Specifically, SABA Colorado’s goals are to: (a) promote the advancement and development of South Asian attorneys; (b) provide business and professional networking opportunities for South Asian attorneys and law students; (c) support, guide and mentor law students; (d) develop and foster relationships with other bar associations; (e) educate and disseminate information to the South Asian community about the law; and (f) provide a referral service to the South Asian community.



*Lynn Noesner is a member of the CWBA Publications Committee and is a Senior Deputy Public Defender in the Appellate Division of the Colorado Public Defender’s Office.*



*Justice Pierce is a member of the CWBA Publications Committee and is an Assistant Attorney General in the Health Care Unit of the Colorado Attorney General’s office.*



# Innovative ABA Study Exposes Gender Gap Among Lead Counsel and Trial Attorneys

By Genet Johnson

Although the number of women attending law school and entering the legal profession has increased in the past thirty years, the number of women attorneys in leadership roles has not. To investigate this trend, the American Bar Association (ABA) recently undertook a groundbreaking empirical study on the participation of women and men as lead counsel, and trial attorneys, in civil and criminal cases.

Released in July 2015, *First Chairs at Trial: More Women Need Seats at the Table* concluded that: (1) women are largely underrepresented in lead counsel and trial attorney positions; and (2) the type of case and client affects the participation of women in lead roles.

In civil cases, men are *three times* more likely than women to have a lead counsel role. For many civil matters, lead counsel is predominately male, including statutory cases (88% of lead counsel are male), contract cases (85%), and torts (79%). However, there are no categories of cases



in which women are more likely than men to be lead counsel. Though still outnumbered by men, women are most likely to be lead counsel in these categories: real property (41% of lead counsel are women); prisoner rights (38%); and social security (34%). In criminal cases, men are nearly *four times* more likely than women to appear as trial attorneys, and men are more than *twice* as likely than women to appear as lead counsel.

Even the type of client reflects a gender gap. Individual litigants and businesses are overwhelmingly represented by men, with 79% of lead counsel being male and only 21% female. Among all women who are lead counsel in civil cases, 40% represent plaintiffs while 60% represent defendants, while 45% of men represent plaintiffs and 55% represent defendants. The majority of male lead counsel (66%) in criminal cases appeared for defendants, while the majority of women lead counsel (69%) appeared for the government.

The study concludes by identifying concrete strategies that law schools, law firms, clients, judges, and individual women lawyers can hone in order to bridge the gender gap within lead counsel and trial attorneys. In particular, women are advised to affirmatively seek assignment on cases in which they will play an active role and take the initiative to develop the skills, tools and expertise necessary to be an effective trial lawyer. Women should be aware of the gender dynamics in the courtroom and remember that women lawyers often connect well with juries and are often viewed as trustworthy advocates for their clients. And women should never turn down the chance to be part of a trial team.



Genet Johnson

As the largest specialty bar association in Colorado, the Colorado Women's Bar Association is exceptionally positioned to evaluate and implement these and other strategies to promote gender equality in the legal profession generally and among lead trial counsel specifically.

*Stephanie A. Scharf et al., First Chairs at Trial: More Women Need Seats at the Table, American Bar Association, available [online from the ABA](#).*

*This study was limited to a random selection of all cases filed in 2013 in the United States District Court for the Northern District of Illinois. This particular jurisdiction was chosen because: (1) it is large and diverse with no single type of case dominating the docket; (2) all firms located in this jurisdiction are diverse with respect to size, employment of men versus women, and types of cases and clients; and (3) the lawyer appearance form in this jurisdiction shows, by self-designation, whether a lawyer is "lead counsel" and/or "trial attorney."*

*Genet T. Johnson is a CWBA Publications Committee Member and an attorney with the Denver law firm of Johnson Law Group, LLC, where she practices family and employment law.*



Alli Gerkman || Angie Schmitz



# Telling The Stories of Women’s Lives: An Evening With Helen Thorpe

*CWBA Public Policy Committee*

Co-Chairing a CWBA committee can put you in some unusual positions. Recently, former CWBA President Vicki Johnson and I sat across a table from internationally lauded author [Helen Thorpe](#), discussing crossover between her latest book and the work of the CWBA’s Public Policy Committee.

