



Diversity on the Bench

Meeting Minutes

Meeting Date: August 6, 2024

Meeting Time: 12:00 – 1:00 p.m.

Attendees: Meghan Bush, Judge Cynthia Mares, Judge Maritza Braswell, Christine Lyman, Dr. Fernando Guzman, Catherine Chan, Judge Dea Lindsey, Judge Jackson, Henali Deol, Judge Jon Olafson, Colleen Morey, Machia Mullens, Sumi Lee, Jeff Rupp, Judge Mariana Vielma, Judge LaQunya Baker, Judge Amanda Hunter, Asma Keeler, Nicole Soto-Quintero

Minutes:

- June 13th, Meeting Minutes were approved.
- **Nominating Commission Focus Group Report**
 - Update on final focus groups and general feedback. We completed 4 focus groups with around 18 nominating commissioners across the state. Bill Scarpato, Judge Jackson, Judge Mares, and Judge Braswell facilitated the questions in the focus groups.
 - Timeline for recommendations report
 - August 16 Judge Jackson will send the team a draft of the report.
 - September 23rd draft will be finalized and sent to the coalition.
 - Late October courtesy drafts of both reports sent to Governor's office and Judiciary.
 - Decision to skip survey- Originally, the survey was going to include the questions that were asked in the focus groups to the nominating commissioners who couldn't join us, but timing was an issue. We also felt the conversations were richer in person.
 - Plans for publishing/circulating the report
If you are interested in providing feedback for the report, please contact Katrina Silbaq at ksilbaq@cobar.org to be added to our list to get a copy. We could use any extra volunteers to edit. Jeff Rupp and Christine Lyman offered to edit.
- **Diverse Judicial Officer Focus Group Report**

- Update on final focus groups and general feedback. Dean Guzman is working on the report with help from his wife who is also well versed in research and report techniques.
- Those who participated in JO Focus Groups shared feedback:
 - It felt good not being in the problem-solving role
 - We felt heard
 - It was nice to see data is being collected to try help the situation.
 - It was a great conversation and exercise.
 - Given I was the only one with a particular identity in my session, it didn't feel as anonymous
 - Really appreciated the time after the focus group survey to share thoughts in a safe space
- There is a need for more info re: retention commissions (next year?) Based on the feedback we got from the focus group of diverse Judicial Officers, there appears to be a disconnect between those evaluating the Judicial Officer and understanding what the day-to-day work really is.
- Timeline for report:
 - August 16 -Dr. Guzman will send the team a draft of the report
 - September 23rd -draft will be finalized and sent to the coalition
 - Late October courtesy drafts of both reports sent to Governor's office and Judiciary.
- This group is an independent coalition, affiliated with CBA and CJI, but separate from judiciary. Report will be sent to judiciary as a courtesy, but we will remain independent and any feedback will be carefully reviewed to ensure independence is not compromised.
- If you want to be added to the list to edit the report, email Katrina Silbaq to be added when the first draft is complete. Email:ksilbaq@cobar.org
- **Mentorship Program**
 - Judicial, CLI, and CBA are looking at ways to continue with the program and with a revamp. Given the changes in leadership and the changes in multiple organizations, talks are somewhat slow, but ongoing.
 - Nga wanted to add a mentoring component for soft skills for the judges.
 - Keeping in mind suggestion of reaching out to prior applicants who were unsuccessful.

- **Colorado Lawyer Spotlight- September Issue-Judge Pallares. Can we fit another one in before the year ends?**
 - If you have a suggestion for the next Judge to highlight in the Colorado Lawyer, please reach out to Judge Mares.

- **Partnership with CHBA and COA for Hispanic Heritage Month**
 - We have been approached to co-sponsor event on October 10 or October 17
 - Event is for Hispanic Heritage Month with a one credit CLE with a social gathering after. Still in the planning stage.
 - Atrium – space after 5 p.m. cost \$1700
 - Mariachi band/ Catering are the primary expenses.
 - CBA has some budget and Meghan Bush will look into this.
 - Sam Cary and APABA also interested in co-sponsoring.

- CHBA looking for volunteers for mock interviews. If you are interested or know someone who is interested, please contact Judge Mares.

- **New hire for Manager of culture at the Judicial office**
 - Manuel Banks- he's very busy but CBA is working to set up a meeting with them to hear how we can collaborate in our work with the coalition (most likely collaboration is on mentorship program [see update above]).