



Diversity on the Bench

Meeting Minutes

Meeting Date: June 13, 2024

Meeting Time: 12:30 – 1:00 p.m.

Attendees: Meghan Bush, Judge Cynthia Mares, Judge Maritza Braswell, Christine Lyman, Nicole Soto Quintero, Dr. Fernando Guzman, Jeff Rupp, Asma Keeler, Catherine Chan, Judge Dea Lindsey, Judge Mariana Vielma, Judge Anita Crowther, Judge Jackson

Minutes:

- February 13th, 2024, Meeting Minutes were approved.

- **Focus Area 1: Encourage diverse Lawyers to Apply to Judicial Vacancies**
 - o Commissioners have indicated there are few diverse individuals applying.
 - o We have engaged in outreach to help diversify applicant pool.
 - o Judge Mares has been asked to be on panels and networking about Diversity on the Bench.
 - o The co-chairs will be meeting with Nga to discuss the mentorship program for Judges. Also, CBA will reach out to the Center for Legal Inclusiveness on their efforts with the mentorship program, DreamTeam 2.0.
 - o CHBA has a Judicial task force that helps applicants with Mock interviews and reading over applications for suggestions. If you know diverse applicants interested in the bench who would like support, please contact Judge Vielma at mariana.vielma@judicial.state.co.us
 - o We need to recruit more volunteers for the Coalition. If you know someone who is interested in volunteering, have them reach out to diversity@cobar.org
 - o CBA President Catherine Chan suggested talking to past applicants who didn't move further in the process about their experience. Meghan B has a list of the last two years of Dream Team 2.0 applicants who went through the process and weren't selected.

- **Focus Area 2: Support Retention of Diverse Judicial Officers**
 - o Two focus groups have been conducted with Diverse judges and we received valuable feedback from each.
 - o The notes from each Focus Group will be put together after the third focus group, which is scheduled on July 11th. Meaningful concerns about the retention process.

- o Dr. Guzman will be synthesizing the data and drafting a report with a summary and list of recommendations. Our goal is to finalize report by late fall/winter 2024.
- o We are working on a partnership with CWBA for focus groups with some of their members.

- **Focus Area 3: Be a resource for Key Decision-Makers**
 - o Four focus groups have been conducted with Nominating commissioners.
 - o Most interviewees were retired commissioners
 - o Judge Jackson is working on the report and the goal is to have this completed by the fall.
 - o Lots of information has been received and training could be beneficial for Nominating Commissions, especially on Unconscious Bias.
 - o Commissioners didn't have set criteria for their candidates.

- **Fair Admissions, Inc. v. President and Fellows of Harvard College and University of North Carolina**
 - o Tabled until the next meeting as Judge Brees was not able to join today

- **The Colorado Lawyer Publication will highlight Judge Palleres in the September issue**
 - o Please send any suggestions of diverse Judicial officers to diversity@cobar.org for our next Spotlight

- **Three Vacancies are coming up in Denver and one in Boulder and one on the Court of Appeals**
 - o Remember some individuals may not think to apply absent individual outreach. Consider reaching out to those you know and encouraging application. Meeting Adjourned