

In This Issue

- Women’s March 4
- Meet CBA’s President 6
- CWBA Convention 7
- Serving Our Community..... 8
- Book Review 9
- Convention Reflections 11

Features

- President’s Letter..... 2
- Perspectives 3
- Inside The CWBA..... 5
- Someone’s Gotta Say It..... 10
- Confetti 16
- Upcoming Events 17



the Advocate

A Publication of the Colorado Women’s Bar Association

You had the power all along,
my dear.

– Glinda, the Good Witch





President's Letter || Sarah Chase-McRorie

Storming Ahead!

Knowledge is power. Information is liberating. Education is the premise of progress, in every society, in every family. – KOFI ANNAN

The Colorado Women's Bar Association has taken another trip around the sun. As I reflect on a successful 39th year for the CWBA, I think about the considerable amount of time and energy our Board of Directors spent planning for the future. For the first time in over a decade, the CWBA underwent large scale strategic planning. Thank you to everyone who responded thoughtfully to our planning survey and participated in an interview. Thank you to the Board of Directors of the CWBA who spent countless hours, capped off with an entire Saturday in April, going over these results and developing a strategic plan to guide the Association over the next 3 to 5 years. The information gleaned from our membership gives us the knowledge and power to keep the CWBA storming ahead.

We learned many valuable lessons through this process and developed six goals to guide the CWBA over the next few years. I personally could not be more proud of our membership and our Board of Directors for the thoughtful work in developing these goals. We are 1200 active members strong across the state and fulfilling these goals holds us accountable to our mission and to each other. Further, fulfillment of these goals will allow us to continue to be a forward thinking, innovative and inclusive organization across all of Colorado.

We developed six goals: the CWBA develops and supports women leaders within the association, the profession, and the community; the CWBA is a leader in formulating and advancing public policies consistent with its mission; the CWBA is a champion of diversity and meaningful inclusion;

the CWBA grows and engages its membership statewide by adding value for, and diversity among, its members; the CWBA consistently provides innovative, accessible, and high quality programs that enrich all of its members; and, the CWBA strategically and responsibly manages its human capital and financial resources to accomplish its goals. We will be posting the full strategic plan on the CWBA website. Please read it and help us fulfill our goals with your engaged membership contribution.

Finally, it has been an honor and a privilege to lead this association over the last year. Thank you. Thank you to the fabulous and hard-working Board of Directors who made my role easy. Thank you to Kim Sporrer, Executive Director, for your professionalism and dedication to your job. Whether you come here for camaraderie, networking or business development, we are more deeply connected to one another because of the struggles we each face together, we are more engaged on the issues that we uniquely face as women striving to be exceptional leaders in the law, and we are more inspired by one another every time we gather. Thank you for your commitment to this association; there truly is no place like the CWBA. That is the power of us!

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

2016/17 Board of Directors

- President Sarah Chase-McRorie
- President-Elect Wendy E. Weigler
- Vice President Alison Zinn
- Secretary Catherine (Cat) Shea
- Treasurer Gretchen Moore
- Historian Janet Drake
- Immediate Past President Jessica Brown

Committees

- Convention Ryann Fogel
Emma Garrison
- Judicial Sara Bellamy
Megan Garnett
- Legal Services Gina Glockner
Sally Roller
- Membership Whitney Beck
Casey Cassinis
- Prof. Advancement Melanie Corrin
Elizabeth Howard
- Programs Elizabeth Meck
Deborah L. O'Neil
- Publications Jessie Pellant
Diane Wozniak
- Public Policy Alli Gerkman
Sarah Parady
- CBA Bd. Of Governors Magistrate Michal
Lord-Blegen
- At Large Reps Sarah Domke
Miranda Hawkins
- Ad Hoc - CLI Danielle Felder
- Ad Hoc - CLC Lisha R. McKinley
- Ad Hoc - Non Attorney
Legal Professionals Jenna Klos

Chapter Representatives

- Boulder Mary Sue Greenleaf
- El Paso Susan Marhoffer
- High Plains TBD
- Larimer Kimberly Burnham
- Mountain Courtney Holm
- Pueblo TBD
- Southwest TBD
- Weld Kelli Riley

Diversity Bar Representatives

- Asian Pacific American Bar
Judge Cindy H. T. Dang
- CO LGBT Bar Jennifer Guzman
- CO Hispanic Bar Judge Adam J. Espinosa
- Sam Cary Bar Pax Moultrie
- South Asian Bar TBD

Law Student Representatives

- Univ. of Colorado Jennifer Benson
- Univ. of Denver Kristin Arthur

CWBA Executive Director

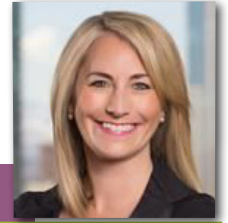
Kim M. Sporrer, APR

CWBA Foundation Board of Directors

- Barbara A. Grandjean, President
- Kristin M. Bronson, Immediate Past President
- Sheri L. Betzer, Treasurer
- Victoria V. Johnson, Secretary
- Ilene Bloom
- Hon. Elizabeth Harris
- Melissa Hart
- Jennifer Hunt
- Jennifer Jaskolka
- Beth Doherty Quinn
- Kathryn A. Reilly
- Lauren Schmidt
- Julia T. Thompson
- Wendy Weigler, CWBA President-Elect
- Maureen Reidy Witt

CWBA Foundation Executive Director

Kathie Barstnar



“Looking Forward: A Positive Outlook for Education”



Scott Laband is the President of **Colorado Succeeds**, a 501(c)(3) non-profit, nonpartisan coalition of business leaders from various corporations around the state committed to ensuring Colorado’s children are educated at their greatest potential. The organization was founded by Colorado CEOs who believe that

great schools are good business, and that business leaders can join forces to make sure the education system work better and smarter for all the people of Colorado.

