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the **Advocate**

A Publication of the Colorado Women's Bar Association

Attorneys With Altitude: Moving Mountains Convention A Big Success





President's Letter || Alison E. Zinn

Excite. Empower. Embrace.

Approaching the New CWBA Year

Excite. Empower. Embrace. These words and all they encompass will be woven in to the fabric of the CWBA's work in the coming year.

We find ourselves in an incredible point in the women's movement - so much achieved and so much work left to do. You've heard it on the news, you see the campaigns, and certainly you've heard the phrase "Lean In" but whatever it is or whatever you call it, the buzz of the women's movement nationally and the buzz of the CWBA's work in Colorado is getting louder and gaining momentum. The CWBA knows the time for more change, more growth, and more impact is now, and we are acting on it.

With our membership numbers on the rise - it is an exciting time. With more members we gain more perspective, more influence, and more opportunities to achieve our goals.

We are taking our meetings to new and different places in the city to build relationships and help mentoring opportunities grow organically, which leads to referrals, meaningful connections, and camaraderie.

We are embracing innovation by engaging nationally recognized speakers and teaching women self-promotion skills they can use throughout their career.

We are storming the bench - helping women identify themselves as judicial candidates and supporting them in the application process.

We are empowering our members. We are educating our profession about issues unique to women and

offering real and practical avenues for overcoming discrimination - whether it be pay, having a family, or simply being heard. We are focused on the details of these and identifying creative ways to address them.

Finally, we are embracing each other. We are women - but we are also individuals. We all approach life differently; we have different perspectives, practice areas, families, and beliefs. Even with these differences, the common issues we face unite us. If we continue to embrace each other and to listen to each other, we can affect real change - real impact.

It's an exciting time. There is momentum. Our Board will capitalize on this momentum to achieve the goals of the CWBA and the ones that surprise us along the way.

This is your CWBA and I challenge you to increase your involvement this year! Find a committee that interests you - listen in or participate. Mentor or sponsor a colleague, a law student, or a friend by bringing her or him to an event. Come to a program and be inspired by the work of the CWBA and all we do to promote our mission. Or, simply support this incredible association with your membership; it is so very valuable.

Our members are the heart and soul of everything we do, and I look forward to uniting with you to pursue our mission and goals this year.

Alison E. Zinn is 2014-2015 President of CWBA and is a Senior Associate Attorney at Wade Ash Woods Hill & Farley, PC where she focuses on litigation involving wills, trusts, and probate fiduciaries.

On the Cover: Leslie Hilton of SuccessPartners, LLC speaks with the CWBA Board on "Leadership From the Heart".

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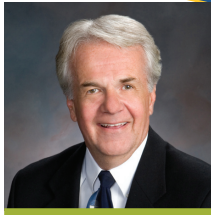
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|| Perspectives ||



Leslie Hilton

Why We Still Need A Women’s Bar Association

Male and Female Attorneys Weigh In

John: Why do we still need a CWBA you may ask? Why, especially now, in this era of pervasive promotion of diversity within the legal profession? Well, we as a profession and as a society still have a lot of work to do on the inclusiveness component of diversity and inclusiveness! We have to remove the “hidden barriers” that hinder and prevent attorneys, who are diverse by gender, ethnicity, or sexual preference from achieving their true potential in the legal profession. One of the barriers is called “affinity bias.”

What is affinity bias? I have an embarrassing personal example. As a white male practicing law for almost 40 years, I viewed myself and my law firm partners as fair-minded, bleeding heart liberal individuals who were on the cutting-edge of the civil rights movement and opposed to all forms of discrimination and bias. Despite this, my firm never succeeded in having one single female partner. Yes, we recruited two outstanding female associates in the mid-1980s, but they left the firm after about five years. One left the practice of law entirely. The other chose to go work for a government agency. I remember scratching my head at the time saying, “what possibly went wrong?”

Actually - six months ago, the mystery was solved. At a CWBA fundraising event, I saw the female associate who left the firm to work at a government agency (and later became a state district judge), and I took the opportunity to ask her why she left the firm. She looked me in the eye and asked, “John, are you sure you want to know?” I gulped a little and said, “Of course.” She then reminded me that occasionally she

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We asked two people:

Why is a Women’s Bar Association relevant in today’s society?

“Face it – even the most sensitive men can’t understand completely the challenges of being female in a male-dominated profession.”

