

In This Issue

Mary Lathrop Award..... 4
2016 Convention 5
Attorney Life Cycle..... 6
Fast Forward 9
Judicial Reception 10
Public Policy Action..... 14

Features

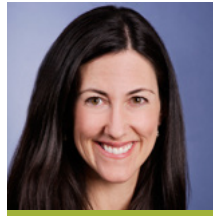
President's Letter..... 2
Perspectives..... 3
Someone's Gotta Say It 12
Inside The CWBA..... 7
Confetti 15
Upcoming Events 16

the Advocate

A Publication of the Colorado Women's Bar Association

Go For It! Creating Your Path To Success





President's Letter || Jessica Brown

Could You Be Someone's "Wingwoman"?

I recently participated in a *Law Week Colorado* Roundtable on diversity and inclusion, and spoke about the importance for women and diverse lawyers of finding a sponsor. A sponsor is someone who not only provides guidance to prepare a protégé for a position, but makes the case for the protégé to be promoted to that position.

Not all of us have the political capital to be a sponsor, however. Does that mean there is little we can do to champion and support other women?

Not at all. Even peer to peer, there is so much we can do to support women and facilitate the CWBA's mission: To advance women as leaders in the law.

At our "Storming The Bench" program in November, Judge Diana Terry revealed that she would not have applied for the Court of Appeals if a sitting judge had not encouraged her, telling her to "believe in [her]self." United States Magistrate Judge Kristen Mix reinforced Judge Terry's message, inspiring women to support one another and never to stand in each other's way.

At the 2015 National Conference of Women's Bar Associations, Dr. Arin Reeves, a leading researcher in the fields of leadership and inclusion, suggested that women pair up to write each other's self-evaluations, if self-evaluations are part of their compensation process. Women tend to be much more comfortable promoting the accomplishments of other women, she noted. Harvard studies also show women negotiate better deals for others than for themselves.

Dr. Reeves also spoke about five female associates who made a pact not to leave their law firm without talking with one another first. Years

later, they were all still with their firm, staying longer than attrition statistics would have predicted.

Manar Morales, President of the Diversity & Flexibility Alliance, noted recently that she has a daily five-minute call with a friend who is also trying to build her business. Together they discuss three things they will do to grow their business each day.

Linda Chanow, Executive Director for the Center for Women in Law, similarly suggests that women assist one another with business development. She even advocates a friendly competition, where "competitor" colleagues each partner with top rainmakers in the firm to see which pair can generate the most business over a given period.

It is frequently reported that women are not always perceived well when they self-promote. Thus, it may be beneficial to have an "office wingwoman" (*SELF*, Oct. 2015, at 72) point out your accomplishments and ensure you receive credit for your ideas.

I have read that Tina Fey and Amy Poehler are friends who also push each other to achieve great things in their respective careers.

A little encouragement goes a long way. I have observed and experienced first-hand the power of saying to someone, "You should go for this" position or promotion; "you would be great."

Those simple words can make a big difference to someone's career. No political capital required.

Jessica Brown is a partner at Gibson, Dunn & Crutcher, LLP specializing in employment law, e-discovery, and class action litigation.

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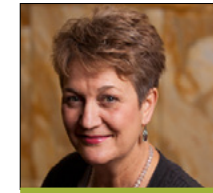
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Hon. Theresa Spahn || Shelby Deeney

Finding Your Zen

Judge Theresa Spahn was appointed to the Denver County Court bench in 2014. Previously, she worked as a partner in private practice with Wedgle & Spahn, as director of the O'Connor Judicial Selection Initiative, as the executive director of the Office of the Child's Representative, as a magistrate in the 17th Judicial District, and as a deputy district attorney in Adams and Mesa counties. She has been practicing law since 1988.

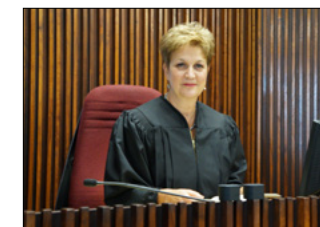
Shelby Deeney is a Deputy Public Defender in the Office of the State Public Defender Appellate Division. She has been practicing law since 2013.

What is personal fulfillment?

Judge Spahn: I work hard to wake up, be happy every day, stay grounded, and figure out how to give back and be kind. At this point in my life, I find a lot of personal fulfillment through friendships and family. I also try to get out in different communities, whether legal or my neighborhood.

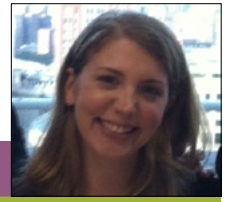
Ms. Deeney: For me, personal fulfillment is being on a successful career path while still cultivating other areas that give me joy, like training for a new personal record, writing a short story, or even experimenting with a new recipe in the kitchen.

Where do you look for fulfillment?