Scott shared with us some thoughts on the current political climate and provided us with a positive outlook on bipartisan efforts being made in Colorado to improve education.

From your perspective, how has the political climate been affected in a positive manner?

“Coloradans are known for our collaborative spirit. Despite the polarization at the federal level, our communities and policymakers have shown a willingness to come together around common-sense solutions that better serve students. I think you see this in the specific legislation we’ve worked on this year. Through bipartisan efforts, policymakers have improved access to more relevant, rigorous and innovative educational opportunities for Colorado’s kids. And I’m hopeful this will continue as we move into the future. Our kids deserve our best thinking and problem solving, regardless of political affiliation.”

What are some bills/lobbying efforts being done on behalf of the organization that you are hopeful about, understanding that it is too early to know the eventual outcome?

“Colorado Succeeds is championing several bills aligned with our policy priorities. All have benefitted from strong bi-partisan support and our members have been actively engaged in promoting them:

- **HB-1184 – Expanding Computer Science Education:** This legislation requires the addition of technology skills into the state’s content standards. It would also allow tech industry experts to co-

teach alongside educators in the classroom. The bill is sponsored by Senate President Grantham and House Speaker Duran, signaling not only its significance but also bipartisan support. It passed the fully General Assembly and is heading to the Governor’s desk soon.

- **SB-61 – Equitable Charter School Funding:** This bill would equalize local mill-levy funding for Colorado’s public charter school students, which currently only receive, on average, 80 cents on the dollar compared to their peers in traditional public schools.
- **HB-1201 – STEM Diploma Endorsement:** This educator-developed bill creates a rigorous STEM diploma endorsement signaling students’ mastery of STEM skills and competencies to employers and higher education.

In addition to these specific bills, Colorado Succeeds is actively engaging in legislative efforts to improve the way Colorado funds its schools (it has been 23 years since Colorado last updated its school funding system). We are also champions for protecting and expanding school-based autonomy over staffing decisions, ensured by Senate Bill 10-191. We are working this legislative session to ensure policymakers hold firm on their commitment to ensuring every Colorado student has access to a high-quality teacher.”

Is there any involvement from varying individuals or groups supporting efforts of Colorado Succeeds or other organizations that make you particularly hopeful?

“We have a statewide network, BizCARES, of chambers of commerce, economic development organizations, business roundtables, and industry associations that have joined forces to move our state’s education system forward. These groups know that education is at the center of increasing the talent pipeline for Colorado. Their support for policies and programs that are proven to improve education ensures that what we advocate for is truly representative across the state and will benefit students from all parts of Colorado.

Colorado Succeeds has been a part of the Equity in Colorado Coalition for the past year. The coalition

continued on page 12

Sex and the City (of Washington, DC)

By Sarah Parady

Looking out over a sea of hand-knitted and -sewn hats in every shade of pink (and some others, like rainbow striped), I couldn't help but wonder – what else could half a million diverse women and male allies accomplish in a few short weeks if we put our collective minds to it?

I've been to plenty of large protests, but never one with the atmosphere of the Women's March. Strange as it may seem given the context, this was a joyful crowd. It was also a gentle crowd: Let anyone comment that she was hungry, and the emergency almonds would come out of a hundred purses. Let anyone feel faint, and the crowd would part as if by magic. Or, as my friend said to me late in the afternoon with a startled look, "Nobody has tried to grab my a** all day!"

The CWBA was well-represented among the throngs, with at least a dozen members in attendance. I was proud to be there with two CWBA colleagues from immigrant backgrounds, who remind me every day of what our country will lose if we close ourselves off to the world.



CWBA members march in Denver.

The day was full of reminders of how sex, gender and politics intersect. At one point, the group chanted "The Future is Female!" and a group of young people standing near me changed the chant

to, "The Future is Nonbinary!" Another time, a small group of men wound their way through the crowd shouting "Her body – her choice!" to which the surrounding masses of women yelled back, "My body – my choice!"



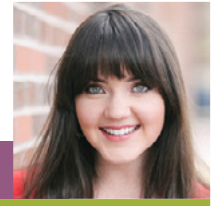
CWBA members Sarah Parady and Marianna Kosharovskiy with law school colleague Shanda Sibley marching on Washington.

One unexpectedly powerful aspect of the day was realizing that the thousands, upon thousands, upon thousands of serious, funny, brave, clever, sober, beautiful, thoughtful, and irreverent messages I read on signs had all come from the individual person carrying each sign. There were no prescribed slogans coming from the organizers and no topics considered off-limits or impermissibly unrelated.

But even in this beautiful cacophony, it was easy to see the unifying threads that brought us all there. In thousands of different voices, the women around me were calling for freedom. Freedom to live without interference and oppression based on our sex, gender, sexual orientation, race, national origin, disability, or any of the myriad forms of bigotry baked into our culture and politics. Freedom from poverty and freedom to access public goods like education and healthcare. Freedom to speak openly, live one's beliefs and join together for the common good.

To me, this was a distinctly female version of the American trope of freedom: a respectful, relational,

continued on page 12



Inside The CWBA: Meet Gretchen Moore

Board Member Spotlight



CWBA's Treasurer Gretchen Moore is a tax and accounting associate at Harper Hofer & Associates, LLC, a CPA firm focused on litigation, business valuation, marital dissolutions, and taxing situations. Gretchen grew up in Kansas City and went to the University of Kansas. Gretchen has been at Harper Hofer for three years, but has worked on and off with some of the people there for more than ten years.

Gretchen enjoys working with clients, especially because she gets to interact with a lot of different people involving new investments and businesses. Gretchen's work is primarily entity-focused with LLCs and S businesses. Because many of the firm's family law clients become tax clients, Gretchen is in a unique position where she can build and maintain relationships with those she's serving. A typical day for Gretchen involves emailing and calling clients, and touching base to see how she can best solve their problems. At any given time, Gretchen finds herself dealing with several interesting 1031 real estate issues.