Leslie: Why do we still need the CWBA? Because the CWBA is still relevant and important. Here are my current top 5 reasons we need the CWBA; I invite you to add your own reasons to this list:

Reason 5: This cover headline from the June 6-12, 2014, *Denver Business Journal*, says it: “Women have made progress in law firms, but the legal sector still lags most professions when it comes to women in management.” Until women attorneys reach a critical mass in management, cultures that recognize the needs and value women add to the profession will continue to be painfully slow

in coming. The CWBA provides a critical forum for women attorneys to address this issue.

Reason 4: The CWBA provides top-notch professional development opportunities. Case in point: the programming at this year’s annual convention was outstanding. From Larry Pozner on cross-examination to JAG and JAMS on effective use of arbitration, the content was as good as it gets. The CWBA provides an environment where women can learn together and develop professional connections.

Reason 3: Women attorneys need mentoring from other women. Peer mentoring is just as important as mentoring by a senior attorney, and the CWBA provides opportunities for members to connect with other women who can mentor them in any number of areas.

Reason 2: Women attorneys need a forum to discuss the issues they face as women without fear of reprisal or being misconstrued. Face it – even the most sensitive

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Grow Your Power *at Every Stage of Life*



Gloria Feldt is co-founder and president of Take The Lead, an initiative to prepare, develop, inspire, and propel women to take their fair and equal share of leadership positions across all sectors by 2025. A nationally renowned inspirational speaker, her latest book is No Excuses: 9 Ways Women Can Change How We Think About Power. Ms. Feldt is former president of Planned Parenthood Federation of America. She teaches "Women, Power, and Leadership" at Arizona State University. This article is a continued conversation from Gloria's presentation at the 2014 CWBA Annual Convention.

***CWBA:** During your presentation you included examples of growth which initially seemed to grow out of personal accomplishments first, such as your walk across that long suspension bridge. Do you think achieving personal accomplishments first is the best way to internalize the power within us that we can use on a professional level?*

GF: Eleanor Roosevelt used to say "Do something each day that frightens you." Those 22 suspension bridges scared me to death, and (not but) by crossing them one by one even though they frightened me, I grew stronger. I grew more sure of my own capability to master difficulty. I actually never lost my fear of suspension bridges but I realized that my fear did not have to hold me back from achieving what I wanted to do. I learned and internalized ways to get myself across the bridges by looking at the end point--the goal--not looking down at where I was in the walk.

We grow our courage muscles the same way we grow our physical muscles, by using them. So yes, just as I internalized my sense of power to cross the bridges without falling by doing it repeatedly, we ingrain a habit by doing it over and over a few times, some say for a month, but maybe most things don't take that long.

By the way, though you are distinguishing between the professional and the physical, I found that physical mastery helped me greatly with professional mastery. I never played sports and was not a daily exerciser until I was in my 40s. The fact that most young women today play sports and gain some level of physical mastery from an early age puts them way ahead in internalizing their power within, or the Power To as I call it.

I realized that my fear did not have to hold me back from achieving what I wanted to do.

***CWBA:** Are there different steps you would recommend to grow our power based on a women's age or stage of life?*

GF: First, I can vouch that there is always a way to grow our power at every stage of life. That is the good news.

I don't think there is any one recipe so I hesitate to make recommendations regarding the various ages or stages. However, as a general principle, always be learning something new.

And if you are not organically changing jobs every decade or so, then change something about the way you do your job to make it feel new and energizing.

Power and energy come from moving into new spaces, not from standing still.

For example, though I was CEO of Planned Parenthood in Arizona for 18 years and could have become bored (thus giving away my power as a dynamic leader), there were new challenges I had to meet every few years so it felt like a new job each time. First I had to learn an entrepreneurial business model because this affiliate had very little government funding. Then I had to learn to fundraise. Then I had to learn how to succeed in politics in a very red state. Then I was asked to serve on some national committees. Then I was getting bored so started a binational program. Then I took the national position where I had to completely retool the organization and create a new vision for the new century. And on and on.

***CWBA:** When you mentioned the ability of women to use the power of the purse, the first thing that comes to mind is consumer goods. But with some additional thought we could use this power to impact change on a legislative or charitable front as well as choosing to partner with other companies that are led by or supportive of women's issues. Are there other ways that we should be thinking of to use our power of the purse?*

GF: The power of the purse drives almost everything, In addition to shaping consumer products; organizations like Women Moving Millions are massing women's philanthropic clout by enlisting members to commit \$1 million over five years to organizations that help women and girls. They don't tell you what to fund, but by virtue of their mission they can have enormous clout to influence policy as well as programs. Similarly, gender lens investing can put our investments with companies that



Gloria Feldt presents at the 2014 CWBA Convention.

have women in top leadership and/or family friendly policies.

