

# Council On Equity and Inclusive Excellence

## *Meeting Minutes*

**Meeting Date:** April 30, 2024

**Meeting Time:** 1:00 – 2:00 p.m.

**Attendees:**

### **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:**

- **Diversity Work at Bars Across the Country**
  - How do we get engagement? How do other Bar associations get their members engaged?
  - The Bar is trying to get more in-person engagement to get more collaboration and
  - Collaborate with CODAC
- **Courageous Conversations Toolkit**
  - Step 1: Toolkit
    - Part 1: Inclusive and Effective meeting
    - Part 2: Headwaters of Understanding
    - Part 3: Restorative Practices
    - Part 4: Resources
  - Step 2 is creating a CLE toolkit
  - This document is almost ready
    - This will be sent to local bar leaders at the next meeting

- **Defamation EDI Program**
  - June 18<sup>th</sup> at 12:00 to 2:00
  - Collaboration with the Specialty and Diversity Bars
  - Legal Drama that discusses challenges of race, class, gender
  - This will be a CLE.
  - Donations will be used to create a scholarship for Diverse Students that have to take the Bar Exam a second or third time.
- **Bar Exam Scholarships**
  - A scholarship for Diverse Students that must take the Bar Exam a second or third time.
- **Next Meeting will be held on August 12<sup>th</sup> from 1:00- 2:00 PM**

## TEAMS

- **Pipeline:** Create a description of the pipeline 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
- **Resource Bank:** Create a bank of EDI resources accessible to all members and the public.
  - *Process owner(s):* Susan Minamizono
  - *Participants:*

## 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.

## Resources:

[The Center for Nonviolent Communication](#) aka Compassionate Communication founded by Marshall Rosenberg PhD

## Tasks & Ownership:

- Create poll to learn where individuals would like to engage (Ryann Peyton & Emy López)
- Schedule Team meetings (process owners)
- Determine team objectives and initial action items (teams)