Harper Hofer's litigation team has always been a longtime supporter of the CWBA, and first encouraged Gretchen to attend the CWBA Convention three years ago. Gretchen had a great time at Convention and particularly felt the Saturday night activity helped her to get to know CWBA members on a personal level. After going to Convention, Gretchen began attending more CWBA events.

In preparation for her role as Treasurer, Gretchen began attending CWBA meetings in June, but officially took over as Treasurer in July. Gretchen says the monthly Board meetings have helped her get to know all of the women involved on a different level than just attending happy hours.

Being a Board member "has been an extremely positive experience so far," says Gretchen.

Since becoming Treasurer, Gretchen has been helping put together the CWBA's budget and doing top level review of financials. At the fiscal year meeting, she presented the budget to the Board and answered questions.

Gretchen says joining a committee can help you get involved and immersed in an activity. When she decided to join the Board, she figured "better join now because it might not happen later," and is happy to report that "it's fun so far!" At first, Gretchen was nervous as a member on the Board, but now, she has nothing but good things to say about it.



Gretchen and her family enjoy a hike in the Rockies.

One of the things Gretchen likes most about the CWBA is its diversity—"it's cool to meet students, new attorneys, and long-time members at events." As a non-attorney looking at the CWBA, Gretchen encourages attorneys to reach out to experts and other professionals like herself, because she and other non-attorneys can help give different

continued on page 13

Meet CBA's President: *Patricia Jarzobski*

By Kate Noble

In her 28-year career as an attorney, **Patricia Jarzobski** has been a solo practitioner for 22 years, CWBA president, and CBA president. Needless to say, she has witnessed a great deal of change in the legal profession. Patricia views change as inevitable and necessary and has embraced it as opportunity to grow and learn. She noted that although lawyers are in a change-resistant profession, we have to recognize change and learn from it, not fight it. Otherwise, we risk being complacent and getting left behind.

Through her involvement with the CWBA and CBA, Patricia has become particularly well-versed in change relating to bar associations and leadership. As she explained, generally membership is declining, and bar associations will have to show their value everyday. She feels reimagining how we can provide tools for lawyers to be successful is critical. In particular, micro-engagement is important because the next generation wants to engage now. This means providing short-term, time-limited opportunities to work on an event, article, or project. Patricia feels that by opening the door for more people to engage, "we can embrace change and manage the transitions so we bring folks along the journey in a positive way and minimize resistance."



Bowling fun with the Larimer County Bar. Anda Lincoln, Rikke Liska, Patricia Jarzobski, and Nicole Black.



Left to Right: CAMP Director Ryann Peyton, CBA Director of Law Practice Management Reba Nance, and CBA President Patricia Jarzobski make history in Durango when, for the first time in 119 years, three women lead a CBA President local bar visit across the state.

As president (2012-2013), Patricia was instrumental in bringing change to the CWBA. She remembers that membership was low, and there wasn't a lot of energy within the CWBA. She saw she had to reenergize the organization, unleash talent, and say "yes" to innovation. She did this by focusing on members and thinking outside the box. Presidents after her built on what she started, and membership in the CWBA has almost doubled while other bar associations are declining. Patricia emphasized that bar associations exist to help members be successful, and they have to keep that at the forefront.

Now CBA president, Patricia says she's ready to see the CBA transition to a more contemporary bar association. She wants to respect tradition, but not be bound by it. This means opening the door to a broader group, including diversity bars, young lawyers, and lawyers across Colorado. She would like the CBA leadership to reflect the diverse membership the CBA serves. As an example, she noted that she is the first woman in 10 years, and only the fifth in 119 years, to be CBA president.

continued on page 13



|| Convention Committee Co-Chairs ||

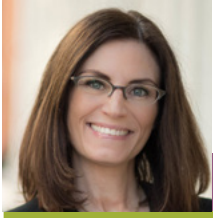
Emma Garrison || Ryann Fogel



Top 40¹ Reasons to Attend the CWBA 40th Annual Convention May 19-21

40. It's in Vail.
39. The chance to meet the woman described as "if Marc Zuckerberg and Sheryl Sandberg were to have a baby..." – dynamo entrepreneur **Gesche Haas** will give the Saturday breakfast keynote.
38. Fun **Wizard of Oz** theme in homage of our 40th – Ruby – Anniversary!
37. Make new friends.
36. Reconnect with old friends.
35. Survey says...? You love **Family Feud** and can't wait to show off your knowledge about what 100 people might have said about random topics during Saturday night entertainment.
34. Avoid FOMO while checking social media all weekend.
33. Sunday morning hike.
32. Interactive workshop with **NITA** on implicit bias.
31. The Sebastian and all the overflow hotels have spas. Just sayin'...
30. Judge-in-Residence **Magistrate Judge Nina Wang**.
29. There's no "**man behind the curtain**" – experience programming and activities created for women by women.
28. See **Rebecca Alexander** accept the Mary Lathrop award, given annually to a trailblazing female attorney.
27. Develop your **brain** with informative programming.
26. Opening remarks from **Lt. Governor Donna Lynne**.
25. Unique opportunity to bond with fellow women attorneys.
24. Lions and tigers and bears, oh my! Just kidding. You might see an elk though.
23. And your little dog too...dogs are welcome at The Sebastian and other hotels in Vail!
22. Live recording of Nicole Abboud's popular "**Gen Why**" podcast.
21. Inspire your **heart** listening to passionate and dynamic speakers.
20. All-start panel on race in the judicial system featuring **Mari Newman, Judge Alfred Harrell (Ret.), and Judge Christine Arguello**.
19. Saturday morning yoga.
18. Legislative panel discussion on "**how a bill becomes a law**" using the new pregnancy accommodation law as a case study.
17. A **yellow brick road** is a good excuse to wear your favorite red heels.
16. If you've ever been interested in traveling to Cuba for one of the bar-sponsored CLE programs, we are bringing Cuba to you! Popular Cuban journalist **Cristina Escobar Dominguez** will speak at Convention!
15. We'd like to welcome you to **Munchkinland!** There will be childcare and family activities for your little ones.
14. Slide show with fun memories from the CWBA's 40-year history.
13. Cocktails at Frost Bar.
12. **Judicial roundtable** session featuring eleven judges from different courts around the state.
11. Get away from the hustle and bustle of your daily practice.
10. You have **courage!** To try something different, to meet new people, to challenge yourself!
9. No wicked witches allowed! The CWBA is welcoming and friendly!
8. **Champagne toast** Saturday night to cheers 40 wonderful years!
7. If you don't come, we'll miss you as much as Dorothy misses the Scarecrow.
6. Two words: swag bags.
5. Elect the **new CWBA Board** and see the passing of the gavel to our next President!
4. Former **U.S. Soccer star Cat (Reddick) Whitehill** will speak on pay equity with legal expert in the field, Andrea Kramer.
3. Create memories you'll remember for the next 40 years!
2. A year's worth of CLE credits – 15 total, including 4 ethics credits!
1. **There's no place like the CWBA!**