Judge Spahn: As women, we all look for fulfillment through a number of different ways. One is clearly through our careers; otherwise we wouldn't work as hard as we do! I also find fulfillment by participating in my community—both professionally and personally. When I look back over my time serving on the CWBA and other boards, I think about the friendships I developed and how much I learned. I found real pleasure in donating my time and seeing the fruits of our efforts.

|| Perspectives ||



Ms. Deeney: Luckily, I have always wanted to work in my current field, so even when I work long hours, I still enjoy it. Outside of work, every Wednesday and Friday morning (even when it's -6 degrees), I attend a free fitness group called November Project, which has helped me achieve fitness goals and introduced me to a great group of energetic, positive people. When you work out and have fun at -6 degrees, you truly feel like you can accomplish anything.

We asked two lawyers from different generations:

How do you define and find fulfillment?

Has this changed over time?

Judge Spahn: When I think about college, law school, and getting established in my career—certain times were more stressful than others. When you're a new lawyer, things can be overwhelming. You may have to give more time to your career than anything else to be successful. Later, when you have more experience, priorities change. Hopefully, you can find more time to let your hair down, get involved in other things, or spend time with your family. There's an ebb and flow.

Ms. Deeney: Before I went to law school and during my first year of law school, I only focused on success in my career, but I have found that having balance overall helps me. I never played any sports growing up, so when a friend asked if I wanted to sign up for a half marathon in the spring of our 1L year, I thought she was crazy. But on a whim, I decided to try. I learned that the more I balance myself physically and professionally, the more fulfilled I am personally.

What is your advice to achieve fulfillment?

Judge Spahn: Balance...it's hard. Never forget that it's hard work to be a lawyer. We didn't pick an easy career. That's why it can be so fulfilling. But remember to cut yourself a break. Also, don't be afraid to try new things. I've been able to do many different things as an attorney. It wasn't always easy but I was brave enough to jump in and try new things, and I certainly benefited from the different experiences.

continued on page 8



Megan Rose || Kelley Southerland



Kristi Dorr Gilkes || Melanie MacWilliams-Brooks



2016 Mary Lathrop Award Winner

CWBA Professional Advancement Committee

The CWBA gives its highest honor each year, the Mary Lathrop Award, to an honoree who embodies the spirit of the award to its fullest. The award goes to those women who have been trailblazers in the law, have served the mission of advancing women in the law, and have made notable, remarkable differences in our legal community.

This year's recipient exemplifies all of these traits, and it is with enormous pleasure that we will present **Helen C. Shreves** with the 2016 Mary Lathrop Award in May at the CWBA's Annual Convention.

Shreves earned her undergraduate degree from the University of Minnesota in 1968, and her law degree with honors from University of South Dakota School of Law in 1978. She became licensed to practice law in Colorado in 1978 and practiced family law in various firm settings until 1995. Shreves received her mediation training at the Harvard Negotiation Project and the Center for Dispute Resolution in Boulder, Colorado and in 1995, she dedicated her practice exclusively to dispute resolution. Known throughout the Denver domestic relations community as a master mediator and peacemaker on highly contentious cases, Shreves currently maintains a busy dispute resolution practice.

In addition to her mediation work, Shreves has served the CWBA and Denver legal community tirelessly. She has been a member of the CWBA since 1979 and chaired the Legal Services Committee for six years. She served as CWBA president in 1986 and has remained an active member of the CWBA since her tenure as president, attending most conventions and many events throughout the years. Shreves was a member of the CWBA Foundation Board from



2008-2014 and in a demonstration of the trailblazing attitude the Mary Lathrop award recognizes, created the Circle of Minerva concept that is now a fundamental component of the Foundation's structure of giving.

In addition to her involvement with the CWBA, Shreves served as vice-president of the Denver Bar Association in 1987, where she was a member of the Colorado Supreme Court Grievance Committee from 1990-1996. She has been a member of the Executive Council of the Colorado Bar Association Family Law Section since 1984, chaired the Family Law Section for two years, and served as the representative from the Family Law Section to the CBA Board of Governors for more than 10 years. She served as the 2000 President of the Board of Directors of the Metropolitan Interdisciplinary Committee.

Out in the community, Shreves has dedicated her time and service to assisting underprivileged individuals in accessing and navigating the domestic relations court system. From 1980-1986, she single-handedly ran the YWCA Legal Clinic once a month, and went on to represent many of the women she served there in court proceedings. Shreves wrote and produced a video, "How to do Your Own Divorce" in 1985, with funding of only \$500. This video became the most checked-out video from the Denver Central Library, and remained so for many years.

Shreves was one of the creators of the DBA Barristers Benefit Ball, which continues today and has raised hundreds of thousands of dollars for legal services programs for indigent families. In 2011, Shreves joined with other esteemed members of the Denver legal community to create

continued on page 8

"One Small Step" CWBA 39th Annual Convention

CWBA Convention Committee

We are pleased to invite you to the CWBA's 39th Annual Convention being held at **The Sebastian in Vail, Colorado May 20-22, 2016**. For those who have attended Convention in the past, you know this is a memorable weekend spent with friends and colleagues, enjoying timely and informative programming, networking, and entertainment for you and your family. For those who have yet to attend a Convention, you will find a warm and inviting atmosphere where you are sure to leave with great contacts and a new friend or two.