My husband and I just got a new investment advisor. She had never heard the statistics that companies with more women in their upper management and boards have a higher ROI and more profits. So I told her that with my part of the money I wanted to show her. She did research and came up with our own sort of mini mutual fund consisting of about 20 companies run by women. Guess what? General Motors notwithstanding (and it will come back because the woman at the top is handling the mess a lot better than her male predecessors did), the fund is performing well above the average.

She works for a big firm, I am now encouraging her to make this known throughout the company so others will do the same. It might take away a little of my edge, but overall, it will help to make female leadership more mainstream.

***CWBA:** Are the 9 Leadership Power Tools best used in succession for growth potential?*

GF: Great question, which no one ever asked before. No there is no order in which the 9 Power Tools should be used. Each is just that – a tool to help women through their challenges and into their growth potential. That said, I suggest that the first two: “Know your history and

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Moving Mountains

The 37th Annual Convention

By Christine Samsel and Casey Cassinis

The CWBA's 37th Annual Convention, held May 16-18, 2014 at The Sebastian, Vail's hottest boutique hotel, rivaled long-standing records for attendance. The Convention featured stimulating programs with lots of CLE credits, excellent opportunities for networking, a fabulous registrant "swag bag" stuffed with goodies from our sponsors, and family-oriented activities the kids loved, all at a bargain price. We extend our gratitude to our speakers, our sponsors, the Convention Committee, and CWBA Executive Director Mary Holverstott, as well as all who attended this year's Convention!



We were honored to have Judge Emily Anderson of the 17th Judicial District as our Judge in Residence this year. Judge Anderson made herself available throughout the Convention weekend to chat with attendees on an informal basis.

We kicked off Friday afternoon with a Negotiation Skills Workshop put on jointly by JAMS and JAG for litigators and non-litigators alike, presented by Judge Sandy Brook (JAG) and Judge James Miller (JAMS). That was followed by the Mary Lathrop Reception, at which we honored the accomplishments of

Magistrate Judge Patricia Coan. For the kids, we had a slumber-party-style viewing of the movie "Frozen" in an adjoining ballroom.



Saturday morning started early (for some attendees!), with an invigorating yoga/pilates workout called "willPower & grace," led by fitness instructor Mariah Smith. Roxane White, Chief of Staff for Governor John Hickenlooper, was our distinguished guest speaker at breakfast. Roxane offered her insightful and witty take on how she got where she is, mentoring, and a variety of other topics.

Our inspiring keynote speaker was Gloria Feldt who presented "Power to Your Practice." Gloria is the co-founder and president of Take the Lead, an initiative to prepare, develop, inspire and propel women to take their fair share of leadership positions by 2025.

Larry Pozner regaled a standing-room-only crowd with his scintillating "Killer Cross Exams" presentation. Kim Willoughby and Herb Tucker addressed up-to-the-minute issues with their presentation "Common Law Marriage



Upper Right:
2013-14 President Shannon Stevenson passes the gavel to 2014-15 President Alison E. Zinn.

in Today's Changing World." Robyn Glaser, Club Counsel for the New England Patriots (among other roles), and Stephen Hess, an attorney specializing in sports law, thoroughly entertained the attendees of "Sports Law: Tales from the Field" with discussions about current sports issues and the interplay between various governing bodies in sports.



Life Coach Stacey Vicari, founder of Ideal Life, energized the crowd with "Passion, Purpose and Power: Achieving the Life You Want." Dana Temple and Joe Dickerson provided valuable practical advice in "Show Me the Money: Collecting on Judgments." Our ethics program was a well-rounded panel of speakers consisting of Judge Gale Miller, Lauren Schmidt, Ilene Bloom and Carolyn Powell presenting "Pro Bono in Practice: How to Feed Your Soul and Fulfill Your Ethical Obligations," which addressed pro bono from the perspective of the courts, law firms, and in-house counsel, including helpful tips on finding rewarding pro bono work. Caren Ulrich Stacey gave attendees a fascinating look at the traits it takes to be successful and tools for developing these skills in "Groundbreaking Research: The Skills and Qualities of High Performing Women Lawyers."