¹ Not necessarily in this order!



Gina Glockner || Sally Roller



Serving Our Community *Legal Services Committee Update*

The Legal Services Committee had another successful and busy season! Thank you to all CWBA members for their generous and amazing contributions to the community. CWBA members continue to provide their talent, time and services throughout Denver and greater Colorado and deserve recognition for their tireless energy and commitment to pro bono work.

For the second year, the Legal Services Committee organized the **Modest Means Representation** List Program. This community service program provides a much-needed community service to low-to-moderate income clients and provides CWBA members with pro bono opportunities and an outlet to expand their practice through reduced rate, or unbundled legal services. The Modest Means Representation List, which can be found on the CWBA website, is comprised of those CWBA members who responded to the call and expressed interest in being included in the program. Although the CWBA cannot endorse or recommend the attorneys on the List, potential clients are able to find member contact information, areas of practice, and geographic reach by visiting the CWBA's website. There is still time to join the program. If you are interested, please contact the CWBA.

In addition to the work on the Modest Means Representation List Program, the Legal Services Committee continued to volunteer at **Legal Nights** and **LawLine9**. This year the CWBA partnered 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 at 2830 Lawrence Street in Denver. The CWBA participated in Legal Nights on the first Wednesday of every month. In addition, in December 2016 and April 2017, members volunteered for LawLine9 at 9News. CWBA members answered questions from callers and appeared on live TV during the 4 p.m. newscast.

Finally, on April 3, 2017, the Legal Services Committee hosted the Battle of the Barristers II: Test Your Knowledge at the CWBA Trivia Night. This year's beneficiary was **Girls, Inc. of Metro Denver**. Girls, Inc. is an incredible organization that inspires girls

to be Strong, Smart and Bold. It provides year-round academic-achievement and skill-building programs that are delivered by trained mentoring professionals in a positive, all-girl environment. These programs reach more than 2,000 girls each year. No other Denver agency offers such comprehensive programming designed specifically for the unique needs of girls at all ages and stages.



**girls
inc.**
of Metro Denver

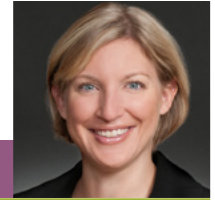


This year's community fundraising event, held at Wynkoop Brewery in downtown Denver, raised more than \$4000 for Girls, Inc. programs and development. Geeks Who Drink provided pub-style trivia and the top three teams left with prizes thanks to our generous sponsors. A huge thank you to our sponsors and volunteers for making this event possible.

The 2017-18 season will be underway in early August. The Legal Services Committee looks forward to welcoming returning and new members. We hope you'll get involved.

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

Gina L. Glockner is a CWBA Board member and an attorney at Childs McCune.



Book Review: *Appealing for Justice*

Appealing for Justice retraces the career of Justice Jean Eberhart Dubofsky, the first woman appointed to the Colorado Supreme Court and the lead counsel for the landmark U.S. Supreme Court case *Romer v. Evans*. By following this one woman's life, local author Susan Berry Casey tells the story of the generation that came of age during the civil rights movement of the 1960s. The book culminates in a fascinating behind-the-scenes look at the passage of Amendment 2, which would have prevented Colorado local governments from recognizing homosexuals as a protected class, and the legal battle that followed, from a preliminary injunction in Denver District Court to a 6–3 ruling by the U.S. Supreme Court overturning the law as a violation of the equal protection clause.

I will confess that I didn't know anything about Jean Dubofsky before I picked up this book. (When I read the chapter on her appointment to the Colorado Supreme Court, I was on the edge of my seat, not sure how it would turn out.) I was particularly fascinated by the author's telling of Dubofsky's experience at Harvard Law School. This was a time when some professors refused to let women actively participate in class. Each year, the dean invited all 1L women to dinner at his home, only to ask them to explain why they deserved a place in the class, knowing it meant denying a man admission. The book shows how Dubofsky quietly and determinedly soldiered on despite also facing gender discrimination when appointed to the Colorado Supreme Court and when being considered for a full-time faculty position at Colorado Law.

I would recommend *Appealing for Justice* to all Colorado lawyers. As somewhat of a newcomer to Colorado, reading this book filled me in on several important chapters in Colorado history and the legal

community. Casey writes in an engaging, comfortable style that makes for a page-turning read. The book is thoroughly researched and includes interviews with Dubofsky's friends, colleagues, former clerks, political leaders and reporters.