Thorpe was at the Galvanize Platte campus to speak about her two books, [Just Like Us: The True Story of Four Mexican Girls Coming of Age in America](#), and [Soldier Girls: The Battles of Three Women at Home and at War](#). Both are nonfiction works that dive into the lives of American women and explore the effects of public policies on individual lives—in *Just Like Us*, immigration and naturalization policies, and in *Soldier Girls*, policies relating to military service.

The crossover wasn’t hard to find. The Public Policy Committee connects our lives as attorneys to the lives of women and children in Colorado. The bills and policies we engage with in any given year are a product of current policy climate, interests of the legislature, and priorities of our committee members. But the overarching mandate is to improve the lives of women and children in Colorado.

We discussed the CWBA’s work on pay equity and efforts to reconstitute a Pay Equity Commission in the executive branch. We discussed economic empowerment legislation like tax credits for child care expenses. And we talked about the CWBA’s critical role in passing the Colorado Anti-Discrimination Act amendments that provide real remedies for employment discrimination.

We also talked about the women profiled in Helen’s books, and how their lives are positively and negatively affected by people they’ve never met. In *Soldier Girls*, military service is a mixed blessing. For Michelle, an 18-year-old from a family with no college experience, the money and education benefits from National Guard service are the ticket to her dream—a college education at a rigorous school far from her home town. For Debbie, a 34-year-old aesthetician and single mom, the National Guard’s acceptance of single parents brings a chance to serve her country. And for Desma, a sharp young woman who raised herself from the age of 14 and is working 3 jobs to raise 3 kids alone, National Guard deployments mean overwhelming physical and emotional challenges, but at the same time opportunities she wouldn’t have anywhere else.

Helen’s deep-dive into the lives of American women reminds us that policies affect real people in ways that are confusing, messy, mysterious, enlightening, and profound. All of the attendees at her talk were inspired to approach our work—as lawyers and as women who are leaders in policy conversations—with keen awareness of its effects.

***Interested in getting involved in the CWBA’s Public Policy Committee? Contact our co-chairs for more information.***

*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.*

*Angie Schmitz is a CWBA Board Member and Co-Chair of the Public Policy Committee. She is an associate attorney with The Drake Law Firm, P.C., representing businesses and individuals in creditors’ rights, insurance, and general business disputes.*

***Support the CWBA’s public policy and lobbying efforts! Attend the Annual Legislative Breakfast Nov. 17, 2015. Register now at [cwba.org](http://cwba.org).***

*Perspectives continued from page 3*

As Judge Arguello states in the program’s first newsletter, which can be found at its [website](#): “LAW SCHOOL...Sí Se Puede is a paradigm shift—a new model and way of thinking that will benefit society and the legal community as a whole: it will change how minorities are viewed and treated by our judicial system. LAW SCHOOL...Sí Se Puede is about creating professional bonds stronger than the stigmas that can hold us back.”



Judge Arguello plans to grow the program to include at least 60 Fellows. As each class of Fellows gets to the point of taking the LSAT, Judge Arguello hopes that LAW SCHOOL...Sí Se Puede can fund scholarships for a prep course and the LSAT fees for each Fellow. These goals will require lots of resources and help from the legal community. The program will have a continued need for attorney mentors, but will also need help from law firms and other organizations to offer internships for students and to donate money to help fund LSAT Prep Courses and fees.

