

Council On Equity and Inclusive Excellence

Meeting Minutes

Meeting Date: October 28, 2024

Meeting Time: 12:00 – 1:00 p.m.

Attendees:

Mark Fogg, Katrina Silbaq, Debra Fortenberry, Toni-Anne Nunez, Amy Sreenen, Alison Butler, James Eckels, Jodi Martin, River Sedaka, Paris Lumb, Amber Marchlowska, Jessica Lindzy, Daniel Tom, Annie Martinez, Ryann Peyton, Johanna Hendley, Christine Francescani, Parul Yadlapati

Key Discussion:

Goals:

1. Think Tank: Serve as a space for thinking about what the CBA can do better in addressing diversity, inclusivity, and equity.
2. Responsive Advocacy: Tackle issues around diversity and inclusivity and equity through problem-solving practices, engaging membership across the CBA

Norms:

- Come and go as often as you want
- When you are here, engage completely

Key Decisions:

1. Introductions

2. Recent Updates:

- o Historically a need was identified by the CBA to address a lack of skills and communication that supports inclusivity, and the idea of the toolkit was created.
 - Toolkit was sent for feedback to various partner organizations but not much feedback was received
 - The Toolkit was posted on the CBA website in August of 2024.
 - Leadership voiced some concerns about the toolkit and suggested that it needed some more input and editing
 - The Council met with the members of the EC to determine the next steps.
 - Toolkit was shared with CODACC, and more feedback was received.
 - The EC will be meeting at the beginning of December and a vote on the publication of the tool kit will be conducted.

3. History of the Council:

- o 2021 the idea of the council took formation. It came out of the work of the Joint Steering Committee; it was looking at the governance of the Bar and made recommendation for improvements through the Diversity and Equity lens
- o After the Joint Steering Committee ended, the Council was created to keep the work going.

- o The CEIE was meant to be a think space, and they did not want the council to have a hierarchal structure. There is no Chair.
- o The structure was designed to give the council some independence and to create a space that allowed members to work independently.
- o Throughout the work, updates were given to leadership to keep them informed, however, not for approval.

4. Next-Steps for the Toolkit:

- o The Council should be recruiting members from the affinity bars to participate in the council and to have a point of contact to provide feedback.
- o If someone would like to join the small group working on the toolkit email [River Sedaka](mailto:River.Sedaka).
- o Toolkit audience needs to be decided and if you have comments on who the toolkit should be directed to contact [River Sedaka](mailto:River.Sedaka).
- o The group will be reaching out to receive feedback to enhance the toolkit.
- o Presidents' Diversity Council will be meeting on November 12th. The Council will request feedback from the PDC at the meeting. There will also be more direct feedback requests made to affinity bars.
- o On December 4th the Council will present the toolkit to the Executive Council and a vote will be taken.

TEAMS

- **Pipeline: Create a pipeline description and develop an inventory of outreach ideas and projects.**
 - o *Process owner(s):* Alyson Scott
 - o *Participants:* Jeff Bowen
- **Courageous Conversations: Education & Outreach:** Develop tools, resources, and training to foster courageous conversations.
 - o *Process owner(s):* Jodi Martin, Ryann Peyton
 - o *Participants:* Debra Fortenberry, River Sedaka, Letitia Maxfield, Mark Fogg, Alison Butler
- **Resource Bank:** Create a bank of EDI (Equality, Diversity, and Inclusion) resources accessible to all members and the public.
 - o *Process owner(s):* Vacant
 - o *Participants:* Vacant

ADDITIONAL NEEDS

- Climate Assessment: to be included in the CBA's strategic planning process beginning this fall.
- Rural Colorado considerations will be woven into all initiatives.

Tasks & Ownership:

- Ask for CBA leadership feedback on toolkit and ask about moving forward with a CLE. Also ask if we can have space to update EC on our work with the toolkit. (Meghan Bush)
- Attend a CBA Local Bar Leader Meeting to explain our work and ask for input from Greater Colorado. (Ryann Peyton)
- Ask if there is space in The Colorado Lawyer for a 3–4-part series speaking of the work of CEIC