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37th Annual CWBA Convention



Attorneys with Altitude:
Moving Mountains
May 16-18, 2014

"Thank you" to our Convention Sponsors

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While the grown-ups attended these stimulating programs, the kids were participating in a crafts event of decorating bags for Project AngelHeart which delivers food to seriously ill individuals. That was followed by balloon animals and an amazing face painter.

On Saturday evening Judge Anderson and Lorraine Parker served as judges for “Unleash Your Inner Artist,” a guided painting event. Judge Anderson and Parker were highly entertaining as they awarded fabulous prizes to winners they chose in such categories as “best overall,” “most original” and “keep your day job.” We discovered many of our members are talented outside the courtroom!

The theme of our perennial favorite, the Judicial Panel brunch on Sunday, was “Pet Peeves of the Bench and Bar.” We proudly featured Judge David Ebel, Judge Marcia Krieger, Judge Catherine Lemon, and moderators Michael Ogborn and Teresa Seymour, who conveyed incredibly useful information with wit

and humor and engaged in dynamic interaction with audience members.

Throughout the weekend, we awarded fabulous prizes, including a week and a weekend in a Range Rover, spa treatments, gift certificates for restaurants and retail establishments, and much more. In addition to discounted room rates, Convention attendees also enjoyed amenities at The Sebastian such as discounted treatments at Bloom Spa.

Save the date **May 15-17, 2015** for next year’s Convention!

Christine Samsel is a shareholder of Brownstein Hyatt Farber Schreck, LLP where she advises companies on all aspects of labor and employment law on a nationwide basis, with particular focus on California and Colorado. Christine is a past member of the CWBA Board and is currently on the Board of Directors of Rocky Mountain Children’s Law Center.

Casey Cassinis is member of the CWBA Board and a partner at Richard F. Schaden, PLLC where she practices general litigation with an emphasis on personal injury. In addition Casey practices pet animal law at The Pet Law Firm, PLLC and speaks frequently on the topic.

Gloria Feldt Conversation continued from page 5

you can create your own terms first before someone else defines you” would be essential to include in the mix of whatever others are used.



CWBA: *What is next for you?*

GF: Next is already here.

I cofounded **Take The Lead** to prepare, develop, inspire, and

propel women to take their fair and equal share of leadership positions across all sectors by 2025, and as its president I am deep into creating the new nonprofit organization, delivering the training programs, and working with our small staff and volunteers to create the networking/mentoring platform, curate role model

presentations, and drive change in the narrative from problem to solution focus through thought leadership and movement building. If you haven’t watched our wildly successful launch event, you may view it at www.taketheleadwomen.com. Be sure to let Carla Harris’s speech inspire you—this woman owned the room.

I welcome CWBA members to participate in our Women’s Leadership Power Tools online certificate course. The next course offering begins September 30. Visit <https://ce.asu.edu/continuing-education/all-courses> for information.

I hope to get Take The Lead self-sufficient enough in the next year that I can get back to writing, as I have a list of books I want to write so long I’ll have to live to be 120 years to complete it. And there are those grandchildren to enjoy.



Mary Jo Lowrey || Shelly Dill-Combs



Wrapping Up Another Active Legislation Session

CWBA Public Policy Committee

The Day of May 7, 2014 marked the close of the 69th Session of the Colorado General Assembly. Overall, the 2014 legislative session was fairly low key; likely impacted by the successful recall elections of two Democratic senators and the fact that 2014 is an election year. On behalf of the CWBA, our lobbyists from Aponte & Busam monitored 21 separate bills and helped the CWBA actively engage in seven pieces of legislation. CWBA members testified on five of those seven bills. The six bills we supported passed and the one bill we opposed was defeated. It was a successful year for the CWBA Public Policy Committee.

An edited summary of Aponte & Busam’s final report to the CWBA regarding the significant bills we supported is as follows:

HB 1032: Concerning Juvenile Defense Counsel

Summary: This bill makes a number of changes to the procedures concerning the appointment of counsel for juveniles. It requires that certain information about the right to counsel and process for obtaining counsel be provided on a promise to appear or summons in certain court proceedings where a juvenile is involved.

CWBA Involvement: The CWBA actively supported HB 1032, and offered the organization’s name to the bill proponents.

HB 1072: Concerning the Creation of a Child Care Tax Credit

Summary: This bill creates a new child care tax credit available for tax years 2014 to 2016 for Colorado taxpayers who have a federal adjusted gross income of \$25,000 or less. The credit is equal to 25 percent of the taxpayer’s child care expenses with a maximum amount of \$500 for

a single dependent or \$1,000 for two or more dependents. The tax credit is refundable.