**“Growing up I always knew I wanted to be a lawyer, and being a fellow in Law School Si Se Puede has made this goal possible. I have already been given opportunities, and I have never felt more satisfaction. It is one thing to say you want to be a lawyer and it is quite another to be in that environment and see that it is truly possible for me.”**

When I asked Lexi how she chose her college major, business, her answer was revealing of the type of character and perseverance that she continuously

exudes. Lexi responded that she went to the internet and researched top attorneys in New York, picked out a few, called their offices and asked them what college degrees they earned and what they would suggest for her. Lexi is the perfect example of a young student who has all of the qualifications, ambition, and work ethic needed to be successful. And just like Judge Arguello, she will benefit from a little serendipity.

**Perspectives Author:**

*Megan Rose is a CWBA Board Member and co-chair of the Professional Advancement Committee. She is a litigation associate at Gordon & Rees who specializes in Professional Liability and Intellectual Property. Ms. Rose is also a mentor for a Fellow in LAW SCHOOL... Sí Se Puede.*

*Someone’s Gotta Say It continued from page 6*

One of the key tenets of transformation and innovation is cultivating a dynamic work environment, comprised of diverse and engaged employees. Such an environment leads to increased business outcomes and up to five times higher returns on investment for company shareholders.<sup>3</sup> Suggesting that women must alter their behavior, speech and dress in order to conform to a historically male-dominated professional environment not only stunts the dynamic cultural growth that is critical to the success of today’s companies, but it also promulgates the message that “companies don’t need to change, women do.”

If change is not only inevitable, but also absolutely necessary to drive growth and prosperity, then we must promote nonconformity, diversity, and dynamic cultures. We should encourage women to be themselves, to embrace what makes them women and use their unique qualities and perspectives to bring about innovation and change.

So, when it comes to professional advice for women, the answer needs to be simple: **A woman should wear, say or do what she feels, in her best judgment, is the most appropriate thing at the time, given her understanding of the circumstances.**

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1 [Did You Know? 6.0: Change to Thrive](#)

2 *Id.*

3 A dynamic culture and engaged employees leads to a 240% rise in performance-related business outcomes. *Id.*

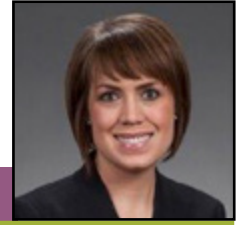
**“Someone’s Gotta Say It” is a regular fun feature of The Advocate, committed to bringing you true, relevant, and/or hilarious information.**

*Nicole Schowalter loves writing and is a member of the CWBA Publications Committee. She is the Director of Business Transformation at DigitalGlobe and leads lean and re-engineering change initiatives in the satellite technology industry.*





Ryann Fogel || Elizabeth Meck



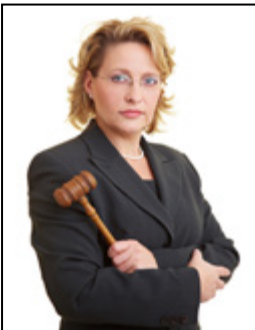
## Storming The Bench!

### CWBA Programs Committee

The CWBA Programs Committee is busy planning two fantastic events.

The first event is the **Storming the Bench** Program taking place on November 12, 2015 from 8:30-11:30 a.m. at Gibson Dunn & Crutcher. This is a high quality program which provides attendees with a roadmap and helpful insight about how to become a judge. The registration fee, which includes breakfast, is \$30 for CWBA members & Specialty Bar members and \$40 for non-members. CLE credit has been requested.

**Storming the Bench** begins with an initial presentation regarding women and minorities on the bench (importance, stats, issues, etc.). It then flows into a roundtable discussion format consisting of four 20 minute interactive sessions where we bring in Judges and others “in the know” to present and answer questions on topics such as general information and overview of the process, how to prepare for the interview and what questions to expect, how to fill out the applications and get endorsements, and what the appointment committee might look for. It concludes with a panel question and answer session.



