

Council On Equity and Inclusive Excellence

Meeting Minutes

Meeting Date: August 12, 2024

Meeting Time: 1:00 – 2:00 p.m.

Attendees: Judge Tow, Hayden Deporter, Alison Butler, Christine Francescani , Debra Fortenberry, Holly Ryan, Kendra Yates, River Sedaka, Ryann Payton, Andrea Mohamedbhai, Meghan Bush, Katrina Silbaq

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:

- **Professionalism Coordinating Council:**
 - Hayden Deporter and Judge Tow
 - Topic areas are basic terminology, ethical rules of professional conduct, Keda rules, and general discussion about language in legal writing.
 - The Professionalism working group was for the CLE
 - The council should come to the PCC to highlight the council's work. There is an opportunity for collaboration.
- **Courageous Conversations Toolkit**
 - Toolkit has been added to the CBA website and can be located [here](#).
 - Everyone is welcome to share with networks.
 - This team needs collaborative work from the local bars to ensure it will work for all Colorado Regions. Invite to Local Bar Leader Meeting.
 - Could we get space in The Colorado Lawyer to highlight the toolkit and make it a 3–4-part series?
 - Real-estate symposium might be a good partnership opportunity
- **Pipeline Team**
 - No update
- **Resources Team**

- No update
- Are there gaps in the CBA for the Coalition to work on and support?

TEAMS

- **Pipeline: Create a pipeline description and develop an inventory of outreach ideas and projects.**
 - *Process owner(s):* Alyson Scott
 - *Participants:* Jeff Bowen
- **Courageous Conversations: Education & Outreach:** Develop tools, resources, and training to foster courageous conversations.
 - *Process owner(s):* Jodi Martin, Ryann Peyton
 - *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.
 - *Process owner(s):* Vacant
 - *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 on 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 (Meghan Bush)