Keynote Speakers Announcement

We are very excited to announce our speaker and programming highlights this year.



Our **keynote speaker** is **Kathryn (Kathy) Ruemmler, former White House Counsel to President Obama**. **Ms. Ruemmler** is a partner in the litigation department of Latham & Watkins, LLP in Washington, D.C. and serves as the co-chair of their white collar defense and investigations practice group.

Our **featured guest speaker** is **Facebook's Vice President and Deputy General Counsel Ashlie Beringer**. Prior to joining Facebook, **Ms. Beringer** was a partner with Gibson Dunn & Crutcher LLP and served as the co-chair of the law firm's Information Technology and Data Privacy practice group. An interesting side note: **Ms. Beringer** successfully defended Ozzy and Sharon Osbourne in two contract disputes related to their MTV reality series. Sharon Osbourne, in her memoirs *Sharon Osbourne: Extreme* said, "Ashlie Beringer has got balls of steel."



We can't wait to hear from these inspiring women.

Our **CLE sessions** will offer something for every practitioner—from practical tips, such as self-care techniques for compassion-fatigued attorneys, to updates on hot public policy issues affecting local women, such as human trafficking, immigration, and campus sexual assault.

In addition to our CLE programming, Convention features a number of other events and perks that you won't find anywhere else. Our **"Judge In Residence"** program, for example, offers our members a chance to get to know a local judge throughout the weekend. At the **Mary Lathrop Award Ceremony** on Friday night, we will honor outstanding Colorado attorney **Helen Shreves** in a ceremony that will provide a unique opportunity for inter-generational connection and reflection on the progress and future of women in our industry. And, as last year's "Drag Queen Bingo" demonstrated, the **Saturday evening entertainment** program is always a highlight. There will also be activities and entertainment for your little ones, including childcare, so bring the whole family to enjoy this spectacular weekend in the mountains.

Look for brochures to arrive soon via mail and for **online** registration to open March 1. Be sure to book your hotel room early at **The Sebastian** or any one of the several Vail hotels where we have negotiated special rates.

While at Convention, take advantage of the hotel **amenities** including a 15% discount on **Bloom Spa** services and 25% discount on spa retail products.

*Interested in sponsoring Convention and getting some great marketing benefits for you or your firm? Please contact CWBA Executive Director **Kim Sporrer**.*

Kristi Dorr Gilkes is a CWBA Board Member and Co-Chair of the Convention Committee. Kristi is currently seeking to transition her energy and land use practice to Colorado Springs.

Melanie MacWilliams-Brooks is a CWBA Board member and Co-Chair of the Convention Committee. She is an associate at Foster Graham Milstein & Calisher, LLP, where she practices commercial and appellate litigation.

Life Cycle Of A Law Firm Attorney

By Jyoti Pandya & Erica Payne

Remember the day you received your law school admission letter and you thought you had your life figured out? That's never the end of the story, though. As we work through each stage of our careers, many wonder: "What's next? What can I expect?"

We have compiled thoughts and advice from CWBA members in four key stages of a legal career (law student, associate, partner, and retiree) to answer that eternal question: **What do you know NOW that you wish you'd known THEN?** We wanted to encourage honest insights about the good, the bad and the ugly of life as a female attorney. For that reason, some of the comments are anonymous. That way, you get the inside scoop, not the sugar-coated version that has you reading between the lines.

LAW STUDENT

Andrea LaFrance: University of Denver Sturm College of Law (3L)

"My journey through law school has been an incredible experience both professionally and personally. I was fortunate to meet my best friends in our 1L section, and it's crazy to see how much we've grown in the last 2.5 years. It's going to be really neat to see where we all end up."

Q: What makes a successful student?

A: Balancing hard work with down time.

"I've been most successful when I take time to refresh after intense periods of studying or work. I try to schedule time for the things that make me feel healthy and happy."

Q: What do you wish you'd known?

A: It's OK to take time to recharge.

"You can't learn it all in one day and you need to take breaks. During the first semester of my 1L year, I studied 12-15 hours a day leading up to finals and still wasn't happy with my performance. The following semester, I still studied quite a bit, but I took more personal days in order to recharge. My grades increased exponentially and have continued

to do so ever since I realized the effect of taking time to refresh."

Q: What surprised you?

A: Legal training impacts your non-working life.

"I think it's really neat to reflect on how much I've actually learned in the last 2.5 years and how I find myself "thinking like a lawyer" all of the time, including many situations outside of school. I'm constantly evaluating legal implications or taking some legal-minded approach, but sometimes it gets in the way of leisure time. For example, I was reading a non-fiction book this past summer and became frustrated because there weren't any citations or references. I'm officially a legal nerd."