We already have a fantastic line-up of presenters, including:

- **Magistrate Judge Kristen Mix**, U.S. District Court for the Dist. of Colorado;
- **Colorado Court of Appeals Judge Diana Terry**;
- **Denver County District Court Judge Elizabeth Starrs**;
- **Shannon Stevenson** (Partner at Davis Graham & Stubbs and member of the Supreme Court Judicial Nominating Commission);
- **Stephanie Donner** (General Counsel & Corporate Secretary for Galvanize and former Chief Legal Counsel for Governor Hickenlooper);
- **Jacki Cooper Melmed** (Current Chief Legal Counsel for Governor Hickenlooper); and,
- **Francesca Cheroutes** (U.S. Dept. of Labor attorney and member of the Denver County Court Nominating Commission).

The second event is the annual **CWBA Holiday Party**. It will be held on December 3, 2015 from 6-8 p.m. at the law offices of Haddon Morgan and Foreman P.C. This is always an extremely popular event, and we anticipate approximately 200 attendees. It is a social and networking event that is free for CWBA members and \$25 for non-members, and includes heavy appetizers and drinks. Importantly, there is also a charitable aspect as attendees are asked to bring an item or monetary donation for a charity focused on women and/or children. We are still in the process of choosing this year’s charity beneficiary.



**We are also actively looking for sponsors for both of these events.** Individuals, firms, or companies are free to contribute in any amount. However, to ensure recognition at the event, sponsorships at the following levels are suggested:

(1) \$500 level: includes premium recognition on event flier, acknowledgment in *The Advocate*, recognition on the registration table and from the podium at the event, social media recognition, 3 free sponsor admissions

(2) \$250 level: includes recognition on event flier, acknowledgment in *The Advocate*, recognition on the registration table, 2 free sponsor admissions

**Please consider sponsoring one or both events, and we hope to see you there!**

*Ryann Fogel is a CWBA Board Member and an associate at McConnell Fleischner Houghtaling, LLC, where her practice includes representation of professionals involved in both medical and legal malpractice actions.*

*Elizabeth Meck is a CWBA Board Member and an associate at Holland & Hart LLP. Elizabeth’s practice is focused on all areas of estate and wealth transfer planning, complex and disputed estate and trust administration, and fiduciary litigation.*



Casey Cassinis || Sally Roller



## Striving To Match CWBA Talents With The Needs of Our Communities

### *CWBA Legal Services Committee*

Each year, the Legal Services Committee strives to match the talent in the CWBA with the needs of our community. Consistent with that goal, the Legal Services Committee is proud to announce its newest community service initiative, the Modest Means Representation List Program. This exciting new program will serve the dual purpose of: 1) providing a much-needed community service to low-to-moderate income clients; and 2) providing CWBA members with an incredible service opportunity. Whether CWBA members are looking for pro bono hours or they want to expand their practice by providing reduced rate services, participation in the **CWBA's Modest Means Representation List Program** is the perfect solution.

How does it work? CWBA members who want to provide pro bono, reduced rate, or unbundled legal services to low-to-moderate income community members will be added to a list hosted on the CWBA's website after acknowledging basic requirements such as being in good standing with the Colorado Bar. Although the CWBA cannot endorse or recommend the attorneys on its list, potential clients will be able to find their contact information, areas of practice, and geographic reach by visiting the CWBA's website. Thereafter, list participants can provide legal services at a workable, mutually agreed upon price structure based on the needs of each potential client.

Want to take part in this cutting edge community resource? Simply contact the CWBA for a registration form. Preparations are underway to launch the list later this year. So, don't delay!

In addition to the work on the Modest Means Representation List Program, Legal Services continues to offer its traditional service opportunities at **Legal Nights** and **LawLine 9**. If you are looking for a rewarding pro bono experience, be sure to join us as we partner with the Colorado Lawyers Committee, Denver Bar Association - Young Lawyers Division and the Denver Access to Justice Committee to provide free legal clinics at Centro San Juan Diego.