The author paints such a rich portrait of Dubofsky that this book would be interesting even for those

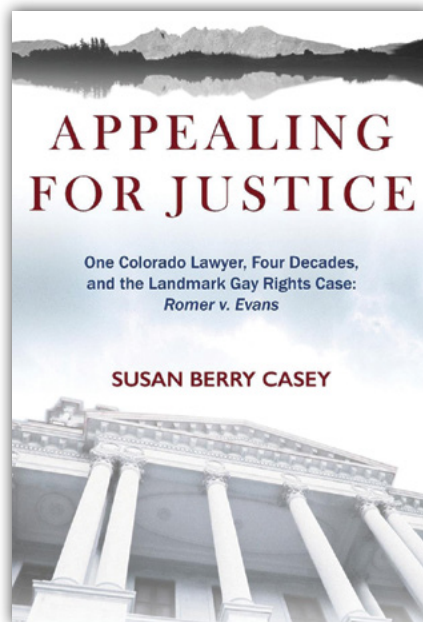
who are familiar with Dubofsky's many accomplishments and the story behind the *Romer v. Evans* case. For instance, you may not know that Jean Dubofsky first emerged in the public eye when she won the Betty Crocker Homemaker award for the state of Kansas before ultimately being crowned as the 1960 Betty Crocker All-American Homemaker of Tomorrow. The book also provides an inside look at the passage of the Fair Housing Act, which Dubofsky worked on as a legislative assistant to Walter Mondale. When the Supreme Court granted cert in the *Romer v. Evans* case, many leaders in the national gay rights movement — and Dubofsky herself — questioned whether “a lawyer no one had ever heard of” should be the one

to argue the case before the justices. What finally persuaded Dubofsky that she was the only one for the job was a meeting with the then head of Hogan & Hartson's appellate division, John Roberts.

Before reading *Appealing for Justice*, Jean Dubofsky was just a lawyer whom I had not heard of. I feel better off as a person and as a lawyer having spent the time and pages getting to know her. I am convinced that you will too.

(This article first appeared in the December 2016/January 2017 issue of *The Docket*.)

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



Someone's Gotta Say It:

The Perfect Day

By Diane Wozniak

How many of our members are burning that candle at both ends? Playing the role of Wonder Woman and not having enough time for you? How long is that to-do list? Are you getting the recommended 8+ hours of sleep and waking up refreshed ready to tackle another day? Let's face it, we all wear many hats and oftentimes we put ourselves last on the list, if at all, to provide a little focus and self-care. Wouldn't it be nice to wake up well-rested, workout, shower, eat, read the latest issue of the *Advocate*, and drive to work without a worry or thought other than how to manage your work day?

Envision for yourself the perfect day. An oasis, of sorts. Your significant other picked up the dry cleaning last night, cooked dinner, fed the kids, walked the dog, and made everyone's lunches for the next day. All the while you got your nails done, enjoyed a delicious home cooked meal (with a nice glass of wine), and put the kids to bed without a hitch. You spend the night cozied up on the couch after a relaxing bath with that new novel you've been eager to read.

Just before bed, you jot down a few notes to ensure your mind doesn't start swirling at 2 a.m. about all the things you need to remember to do the next day. You write down three things in your gratitude journal, fall asleep, rest peacefully, and awaken after eight uninterrupted hours. You head out for your morning barre class, return home to shower, dress and drive into work beating the morning rush. Your office mate brought in some delicious tea from his latest travels, and steeps a fresh cup for you just after your arrival – no need for you to make the office coffee this morning!

Your assistant has printed out and organized materials for all of your meetings, confirmed

lunch with your latest networking contact, and secured tickets for your favorite band she knows you want to see. Your clients all arrive on time for their meetings. Opposing counsel is polite and cooperative. You bill 7.6 hours with ease, receive a big compliment from your boss, and leave 30 minutes early to meet a friend for happy hour since you don't have to worry about the kids – it's Friday night, and they are off to a sleepover.

You return home to your significant other who greets you with flowers and news that the kids are staying with their friends for the weekend and you are headed to the mountains for a long romantic weekend. Enjoy! You've earned it – a perfect day!

Oh to dream, and perchance, to sleep.



Diane Wozniak is a CWBA Board member and co-chair of the CWBA Publications Committee. She is a family law attorney in Baker & Hostetler's litigation practice.



COLORADO WOMEN'S BAR ASSOCIATION FOUNDATION

RAISING THE BAR

Save the date for the 12th Annual Raising the Bar Dinner

"Women Lawyers Who Raise the Bar through Systemic Reform or Innovation."

SEPTEMBER 14, 2017

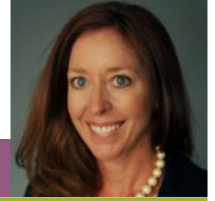
The Brown Palace Hotel and Spa | Denver, Colorado
Reception 5:30 pm; Dinner 6:30 pm

Please consider becoming a member of the Circle of Minerva.

Circle of Minerva members donate \$150 a year for five years in support of the CWBA Foundation and its charitable works. Among other benefits, Circle of Minerva members are invited to a private reception from 5-5:30 pm before the Raising the Bar dinner to meet the honorees.

Please visit www.CWBAFoundation.org for more details.

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



Marching Down the Yellow Brick Road

This May, we are celebrating the Colorado Women's Bar Association's 40th Anniversary Convention in Vail. Now is a time for reflection and assessment about how far we've come, and what work we have left to accomplish.

The CWBA is and has been committed to advancing women in the legal profession and women generally. The organization was formed by female attorneys who recognized a need for education, compassion and support. Join me in celebrating the CWBA founding mothers who had the vision and motivation to unite for the benefit of women.

Current events confirm that our goals have not been met despite the progress we've enjoyed. Regretfully, there is still much work to do.

The American Bar Association Commission on Women publishes an annual report, which confirms that wage inequity still exists; women only make up a small percentage of private firm equity partners; only about 1/3 of judges are women. Women are also under-represented in the legislature.

How can we effectively come together for positive, lasting change? One suggestion is for our members to meaningfully engage with the CWBA. Attend events. Participate in committees. Reach out to other women attorneys and invite them to join the work we are doing.