ASSOCIATE

Anonymous

Firm: Confidential

Time in Position: Less than one year

Firm Size: Less than 10 attorneys

"Sometimes the surprises of the practice are thrilling and other times overwhelming. Before I joined my firm, I worked as a government attorney. The adjustment into private practice has been refreshing because my cases are a lot more fast-paced and complex. But I have struggled with understanding and capturing my billable hours. I work with really great people, the cases are interesting, and there is a lot of room for growth in my firm so I am often really fulfilled with my practice."

Q: What makes an associate successful?

A: Consider the big picture. "I go into my job every day with an idea of who I can help and how I can help."

I don't walk away every day having 'saved the day' but I ensure that I have contributed to a case getting closer to resolution. I try to keep perspective in my cases. Sometimes, squabbles happen and tempers flare but I take a step back, envision the big picture, and carry on. Most times, it usually helps me stay above 'the fray' or drama in cases."

continued on page 11



Inside The CWBA: Meet Sarah Parady Board Member Spotlight

After receiving a brochure in the mail from Simon's Rock College—a school that accepts high school students after 10th grade—Sarah called the admissions office to get more information. Shortly thereafter, she applied without telling her parents, went through an interview process, and was offered a full scholarship to attend the small liberal arts school at age 16.

There she received her undergraduate degree in Politics, Law & Society and graduated summa cum laude before attending NYU School of Law to pursue a career in public interest work. While interning with the Center for Constitutional Rights (CCR), Sarah had several opportunities to work on important cases, including the litigation underlying *Ashcroft v. Iqbal*.

"My experience in law school was amazing, particularly because of the big civil rights issues arising during those years," said Sarah. "At CCR, the attorneys were involved in the Guantanamo litigation, a big New York firefighter race discrimination class action, and the fallout from the post-9/11 immigrant roundups."

Upon graduation, Sarah moved back west to Denver in order to work in a smaller legal community and to secure a more manageable work-life balance. She clerked for the Honorable Carlos F. Lucero of the Tenth Circuit Court of Appeals and later worked at Colorado Legal Services and in a small private firm before joining forces with former CWBA Public Policy Co-Chair Mary Jo Lowrey.

At Lowrey Parady, Sarah exclusively represents employees and civil rights plaintiffs. Not only is the work meaningful and rewarding, Sarah has also discovered co-owning the firm has made huge improvements in her personal life.



"I thought working for myself would make things easier, but it is life changing. Because we are pretty selective about cases and do not have too much in litigation at one time, we are able to work those cases really hard. The more experienced you become, the more routine your legal work becomes and the less time you spend on each task. As a result, I feel much more in control of life in general."

For young attorneys, Sarah recommends hanging in there and looking hard for the right fit.

"Practicing law is an incredibly steep learning curve. If it feels like it's not working, young

attorneys should not give up on the entire profession right away, but should not feel stuck in a particular job that is miserable. Above all, don't let the stress become a health problem."

Outside of work, Sarah enjoys cooking, reading, hiking, and traveling. Sarah is also the incoming President of the Colorado Plaintiff Employment Lawyers Association and a member of the COBALT class of 2016.



Wyoming native Sarah Parady is a partner at Lowrey Parady, LLC and serves on the CWBA Board of Directors as its At-Large Representative.

Andrea LaFrance is a member of the CWBA Publications Committee and a third-year law student at the University of Denver, Sturm College of Law, focusing on intellectual property and commercial litigation.

Mary Lathrop Award continued from page 4

a nonprofit agency called “New Families New Future.” This entity educates and supports separating and divorcing families. Along with Gina Weitzenkorn, Shreves started the Family Court model that many metropolitan Denver area courts are based upon.

The Family Law Section of the CBA honored Shreves in 2014 with its prestigious ICON Award. Shreves has also been named a Super Lawyer for the past eight years, as well as one of the Best Lawyers of America for eight years.



While Shreves is a dedicated servant of the CWBA and her legal community, she also possesses boundless energy in her personal life. She is one of 12 siblings, each of whom also possesses a graduate degree. She is the mother of two adult children, and every Monday she looks after her 3-year-old twin grandchildren. Shreves loves travel, art, history, and culture

and is an avid athlete, hiking as often as possible, constantly honing her golf game, and practicing yoga with Yogadanny, her husband. Shreves is passionate about politics and dedicates much of her time in support of causes she loves.

Anyone who meets Shreves knows she is truly the embodiment of the Mary Lathrop Award, and we look forward to seeing you at the CWBA Convention where we will celebrate Helen Shreves, the 2016 Mary Lathrop Award recipient.

Megan Rose is a CWBA Board Member and Co-Chair of the Professional Advancement Committee. She is a litigation associate at Gordon & Rees who specializes in Professional Liability and Intellectual Property.

Kelley R. Southerland is a CWBA board member and Co-Chair of the CWBA Professional Advancement Committee. She is a co-founder of Radley & Southerland, LLC, a multi-disciplinary law firm of GALs providing best interests representation to dependent and neglected children in Denver Juvenile Court.