Upcoming legal service nights are scheduled for January 6, February 3 and March 2 from 5:30-7:30 p.m. at 2830 Lawrence Street in Denver. Looking for a volunteer opportunity before the end of the year? Take time out of the hustle and bustle of the holiday season to give back to the community by volunteering for **LawLine9** on December 16. No special expertise is necessary for either Legal Nights at Centro San Juan Diego or LawLine 9. Please RSVP and obtain additional details at [cwba.org](http://cwba.org).



Are you interested in strengthening your CWBA friendships and connections? Joining a CWBA committee is a great way to get involved, and the Legal Services Committee needs your help as we plan for the **April 11, 2016 fundraising/benefit event**. Be sure to mark your calendars for our first **brainstorming session at Racine's on November 2 at 5:30 p.m.** During the meeting, we'll disclose this year's benefit recipient organization and discuss venues, sponsorships, and marketing efforts. We'll also set future meeting dates. Past benefit events have included a baby shower, a fashion show, and a comedy night. Even if you don't serve on the planning committee, it is a fun event you won't want to miss!

**Interested in getting involved in the CWBA's Legal Services Committee?** Whether you would like to volunteer for a single event or join the committee, feel free to contact Co-Chairs Casey Cassinis at [cscassinis@schadenlaw.com](mailto:cscassinis@schadenlaw.com) or Sally Roller at [sarah.roller@state.co.us](mailto:sarah.roller@state.co.us) for more information.

*Casey Cassinis is a CWBA Board member and partner at Schaden & Cassinis, PLLC where she represents clients in a variety of matters requiring litigation expertise such as personal injury, bad faith insurance, and contract disputes.*

*Sally Roller is a CWBA Board member and an Assistant Attorney General at the Colorado Attorney General's Office.*

# THANK YOU!

Thank you to those who ran or supported **Team Legally Pink** in the Race For The Cure!

The Colorado Women's Bar Association team of nearly 50 participants and donors raised more than \$2,000 this year as Team Legally Pink. We had a great time on Race Day supporting, remembering or celebrating those who have been affected by breast cancer. Special thanks to Jessie Pellant, Megan Rose and Kim Sporrer for organizing our team.



We hope you will join us next year!

\*\*\*\*\*



*Did you know?* The Colorado Women's Bar Association is one of the largest and most highly respected women's bar associations in the country. The CWBA is the only bar association in Colorado dedicated solely to advancing women as leaders in the law. It's easier than ever to renew or join online at [www.cwba.org/join-us](http://www.cwba.org/join-us). Encourage a friend or co-worker to join or renew today!

*Join us for the Fall Social  
October 27, 2015 at Tony P's.  
Register now at [cwba.org](http://cwba.org).*

**REMINDER**  
Mary Lathrop Award **nominations**  
**are due October 30.**  
**Download nomination information**  
**from the website.**



# Confetti!

## Bench Strength

▪ **Theresa Kilgore**, former CWBA El Paso Chapter President, was appointed to the Teller County Court bench in Colorado's 4th Judicial District.

## On the Move

- **CWBA Board Member Megan Rose** has joined Gordon & Rees, LLP.
- **Rachel Catt, Esq.**, has joined Harrington Brewster & Clein, P.C.
- **Dru Nielsen** has founded a criminal defense firm with Iris Eytan called Eytan Nielsen.

## You Were Recognized

- **Marianne Lizza-Irwin**, civil litigator and owner of Foothills Mediation & ADR, was awarded 2015 Mediator of the Year in Family and Child Support Matters by Jefferson County Mediation Services.
- **The Hon. Christine Arguello** received the Hispanic National Bar Association's 2015 Latina Judge of the Year award.
- **CWBA Immediate Past President Alison Zinn** was selected as one of the Top 25 Most Influential Young Professionals in Colorado, along with being selected for the special Top 6 "best of the best" in the 6th Annual GenXYZ recognition from *ColoradoBiz* magazine.
- **CWBA President Jessica Brown** is the *Denver Business Journal's* 2015 Outstanding Women in Business Winter for Law.
- **CWBA Member Stephanie Villafuerte** was named the *Denver Business Journal's* Lifetime Achievement Winner for the 2015 Outstanding Women in Business awards.