Something else you can do is attend the 2017 Convention. The theme this year is "There's No Place like the CWBA." Much like Dorothy, the Scarecrow, the Tinman, and the Lion, we all appreciate the value of intelligence, compassion and courage.

Brains

At the 2017 Convention, there will be continuing legal educational programs to suit everyone.

- Trial advocacy
- Legislation

- Marketing
- Human Rights
- Ethics

Whether you are thinking about a career change, interested in joining a movement, or simply need the CLE credits, you will find what you are looking for on the agenda.

Heart

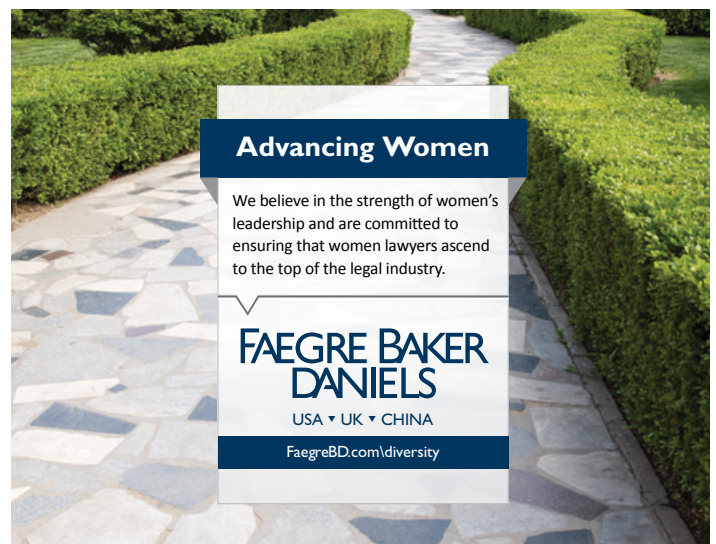
The CWBA Convention will also give you the opportunity to reconnect with old friends and make new ones. Celebrate women attorney trailblazers at the Mary Lathrop Award Ceremony. Enjoy a morning hike in Vail. Converse with a judge at the Judicial Roundtable.

Courage

You will leave the CWBA Convention inspired! Sometimes we all need a bit of courage – regardless of your title.

This ruby anniversary is an opportunity to invest in you. Follow the yellow brick road to Vail this month.

However you decide to engage, this is the time for CWBA members to get involved. Be active. Be strong. Be courageous!



Continued from page 3

is a diverse group of organizations and individuals representing communities of color, faith and advocacy organizations, school and student groups, organizations serving students with disabilities, emerging bilingual students, business, and institutions of higher education. We formed to provide a collective voice for these organizations working across the state to realize improved student outcomes for all Colorado students. Specifically, this coalition has been active in participating and responding to our state's Every Student Succeeds Act (ESSA) state plan, which will be submitted to the U.S. Dept. of Education for approval this month. We've served on various committees throughout the development and pushed our State Board and Department of Education on critical issues we believe this state should address. This coalition's power will continue to be influential as the state moves into ESSA implementation and I'm hopeful that this diverse group of stakeholders can help impact outcomes for students across the state."

As we progress the next four years, how do you anticipate using the current political climate to assist you and your organization and facilitate your goals?

"With the passage of the ESSA, much of the education authority has been returned to states. This requires those of us who work locally on school improvement to play an even bigger role in ensuring our educational system works for all kids. This responsibility is paired with an incredible opportunity to reimagine the way we prepare kids for life. As a business coalition, we have pushed the state to tap into its entrepreneurial spirit and embrace innovation in our education system. Colorado has led the nation on many forward-thinking education policies, from opening public charter schools to improving teacher evaluation practices. We look forward to working closely with the state department of education, school leaders, policymakers, and other stakeholders to take advantage of these opportunities and ensure our state continues to lead."

To find out more or get involved, contact Ashley Andersen, Director of Partnerships and Engagement. Business leaders are uniquely positioned to effect positive change in our schools by offering relevant experience and expertise in solving complex problems, allocating scarce resources, continuously improving systems, and achieving well-defined outcomes.

Jessie Pellant is a CWBA Board Member and Co-Chair of the Publications Committee. She is founder of StudioloP, specializing in identifying, acquiring, developing, protecting or enforcing Intellectual property rights domestically and internationally.

Continued from page 4



Wendy Weigler (back, center) participating in the Women's March in Puerto Vallarta, pictured with Linda Ellerbee.

intersectional, and community-oriented kind of freedom. The March represented the politics we could have if we enabled women (all women) their rightful role in public life. So my favorite sign of the day, in the end, was a simple "I'm with HER," with arrows pointing out in every direction.



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

Dedicated to Promoting Women

Lewis Roca Rothgerber Christie is proud to support the Colorado Women's Bar Association.

Our hats are off to **Rebecca Alexander**, the 2017 recipient of the Mary Lathrop Award, for her tireless efforts to make our community stronger, richer and more vibrant.



Lewis Roca
ROTHGERBER CHRISTIE

Tamara F. Goodlette
tgoodlette@lrrc.com

Lewis Roca Rothgerber Christie LLP lrrc.com

Continued from page 5



Gretchen with her family.

perspectives. For example, she can bring attorneys up to speed on financials through classes or one-on-one meetings. Further, Gretchen encourages members to be welcoming to new members at events and inviting them into their group – she knows from experience how difficult it can be to break the ice as an outsider.

Outside of work and her CWBA duties, Gretchen enjoys spending time with her family and enjoying Colorado’s great outdoors.

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



WilmerHale is proud to support the Colorado Women’s Bar Association and the CWBA Annual Convention.