CWBA Involvement: The CWBA actively supported HB 1072 and offered testimony in support in both the House and Senate Finance committees.

HB 1273: Concerning Human Trafficking

Summary: The bill repeals, reenacts, and makes changes to existing laws concerning human trafficking. The bill changes the definition of the crime of human trafficking of an adult and of a child to include the distinction that the trafficking was for the purpose of either involuntary or sexual servitude. Under the bill, human trafficking of an adult for involuntary servitude or for sexual servitude is a class 3 felony and a class 2 felony if the victim is a minor. Human trafficking of a minor for sexual servitude is considered to be a “sex offense against a child” for the purposes of the statute of limitations, which means there is no limit on the period of time in which criminal proceedings may be initiated against a defendant. Finally, the bill creates the Colorado Human Trafficking Council within the Department of Public Safety and specifies the council’s membership and duties.

CWBA Involvement: A long-time priority of the CWBA, the organization supported HB 1273 through grassroots outreach and direct lobbying efforts.

HB 1388: Concerning Civil Damages for Unlawful Termination of a Pregnancy

Summary: This bill creates a civil cause of action and damages as a remedy for a woman who is the victim of an unlawful termination of pregnancy as a result of another person’s

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Beth Doherty Quinn || CWBA Foundation President



CWBA Foundation “Raising the Bar” Dinner Planned for September 4, 2014

Save the date and plan to join us for the CWBA Foundation’s 9th annual “Raising the Bar” Dinner. Each year, the CWBA Foundation honors women lawyers who have made a difference in our communities and have “raised the bar” for all of us. The evening is always a memorable one with more than 300 attendees gathering to celebrate the accomplishments of our honorees and to thank them for paving the way for other women in Colorado and around the nation.

This year, we are celebrating “Legal Educators Who Have Raised the Bar.” We are thrilled to have six amazing women to honor at our upcoming event. We are honoring:

- Emily Calhoun, Professor of Law, University of Colorado Law School
- Melissa Hart, Professor of Law, Director of the Byron R. White Center, University of Colorado Law School
- Marianne Wesson, Professor of Law and President’s Teaching Scholar, Schaden Chair of Experiential Learning, University of Colorado Law School
- Sheila Hyatt, Professor of Law, University of Denver Sturm College of Law
- Lucy Marsh, Professor of Law, University of Denver Sturm College of Law
- Catherine Smith, Professor of Law, Associate Dean of Institutional Diversity and Inclusiveness, University of Denver Sturm College of Law.

The CWBA Foundation was founded in 1988 to implement the charitable and educational work of the CWBA, that is, to promote the advancement of women in the law, and to protect and promote the welfare of all women.

The Foundation helps fund the work and projects of the CWBA and also annually awards \$5,000 in scholarships

to women law students. It has also funded a historical video depicting women attorney trailblazers in Colorado. More recent projects include, joining forces with other national organizations in a groundbreaking study called, “Reduced Hours, Full Success: Part-Time Partnerships in U.S. Law Firms;” funding of the CWBA’s NITA program; and funding of New Families New Futures, an educational program designed to assist families and promote the welfare of Colorado children as they move through the domestic courts in divorce matters.

Beth Doherty Quinn is President of the CWBA Foundation and is with Baird Quinn, LLC., a boutique business and employment law firm in Denver.

This year, we are celebrating six amazing “Legal Educators Who Have Raised the Bar.”

Save the date and plan to join us on September 4th! Watch the CWBA Calendar for more information.



Melanie Corrin || Diane Wozniak



Gearing up for another fun year!

CWBA Membership Committee

This year, your Membership Committee Co-Chairs are Melanie Corrin and Diane Wozniak. This is Diane's first year on the Board, and she has been involved with the Membership Committee for two years. Melanie has been on the Board for the past year, previously serving as co-chair for the Membership Committee. Many thanks to former Membership Committee co-chair Ryann Fogel for her record breaking efforts last year - it will be hard to fill her shoes.



The Membership Committee will hold its meetings on the 2nd Wednesday of every month at Vinue, located at 2817 E. 3rd Avenue, Denver, CO 80206 at 6 pm. Anyone is welcome to attend.