- **Barbara Brohl** is the *Denver Business Journal's* 2015 Outstanding Women in Business Winner for Banking/Finance/Accounting.
- **CWBA Vice President and Past President Shannon Stevenson** was selected as a finalist in the law category for the *Denver Business Journal's* Annual Power Book recognition.
- **Dianne Van Voorhees**, Metro Volunteer Lawyers' Executive Director, received the Denver Mayor's Diversity Award this month.
- **Meschach Rhoades**, a Partner at Armstrong Teasdale, received the University of Colorado-Boulder Kalpana Chawla Outstanding Recent Graduate Alumni Award.

## Leading The Way

- **Lindsey Parlin** and **Amanda Hopkins** were appointed as members to Judicial Performance Commissions in their districts.
- **Sheila Slocum Hollis** was appointed as Chair of the American Bar Association Standing Committee on the Law Library of Congress.
- **CWBA Board Member Pax Moultrie** (Sam Cary Bar representative) and **Stephanie Villafuerte** were appointed to Governor John Hickenlooper's newly created Child Protection Ombudsman Board.
- **CWBA Board Member Catherine Shea's** participation in COBALT was featured in an article in the Fall 2015 Update of the Office of Attorney Regulation Counsel.

- **Elizabeth J.M. Howard** of Childs McCune received back-to-back trial wins: full directed verdict and full defense verdict in less than 40 minutes after a two-week jury trial.

## Congratulations!

- **CWBA Board Member Ann Lebeck** and her husband James welcomed their new daughter Penelope (Nell) Maddux Lebeck on August 3.
- **CWBA Board Member Melanie MacWilliams-Brooks** and her husband welcomed their daughter Gloria on June 13.
- **CWBA Board Member Elizabeth Meck** and her husband welcomed their daughter Tristan Adeleen Knight on October 23.
- Congratulations to our eight CWBA law student members who passed the July 2015 Colorado Bar Exam:  
**Megan Bibliowicz**  
**Katy Bonesio**  
**Jennifer Carty**  
**Laura Cerezo**  
**Emily Dowd**  
**Jordan Gartland**  
**Lauren Lester**  
**Jill Mullen**  
**Leigh Nelson**  
**Kathleen Wheeler**

### **PLEASE NOTE**

Pursuant to CWBA policy, we do not include political statements, endorsements or campaign items in Confetti.

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

# UPCOMING EVENTS

## October

27 - Fall Membership Social | Tony P's

## November

12 - Storming The Bench | Gibson Dunn

17 - Annual Legislative Breakfast | Denver Athletic Club

23 - Managing Stress: How Not to Become Your Own Personal Injury Case | Colorado Bar Association

## December

3 - Annual Holiday Party | Haddon Morgan & Foreman, P.C.

16 - CWBA at LawLine9 | 9News Denver

## January

6 - Legal Night | Centro SanJuan Diego

25 - Winter Membership Social | DTC

## February

3 - Legal Night | Centro SanJuan Diego



*Save The Dates!*  
**39th Annual CWBA Convention**  
*May 20-22, 2016*  
**The Sebastian-Vail**



*Do you want to reach more than 1,000 women in the legal field?*  
Become a sponsor of this three-day event featuring CLEs, dinners, keynotes, family events and more!



To learn about [sponsorship opportunities](#) or how to get involved, contact Convention Co-Chairs Kristi Dorr Gilkes [kdorr@duffordbrown.com](mailto:kdorr@duffordbrown.com) and Melanie MacWilliams-Brooks [mbrooks@fostergraham.com](mailto:mbrooks@fostergraham.com).

*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).



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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.