JOIN US!
Mary Lathrop Award Dinner
Friday, May 20, 2016
The Sebastian - Vail
Register now at cwba.org

Perspectives continued from page 3

Ms. Deeney: It’s never too late to try something new. It’s so easy to feel stuck in a routine, but carving out a few hours each week for yourself makes a tremendous difference. One of my mother’s favorite mantras is “you never know unless you ask.” Sometimes we are too nervous or intimidated to ask or try, but you never know what will happen until you do.

Perspectives Authors:



Lynn Noesner is a member of the CWBA Publications Committee and is a Senior Deputy Public Defender in the Appellate Division of the Colorado Public Defender’s Office.



Justine Pierce is a member of the CWBA Publications Committee and is an Assistant Attorney General in the Health Care Unit of the Colorado Attorney General’s office.

Know someone who should join the CWBA? Did you forget to renew your membership?



Membership dues are now half price, since we are half-way through our fiscal year!

JOIN OR RENEW TODAY!

CWBA
COLORADO WOMEN’S BAR ASSOCIATION

How CWBA Members Can “Fast-Forward” Our World to a Better Place

By Genet Johnson

It is widely understood that service is an integral part of the legal profession. However, members of the legal profession also have a responsibility to uplift people outside the profession.

In their recent book *Fast Forward: How Women Can Achieve Power and Purpose*, authors Melanne Verveer and Kim Z. Azzarelli offer dozens of anecdotes describing women who have empowered their communities, and provide a thorough appendix of research, non-profits, foundations, campaigns and social enterprises tackling issues affecting children and women around the world.

Fast Forward posits that before connecting with and uplifting others to fast-forward to a better world, women must first know their power and find their purpose. As women, knowing our power involves affirming our value as human beings notwithstanding the opinions or judgments of others. Some women have never said to themselves, out loud: “I am a good person;” “I am disciplined;” “I am capable.” That is a mistake. Once we commit to speaking words of affirmation through good times and bad, we can transition to the second part of knowing our power: assessing our strengths, skills and resources. This is a lifelong exercise that cannot be accomplished overnight.



As suggested in *Fast Forward*, one way to start this process is to brainstorm what you bring to the table: take time to consider what skills and natural strengths you have developed and what weaknesses you can address and tackle. If you have trouble doing this exercise, ask someone you trust for insight.

After taking the steps to know our power, the next step is to find our purpose. Finding your purpose involves determining what issues and activities matter to you and ignite your passion. Pinpoint up to three issues that you want to see changed or initiatives that

you would like to participate in to make a difference. Then, take time to get familiar with the latest research and news on those issues and initiatives and find organizations that provide solutions and support in those areas. There are countless societal issues and community service initiatives that we can tackle, join and create to empower our communities.

The final step to fast-forwarding to a better world is connecting with others to make a difference. This is where the CWBA has made revolutionary changes on a committee level and as an association.



Genet Johnson

Members of the CWBA Legal Services Committee perform public service and provide legal advice to underserved people in the Colorado community. For instance, the committee helps train attorneys to represent battered victims seeking protection orders and annually hosts a well-attended charity fundraiser. Participating in the Legal Services Committee is an effective way for CWBA members to fast-forward our communities to a place of expanded growth and opportunity for children and women.

As an association, the CWBA partners with nonprofit organizations that share the CWBA’s mission, which is to promote women in the legal profession and the interests of women and children generally. As the CWBA’s 2015-16 partners, Family Tree and the Legal Aid Foundation of Colorado are the beneficiaries of funds raised by the CWBA’s holiday party and benefit event. [Family Tree](#) is a local organization helping individuals, families, and communities break the generational cycles of child abuse, domestic violence and homelessness. The [Legal Aid Foundation of Colorado](#) fundraises to provide civil legal services for low-income people in Colorado.

By committing to multiple initiatives advancing the interests of women in the legal profession and women and children generally, the CWBA can continue to accelerate our world to a better place.

Genet T. Johnson is a CWBA Publications Committee Member and an attorney with the Denver law firm of Johnson Law Group, LLC, where she and CWBA Member Myles S. Johnson practice family and employment law.



Ann Lebeck || Catherine Shea



U.S. Magistrate Judge Kristen L. Mix to be Honored at 2016 Annual Judicial Reception

CWBA Judicial Committee

Through its Annual Judicial Reception, the CWBA honors all members of the Colorado judiciary as well as a specific judicial official for her or his meaningful work. Past honorees include Denver County Court Judge Doris E. Burd (2015), Colorado Supreme Court Justice Nancy Rice (2004), and 10th Circuit Court of Appeals Chief Judge Stephanie K. Seymour (1994).

This year, the CWBA Judicial Committee is pleased to announce that the Judicial Reception's honoree will be **Kristen L. Mix, Magistrate Judge for the United States District Court for the District of Colorado**. The individual who nominated Magistrate Judge Mix for this award described her as "an exemplary judicial officer" whose commitment to the legal community is "outstanding."