WILMERHALE 

wilmerhale.com © 2017 Wilmer Cutler Pickering Hale and Dorr LLP

Continued from page 6

One tool to increase diversity in CBA leadership is building a pipeline between the diversity bars and the CBA. Patricia launched the ACTNow Initiative (Appointing Critical Talent Now), through which diversity bars are given a list of available CBA appointments and provide the CBA president with vetted candidates. This year, she has appointed many talented leaders from the diversity bars to important leadership positions in the CBA. Patricia recognizes, “The CBA is like a tanker, not a jet ski. It takes a lot of time and a lot of people to turn the tanker, but the tanker is turning.”

One area where she hasn’t seen a lot of change is in the rate of women becoming law firm partners and people of color entering the profession. For Patricia, focusing on implicit bias and how to interrupt bias is crucial. She sees a need to figure out how to measure performance in our field so it is objective. Lawyers need to look at what people are accomplishing and focus on contributions beyond billable hours and new clients. She would love to see more women in partnership and power in law firms. Patricia points out that there has never been female governor of Colorado, mayor of Denver, or U.S. senator from Colorado, and she would like to see that change.

For those looking to embrace change in our profession, Patricia recommends getting out of the office and into the community, especially getting involved in bar associations. For her, leadership roles have always been about rooting for others’ success and helping women and diverse attorneys. She noted that in pursuing change, mistakes are going to be made. But, instead of looking at mistakes as failure, mistakes should be viewed as a way to grow. It is important to take some risks and be courageous.

Patricia loves lawyers, working with lawyers, and being a lawyer. That’s what motivates her. Patricia says she doesn’t think in terms of her legacy. She just hopes she can help others succeed. She wants to help underrepresented people feel welcomed and invited in helping lead the bar to face our future challenges and opportunities. If Patricia can accomplish this, she will have done her job!



Kate Noble is a CWBA Publications Committee member and a legal editor with Colorado Bar Association CLE, the nonprofit educational arm of the Colorado and Denver Bar Associations.



Congratulations

We are pleased to support the **Colorado Women's Bar Association** and its mission to promote women in the legal profession and the interests of all women.

With pride, we congratulate our Partner **Rebecca Alexander**, distinguished recipient of the 2017 Mary Lathrop Award.

BakerHostetler
bakerlaw.com

**SINCE 1984
ACHIEVING RESOLUTION THROUGH
INSIGHT AND EXPERIENCE**

**JUDICIAL ARBITER GROUP IS PROUD
TO RECOGNIZE THE ACCOMPLISHMENTS
OF REBECCA ALEXANDER AS THE CWBA
2017 MARY LATHROP AWARD RECIPIENT.**

JAG **Judicial
Arbiter Group,
Inc.**

Colorado / Alabama / Indiana 1-800-ARBITER www.jaginc.com

**JOIN OR RENEW
TODAY!**



A KEY INGREDIENT

Diversity helps us create the best solutions for our clients. It's a key ingredient to our success.

PerkinsCoie.com/Diversity

Perkins Coie is a full-service law firm committed to serving clients in Denver and around the world. We are proud to support the CWBA and its mission to promote women in the legal profession.

Perkins Coie LLP Attorney Advertising

PERKINScoie
COUNSEL TO GREAT COMPANIES

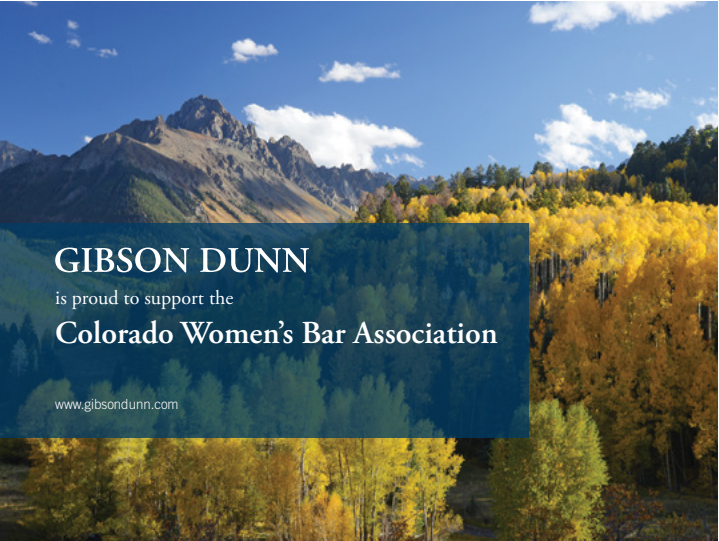


**WINZENBURG
LEFF
PURVIS
&
PAYNE**

is proud to support the
**COLORADO WOMEN'S
BAR ASSOCIATION**

and congratulates Wendy Weigler,
CWBA President, 2017-2018

303.863.1870 www.cohoalaw.com



GIBSON DUNN

is proud to support the
Colorado Women's Bar Association

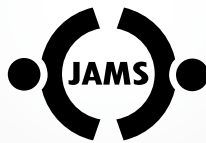
www.gibsondunn.com

CWBA

40TH ANNUAL CONVENTION
MAY 19-21, 2017 ♦ THE SEBASTIAN - VAIL

Rebecca Alexander

Your friends at JAMS congratulate you on your receipt of the Colorado Women's Bar Association 2017 Mary Lathrop Award.



410 17TH STREET, #2440
DENVER, CO 80202

CALL: 303.534.1254 or
VISIT: JAMSDENVER.COM

PARKER  LIPMAN LLP
ATTORNEYS AT LAW

CONGRATULATES



On its 40th Annual Convention

LORRAINE PARKER • DAN LIPMAN • CHRIS KOUPAL

2300 15th Street, Suite 200, Denver, Colorado 80202 | Phone: (720) 638-9424 | www.parkerlipman.com

"IT'S NOT WHERE YOU GO, IT'S WHO YOU MEET ALONG THE WAY."

THE WIZARD OF OZ

Robbie M. Barr proudly supports the 40th Annual CWBA Convention. As a longtime CWBA member, convention speaker, and former Board Member, Robbie is grateful for the years of camaraderie and support from her fellow CWBA members. In 2013, Robbie founded BarrADR, one of the few woman-owned Alternative Dispute Resolution firms in Colorado.