The Membership Committee is excited to begin a new year and is already planning events. The first is the **Summer Social on Tuesday, July 22, 2014 from 6 - 8 pm at Second Home Kitchen + Bar (150 Clayton Lane, Denver inside the JW Marriott)**. Guests are welcome to attend, so we encourage you to bring friends and colleagues. Admission is \$20 and includes appetizers and a drink. As an added bonus, free valet parking is available with validation at Second Home. We are excited to offer some great door prizes including a free one-year CWBA membership for a renewing member and for a new member!



Members must renew by July 31, 2014!

Stay tuned for other exciting events throughout the year including our four main socials and a few smaller, informal Happy Hour gatherings throughout the Denver Metro Area and beyond! We are also ramping up outreach to DU and CU to get more students involved.

Finally, do not forget to renew your membership! Members must renew by July 31, 2014. After the one-month grace period, all membership benefits will end for non-renewing members. Don't risk losing: discounted CLEs; access to the popular Listserv; *The Advocate*; access to members' only events which provide education, networking and social opportunities; opportunities to give back to the community through legal services, and much more. **RENEW YOUR MEMBERSHIP OR BECOME A MEMBER TODAY!**

Melanie Corrin is a CWBA Board Member and a Partner with the Joseph Law Firm, PC focusing on immigration issues.

Diane Wozniak is a CWBA Board Member and an attorney in Berenbaum Weinshienk's litigation group.



Mysteries of the Secret Society Revealed!

The Circle of Minerva

There is no secret handshake, no shrouded rituals, no initiation rites – just a committed group of CWBA members who are quietly leading by example. The **Circle of Minerva** was launched in June 2012 to provide a reliable and sustaining source of funding for the mission of the Colorado Women’s Bar Association Foundation – to implement the charitable and educational work of the CWBA, to promote the advancement of women in the law, and to protect and promote the welfare of all women.

The origins of the Circle of Minerva can be traced to 1992 when the Foundation created the Leadership Circle to recognize a small group of members who made significant contributions over ten years. According to Past CWBA President Lynda McNeive, “the idea was to have people make a multi-year commitment – a continued level of donation that the Foundation could rely on to cover basic commitments and allow us to be more strategic.”

In 2012, the Leadership Circle was renamed the Circle of Minerva after the Roman goddess of wisdom (Minerva is often equated to the Greek goddess Athena, a name which more people may know). Each member of the Circle of Minerva is given a pin with the image of Minerva on it and the honor of calling themselves a part of this elite group of leaders who are advancing the cause of women in the law.

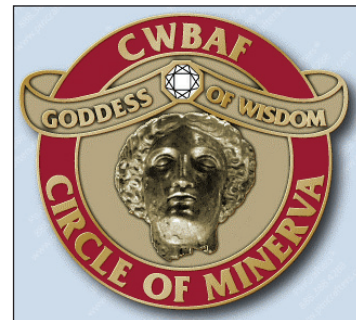
Past CWBA Foundation Board Chair Liz Starrs remembers that the change included a reduction in the level of contribution “so that young attorneys who have limited resources (paying off school loans, raising a family, etc.)

could still contribute to the important work of the Association.”

In joining the Circle of Minerva, members agree to contribute \$150 a year for five years to the Foundation. The funds have been used to support a number of important initiatives over the years. Since 1992, the Foundation has funded scholarships for a total of 60 students at the University of Denver Sturm College of Law and the University of Colorado School of Law. In 1998, the Foundation spearheaded fundraising efforts for a nationally recognized, decade-long study on gender equity in careers and compensation in the legal profession. The Foundation also contributed to a study on part-time law firm partnerships through the Project for Attorney Retention and to the New Families, New Futures educational program for families going through the divorce and separation process.

If you feel passionate about the advancement of women in the law and want to do more, please consider joining the **Circle of Minerva** (www.cwba.org/circle-of-minerva/) today.

Kristin M. Bronson is a Partner at Lewis Roca Rothgerber LLP and a CWBAF Board Member.



Since 1992, the Foundation has funded scholarships for 60 students at the University of Denver Sturm College of Law and the University of Colorado School of Law.

Legislative Session continued from page 10

intentional, knowing, or reckless action. The bill clarifies that it does not create liability or permit a cause of action against a health care professional or institution when the woman's consent is granted or implied, or against a woman for acts she engages in with respect to her own pregnancy.

CWBA Involvement: HB 1388 was introduced a companion measure to criminal penalties for unlawful termination of a pregnancy as approved by the 2013 General Assembly. CWBA actively supported the legislation via grassroots outreach and CWBA member testimony in the House Judiciary Committee.