Her commitment to the CWBA serves as an example. She was the Judge in Residence at the 38th Annual CWBA Convention in May 2015, and she volunteered her time as a panel member and breakout session leader in the CWBA's "Storming the Bench" CLE. In addition, Magistrate Judge Mix has been praised for being "active in diversity and inclusion efforts" with the Center for Legal Inclusiveness. She is also one of the founders of the Colorado Intellectual Property (IP) Inn of Court, which has as one of its objectives the mentoring of younger lawyers. For her work for the Colorado IP Inn of Court, she was recently awarded the Linn Inn Alliance Distinguished Service Medal by the American Inns of Court.



Magistrate Judge Mix received her undergraduate degree cum laude from Middlebury College and her J.D. from the University of Colorado School of Law. She practiced law in Denver until 2007, when she was appointed to the federal bench. Her reappointment to a second eight-year term was announced in April 2015 after a Merit Selection Panel unanimously recommended her reappointment. While in private practice, Magistrate Judge Mix focused on labor and employment law and was recognized as a top employment lawyer in 2006 by Chambers U.S.A. and as one of the top 25 women lawyers in Colorado in 2007 by 5280 Magazine.

The 2016 Annual Judicial Reception will be held at Davis Graham & Stubbs LLP on March 24, 2016, from 5:30 to 7:30 p.m. We hope you will join us.

Ann Lebeck is a CWBA Board Member and Co-Chair of the Judicial Committee. In 2015 Ann founded Tuxbury Homes LLC, a real estate development firm focused on revitalizing residential real estate in the Denver metro area. Previously, Ann was a commercial litigator in Texas and Colorado, most recently with Davis Graham & Stubbs LLP.

Catherine (Cat) Shea is a CWBA Board Member and Co-Chair of the Judicial Committee. She is an Assistant Regulation Counsel with the Colorado Supreme Court.

Annual Judicial Reception
March 24, 2016 | 5:30 - 7:30 p.m.
Davis Graham & Stubbs LLP
Register now at cwba.org

Life Cycle continued from page 6

Q: What do you dislike about it?

A: "I am fortunate and thankful that there is very little I dislike about my practice. When I get together with friends with whom I graduated school, a lot of time is spent commiserating about the frustrations of the practice. I find that I run out of things about which to complain much sooner than my friends. The people I work with don't scream at me. There aren't big egos at my firm and people don't make power plays or use tactics to make others look bad. I would say that the only complaints I have are more related to my lack of experience than my work environment. I am very busy at work. I would also like for there to be more mentoring and more direction and explanation offered with most of my assignments. I am so bogged down with work most days that I can't even consider going to any CLEs, bar association meetings, or networking events. My friends share the same gripes so I know my situation is not unique but I would like to have more balance nonetheless."

Anonymous

Firm: Confidential

Time in position: 5 years practicing

Firm Size: Less than 10 attorneys

"Most of the time—I'd say 90 percent—I love being an associate. I have been given (or earned, depending on how you look at it) a lot of responsibility in a short period of time. Since I joined the firm, I have conducted depositions, been given my own cases to manage, and appeared at hearings and mediations on behalf of my clients."

"I want my career to be fun enough for me to not think so much about 'work-life' and more about 'life-life.' On a typical day, I am often challenged, stressed, overworked, bored, frustrated, proud, and engaged in equal measure."

Q: What makes a successful associate?

A: Find a mentor.

"Hard work, but that's not enough. Your hard work also needs to be noticed by the partners. You need to find a mentor. Ask questions. Be prepared and able to take on a lot of projects—but not more than you can handle."

PARTNER

Anonymous

Time in position: 8 years non-equity shareholder

Firm: Confidential

Firm Size: 30 attorneys

"As a partner, you are a business within a business."

Q: What makes a successful partner?

A: "Two things: becoming an expert in your areas of practice and business generation. It cannot be overstated how important it is to bring in a substantial amount of business. You will only have power within your firm if you have a big enough book of business where the firm would be substantially hurt if you left and took your business with you. Without that you are entirely dispensable and will be looked at as a cost center rather than a revenue generator."

Q: What do you like and dislike about it?

A: "I like the autonomy of controlling my own time. I dislike the constant striving for more - to keep up or surpass your partners, to always increase your business generation (through productivity and origination). I love what I do, although I don't always love the culture in which I do it."

Anonymous

Time in position: 18 years

Firm: Confidential

Firm Size: Large firm (250-1000+ attorneys throughout career)

"There are always pressures to deal with, both internal and external. Work-life balance is a myth; you just need to identify what is important to you and make it a priority."

Q: What makes a successful partner?

A: "Doing excellent work, being very responsive to clients, looking at issues from the client's business standpoint rather than from a purely intellectual legal standpoint, making an effort to understand what my clients do and what their needs are. Intellectual legal exercises are interesting, but most often are not what clients are seeking when they call me - they want to know 'Can I do this?' and 'How can I do this with the least amount of risk?'"