ADR SERVICES

Arbitration | Mediation | Case Evaluation | Settlement Conference | Special Master



Robbie M. Barr, Neutral

- 35 years as a trial lawyer, judge, trial advocacy trainer, and mediator
- Former Miami-Dade County, Florida Circuit Judge
- Former civil litigation attorney

(303) 579-1188 | www.BarrADR.com



Confetti!

On the Move

- CWBA Board Member **Jessie L. Pellant** transitioned from Brownstein Hyatt Farber Schreck to start her own intellectual property practice, StudioIP.
- **Kelly Adams** joined Fennemore Craig.
- **Anna-Liisa Mullis** transitioned from Davis Graham & Stubbs to Brownstein Hyatt Farber Schreck.
- **Mercedes Pineda** was hired by Sherman & Howard in its associate class of 2016.
- **Michelle R. Thom** and **Kobi Webb** began working at Ireland Stapleton Pryor & Pascoe.
- **Chelsea R. Clark** joined Coan, Payton & Payne LLC.
- **Darla Daniel** joined Balson & Faix LLP as Special Counsel.
- **John H. Tatlock** joined Epstein Patierno, LLP as Special Counsel.
- **Kelly Ledoux** joined Hall & Evans as a Litigation Associate.
- **Miko Brown** transitioned from Wheeler Trigg O'Donnell to Davis Graham & Stubbs.

You Were Recognized

- **Stephanie A. Kanan, Ellie Lockwood, Beth Ann Lennon** and **Jill Tenley Oldak** were among the nominees for Team of the Year honored at the Colorado Lawyers Committee Annual Awards Luncheon.
- The Denver Bar Association will honor **Sheila Gutterman** with an Award of Merit and **Judge M. Terry Fox** with an award for Judicial Excellence.
- **Samantha Halliburton, Rosario Doriott Dominguez** and **Elizabeth Titus** were recognized as three of the *Denver Business Journal* Top 40 under 40.
- **Nancy Crow** was awarded the James E. Bye Lifetime Achievement Award by the tax section of the Colorado Bar Association.

- **Justice Mary Mullarkey** received the Colorado Bar Association's Award of Merit.
- **Clarissa Collier** was named the Gary L. McPherson Outstanding Young Lawyer of the Year by the Colorado Bar Association.
- **Cristal Torres DeHerrera** received the Richard Marden Davis Award.
- **Jean Stewart** opened her new law firm, Jean Stewart LLC.
- **Hon. Christine Arguello** received the Dean's Choice Richard Schaden Adopted Alumna Award at the University of Colorado Law School Alumni Awards and was named an official alumnus of the law school.

Leading The Way

- **Kat LaCoste** was appointed by Governor Hickenlooper to the Colorado Commission on Low Income Energy Assistance.
- **Nancy Cohen, Marcy Glenn,** and **Arnulfo Hernandez** were appointed by Governor Hickenlooper to The Governor's Board of Ethics.
- Beginning July 1, 2017, CWBA Board Members **Emma E. Garrison** will be the Senior Vice President of the Colorado Bar Association and **Courtney A. Holm** will be a Vice President.
- **Erica L. Johnson** became a partner at Ambler | Keenan | Mitchell | Johnson.
- **Nicole Gorham** joined the partnership at Lewis Roca Rothgerber Christie LLP.
- **Samantha Sturgis** became a partner at Perkins Coie.
- **Christina Gomez, Megan Garnett, Franz Hardy, Jill Dorancy,** CWBA Board Member **Hon. Adam J. Espinosa** penned articles for February edition of *The Colorado Lawyer*.
- **Elizabeth A. Och, Erika Holmes,** and CWBA Board Member **Deborah O'Neil** wrote

articles for the March edition of *The Colorado Lawyer*.

- CWBA President Elect **Wendy Weigler** participated in a panel discussion to the American Bar Association Real Property Section on April 21 in Denver on "The Short Term Rental Conundrum: Entrepreneurial Spirit v. Local Regulation." This annual continuing education seminar collects several hundred of the most high-level real estate attorneys in the country, and the presentation produced a lively debate on this very current topic.
- The following members were appointed to various CBA committees through CBA President/CWBA Past President **Patricia Jarzowski's** ACTNOW Initiative:
 - CWBA Past President **Jessica Brown** - CBA/DBA Joint Management Committee and CBA Budget Committee
 - CWBA Past President **Alison Zinn** - CBA Executive Council
 - CWBA Board Member **Casey Cassinis** and **Michelle Sylvain** - Colorado Lawyer Advisory Board of Directors
 - CWBA President **Sarah Chase-McRorie** and **Arnulfo Hernandez** - CBA Nominating Committee
 - **Miko Brown** - Access To Justice Commission
 - **Erika Holmes** - Chair of the CBA Modern Law Practice Initiative

Congratulations!

- **Lynn Noesner** gave birth to a daughter, Judith Jade Geer.
- **Anna-Liisa Mullis** gave birth to a daughter, Esme.

Correction

- In our last issue, **Lucy Deakins** was incorrectly referred to as a CWBA Past President.

Submit your
Confetti news to
publications@cwba.org

UPCOMING EVENTS

May

19-21 / CWBA 40th Annual Convention | The Sebastian-Vail
19 / Mary Lathrop Award Reception | The Sebastian-Vail
20 / CWBA Annual Meeting | The Sebastian-Vail

July

TBD / Summer Social

MORE COMING SOON!



Register now
for our
40th Annual Convention

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

Questions about the 40th Annual CWBA Convention?

Contact CWBA Executive Director Kim Sporrer at
execdir@cwba.org or 303-831-1040.

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

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

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.

CWBA
COLORADO WOMEN'S BAR ASSOCIATION

P.O. Box 1918
Denver, CO 80201



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