Baker Perspective continued from page 3

and two of my male partners from the Boulder office would come to the Denver office for firm meetings. When noontime came, the male partners would go out for a "boys' lunch." We never asked her to join us. She said that she felt isolated and unwelcome.

At first I was in complete denial. Then I flashed on some visual memories of those noontimes. She was right. She was not included! How is this possible? As it turns out, this is a classic example of affinity bias. Affinity bias, as defined by noted inclusiveness advocate Erin Reeves is "... a preference for someone or a comfort with a particular kind of person may not be bias against someone else, but it may end up having the same impact." (See page 57 of **Beyond Diversity Inclusiveness in the Legal Workplace-Center for Legal Inclusiveness 2013 Manual.**)

John T. Baker spent 33 years as a trial attorney, concentrating his legal practice in products liability litigation, representing individuals that have been injured by defective pharmaceutical products and vehicles. John was listed as a Colorado Super Lawyer for 2007 to 2011. John retired from trial practice in 2010 to work as President and Executive Director of the National Institute for Trial Advocacy ("NITA") for three years. On February 5, 2013 John was appointed by the Colorado Supreme Court Advisory Committee as the first director of the Colorado Attorney Mentoring Program ("CAMP.") John has the responsibility of establishing a state-wide young lawyer mentoring in each of the 22 judicial districts in Colorado. For 40 years John has been active in promoting professionalism and served as President of the Denver Bar Association in 2009. John is married and has three children and four grandchildren, who have involved him over the years in coaching youth soccer, basketball and baseball.

In addition to our work on active legislation, the CWBA Public Policy Committee also utilizes our members' expertise to provide feedback on legislative proposals which are consistent with our mission. This Session, the CWBA Public Policy Committee was asked by Senate President Morgan Carroll to weigh-in on prospective legislation which would have required the court to increase the evaluative weight of neutral third-party testimony in determining parenting time. Several CWBA members responded with feedback for Sen. Carroll and the bill was not introduced this session.

Mary Jo Lowrey is a CWBA Board Member and a partner at Lowrey Parady, LLC where she focuses her practice on plaintiff-side employment law and family law.

Shelly Dill-Combs is a CWBA Board Member and a staff attorney at JAG, the Judicial Arbitrator Group, Inc., where she works on complex civil cases that are being arbitrated or mediated prior to trial. She is also an adjunct professor at the Community College of Denver where she teaches legal research and writing.

Hilton Perspective continued from page 3

men can't understand completely the challenges of being female in a male-dominated profession. The CWBA is a place for women lawyers to get support and to find solutions for their unique challenges.

Reason 1: Where else can you laugh about your challenges, celebrate your victories, be inspired to develop your full potential, collaborate to promote needed change for women - and network over spa treatments?

When will the CWBA stop being relevant and important? I rest my case.

Leslie Hilton practiced business law for 15 years, in-house and in firms, before moving into business management and then founding her professional coaching firm, SuccessPartner LLC, 20 years ago. She raised her daughter on her own, made a major career transition, and developed a top reputation as a coach to attorneys, leaders and teams to realize more of what they really want. Contact Leslie at www.successpartner.com, leslie@successpartner.com or 303.388.3440.

**The Advocate is going all-digital
in April with the Spring 2014-2015 issue!
Be on the lookout for an email with the
username and password to gain online access
to the member-only Advocate on the website.**

Confetti!

Bench Strength

- **Judge Emily Anderson** was appointed to the 17th Judicial District Bench.
- **Natalie Chase** was appointed the 18th Judicial District Bench.
- **Laurie Clark** was appointed to the Denver District Court, Juvenile.
- **Beth Faragher** was appointed to Denver District Court.

On the Move

- **Melanie Corrin** is now a partner with Joseph Law Firm, P.C.
- **Stephanie Donner** was named Deputy Chief of Staff to the Governor.
- **Kim Sporrer, APR** was hired by the CWBA as Marketing Director.
- **Mary Jo Lowrey** and **Sarah Parady** formed their own firm – Lowrey-Parady LLC.
- **Katie Reilly** moved to Wheeler Trigg O'Donnell, LLP.
- **Nancy Rodgers** is now a partner with Kissinger & Fellman, P.C.
- **Sadie Sullivan** joined Miles & Peters, P.C.
- **Shae Thurman** is now with Guidance Software.
- **Mary Sue Greenleaf** joins Berg, Hill, Greenleaf, Ruscitti, LLP.
- **Megan Rose** is a clerk for Justice Coats, Colorado Supreme Court.
- **Sheri Betzer** merged firms and moved to Betzer Call Lausten & Schwartz, LLP to offer services in all areas of forensic accounting. The two merged firms were the Betzer

Call Group, LLP and Schwartz Forensic Accounting f/k/a Patten MacPhee & Associates.