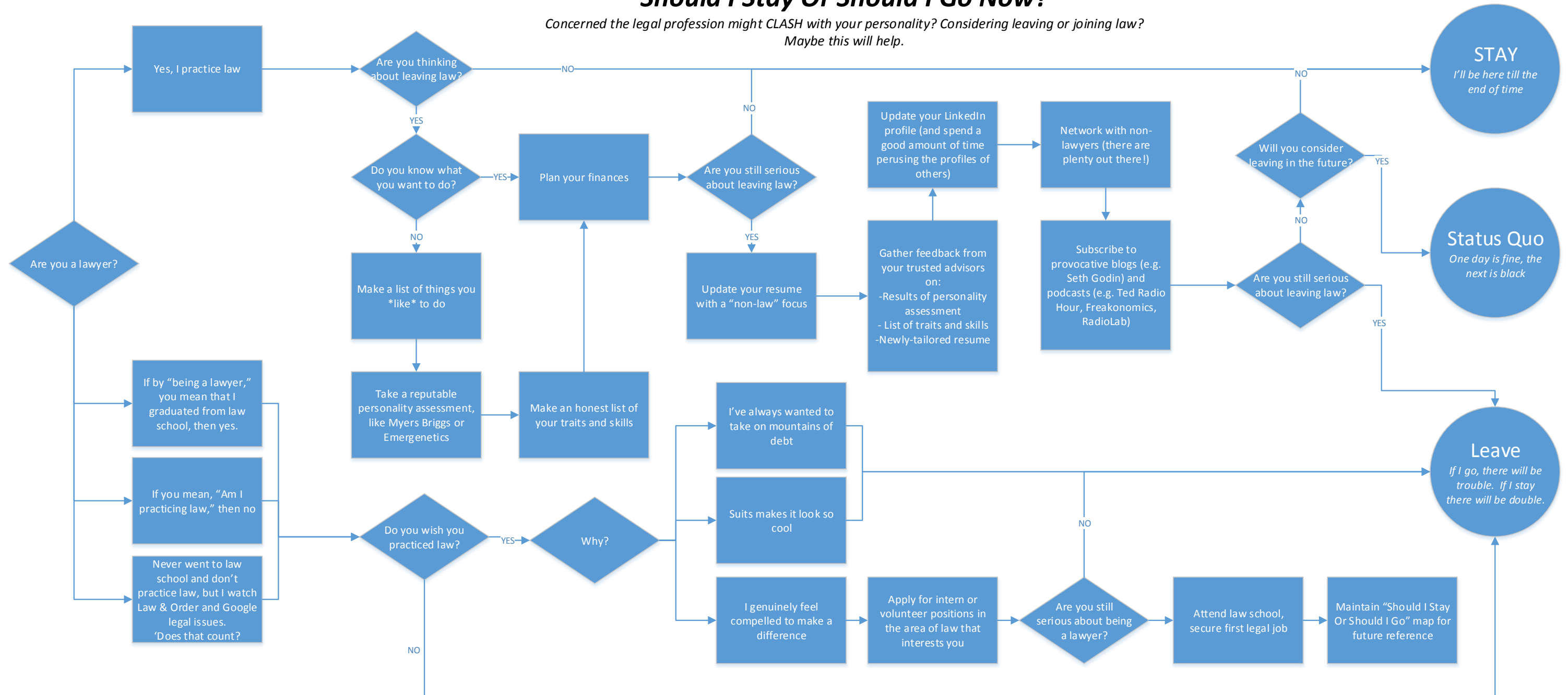
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Someone's Gotta Say It

By Nicole Schowalter

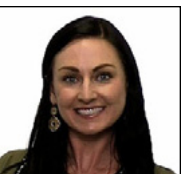
Should I Stay Or Should I Go Now?

Concerned the legal profession might CLASH with your personality? Considering leaving or joining law? Maybe this will help.



"Someone's Gotta Say It" is a regular fun feature of The Advocate, committed to bringing you true, relevant, and/or hilarious information.

Nicole Schowalter loves writing and is the Director of Business Transformation at DigitalGlobe, where she leads lean and re-engineering change initiatives in the satellite technology industry.



Life Cycle continued from page 11

Q: Advice for success at this stage:

A: "Business development is not as hard as it seems. Do good work, be responsive, anticipate client needs – those are the basic threshold skills. Keep in touch with your law school friends, college buddies, neighbors, etc. and develop those relationships. Ask for the work when it's appropriate. You can't just sit around and expect the work to fall into your lap. But you can incorporate client development activities into your everyday life."

RETIREE

Lynda McNeive

CWBA Past President & 2008 Mary Lathrop Award Winner

Retired for nearly three years from Brownstein Hyatt Farber Schreck, LLP, a firm that grew from 11 lawyers to 245 during her 32-year career.

Q: Describe life as a retiree.

A: "I am thoroughly enjoying my current status, but 'retirement' seems like a misnomer. Call it 'advancement' instead. There is so much to do, and my schedule is generally 'what I want to do, when I want to do it.' Volunteering with nonprofits, political campaigns, and pro bono legal work are still an important part of my life, and I enjoy having a more flexible schedule and feeling less rushed. You don't leave your conscience behind at the office."