You Were Recognized

- **Beth Bryant** was named a Colorado hero in the “50 Heroes, 50 States” feature in the July 2014 issue of *Money Magazine*.
- **Ilene Lin Bloom** was recognized by DBA as Volunteer Lawyer of the Year.
- **Kate Stimson** was named a Top Woman Attorney by *Law Week Colorado*.
- **Erica Johnson** was interviewed by the *Boulder Daily Camera*.
- **Nancy Rodgers** was named Outstanding Town Attorney from the Metro Cities Attorneys Association for her work with the Town of Empire.

How do You Find the Time?

- **Shelly Dill-Combs** graduated from Colorado Bar Association's Leadership Training Program (COBALT).
- **Janet Drake** was named President-Elect of the DBA and highlighted in a *Law Week Colorado* article.
- **CWBA Past-President Patricia M. Jarzowski** was appointed to the 17th Judicial District Judicial Nominating Committee by Governor John Hickenlooper, former Colorado Supreme Court Chief Justice Michael Bender, and Attorney General John Suthers. Patricia is serving a six-year term which began January 1, 2014.

▪ **Ann Lebeck** is presenting at the Colorado Real Estate Symposium.

- **Christine Samsel** was appointed to the Rocky Mountain Children's Law Center's Board of Directors.
- **Wendy Weigler** completed a two-year term on the Board of Directors of the National Conference of Women's Bar Associations.
- **Alison Zinn** and **Shannon Stevenson** were named Commissioners on the Chief Justice's Commission on Professional Development.
- **Melanie Corrin** recently presented on a panel at the American Immigration Lawyers Association Convention.

Congratulations – You Did It!!

- **Casey and Enzo Cassinis** welcomed their baby girl Ally to the world.
- **Olympia Fay** completed the Colfax Marathon.
- **Sally Pennington** recently became engaged to be married.
- **Megan Rose** and **Jacqui Hill** graduated from law school.
- **Diane Wozniak** ran the Leadville Heavy Half Marathon on June 14, 2014.

You Will Be Missed

- **Judge Orelle Weeks** passed away on June 15, 2014.

**Submit your confetti news!
Email publications@cwba.org**

The Advocate is published quarterly by the Colorado Women's Bar Association. The deadline for articles is the 1st day of the month prior to the publication month. *The Advocate* staff reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: Advocate Editors, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002 or to publications@cwba.org.

Send change of address notices to Executive Director, CWBA, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002. Phone: (303) 831-1040; Fax: (303) 539-3994; e-mail: execdir@cwba.org.

Visit our website at www.cwba.org



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Cooking & Cocktails Fundraiser

A Lobbyist Fundraiser hosted by the Colorado Women's Bar Association

Tuesday, August 5, 2014 || 6-8 pm

Stir Cooking School 3215 Zuni Street, Denver, CO 80211

Lobbying is the act of attempting to influence decisions made by officials in the government, most often legislators or members of regulatory agencies. The team of Aponté & Busam are our lobbyists, and they have endless energy, admirable powers of persuasion and are influential.

Aponté & Busam themselves say it best: The practice of lobbying is an art, and it requires both patience and tenacity to advance successful public policy strategies. Our firm's approach is one of consensus building, as we are both skilled negotiators and thoughtful coalition partners. Relationships are key in our business,

“The average American doesn't realize how much of the laws are written by lobbyists.”

*Eric Schmidt,
Executive Chairman
of Google*

and our firm has proven connections with leadership on both sides of the aisle and throughout the Administration.

Join us Tuesday, August 5 for an evening of cooking lessons and cocktails to support the CWBA's lobbyists and important work in the legislature. Participate in a fun-filled, hands-on experience to work side-by-side with professional chefs while learning tricks of their trade. Gourmet food, cocktails, CWBA members and an opportunity to

hear directly from our lobbyists at Aponté & Busam will make this a “don't miss” event!

Register now at cwba.org/cwba-calendar

For more information about CWBA events and activities, visit the CWBA website at www.cwba.org or contact the CWBA office at (303) 831-1040.