Q: Thoughts on an Exit Strategy?

A: "My exit strategy from the firm began two or more years before I retired, with no specific retirement date in mind. I wanted to reduce my annual billable hours but did not need a set work schedule. I decided it was best to change my status from equity partner to non-equity and receive a salary, which could be done without any public announcement. I thought it was important that any change be invisible to clients and potential clients, in order for me and the firm to retain and develop business right up until I left. A key element of this strategy was to make sure during the last few months that I was not the only lawyer working on any given deal or with any particular client, so the transition was seamless."

Q: Advice for success at this stage?

A: "(1) Don't put everything off until retirement; if there's something you really want to do, do it when

you are young enough and healthy enough to get the most out of it; (2) Do start saving as soon as you start working; take full advantage of any 401k, employer matching contributions, IRAs and other opportunities to build your retirement fund. 'Live beneath your means' was the mantra of Jack Hyatt, our firm's longtime managing partner and a priceless mentor professionally and personally; (3) Build a life you love that is not all work. Your family relationships and your friends outside or in the legal profession will outlast your working career and enrich your life now and always; (4) After you stop working, take the initiative to arrange get-togethers with former colleagues--don't wait for them to call. (5) Spouses need to have their separate interests and friends as well as things they enjoy doing together."



Jyoti Pandya is a CWBA Publications Committee member and is the founding partner of Pandya Law, LLC, a boutique intellectual property and employment law firm.



Erica Payne is a CWBA Publications Committee member and is an associate attorney with Zupkus & Angell, P.C.

PUBLIC POLICY WORK IN ACTION

On January 28, 2016, the day before the seventh anniversary of The Lilly Ledbetter Fair Pay Act, the CWBA joined a news conference at the Capitol to announce our support of a package of pay equity bills that will remove barriers to women earning the same as their male counterparts.



CWBA President Elect Sarah Chase-McRorie spoke on behalf of the CWBA.

To see the list of bills we are supporting by monitoring legislation or taking a position on, please [visit the website](#).

Confetti!

Submit your Confetti news to publications@cwba.org

Bench Strength

- Magistrate Judge Kristen L. Mix and Regina Rodriguez are two of the four candidates being recommended by Colorado U.S. Senators Michael Bennet and Cory Gardner to fill the upcoming vacancy on the U.S. District Court for the District of Colorado.
- Shay Whitaker was appointed to serve as a District Court Judge in the 18th Judicial District, effective January 1, 2016.

On the Move

- Jennifer Hunt became First Assistant Attorney General for the Antitrust, Tobacco, and Mortgage Fraud unit in the Colorado AG's Consumer Protection Section.
- CWBA Board Member Amber Blasingame has joined Hanes & Bartels, LLC in Colorado Springs.
- Sam Cary Bar President Terraine Bailey was selected to permanently lead Colorado's Office of the Respondent Parents' Counsel.
- Stephanie Villafuerte was appointed to serve as Child Protection Ombudsman for the newly formed independent state agency.
- Elissa Smith has joined the CWBA as part-time Administration & Membership Assistant.

You Were Recognized

- Congratulations to CWBA Past President and 2015 Mary Lathrop Award Winner Judge Sandra Rothenberg, who will be inducted into the Colorado Women's Hall of Fame on March 16, 2016.
- The following members were selected for the 2016 Colorado Bar Association Leadership Training (COBALT) class:
 - CWBA Immediate Past President Alison Zinn

- CWBA Board Members Sarah Parady and Kelley Southerland
- Melissa Hart, Arash Jahanian, Joi Kush, and Amy Petri Beard.

- The following members were selected as 2016 Top Lawyers by 5280 Magazine:
 - CWBA Immediate Past President Alison Zinn
 - CWBA Past President/Vice President Shannon Stevenson
 - CWBA Past Presidents Natalie Hanlon Leh, Pamela Mackey, Lorraine Parker
 - Rebecca Alexander, Robbie Barr, Cynthia Covell, Carolyn Fairless, Martha Fitzgerald, Kristen Frost, Marcy Glenn, Christina Gomez, Paula Greisen, Carol Hildebrand, Lisa Hogan, Philip James, Diane King, Rose-Anne Landau, Dan Lipman, Victoria Lovato, Ann McCullough, Joan McWilliams, Denise Mills, Lesleigh Monahan, Mari Newman, Collie Norman, Michael O'Donnell, Megan Sherr, Sabrina Stavish, Karen Steinhauer, Kathryn Stimson, Charlotte Sweeney, Elizabeth Temkin, Isobel Thomas, Star Waring.

- Congratulations to CWBA Board Member Stephanie Donner and Monica Loseman for being selected for the *Denver Business Journal's* 40 Under 40 Class. We also recognize our board members who were nominated:
 - CWBA Immediate Past President Alison Zinn
 - CWBA Board Member Alli Gerkman

Leading The Way

- CWBA Board Member & El Paso County Chapter President Mary Linden, Heather Manolakas, and Christina Gomez were appointed to Governor Hickenlooper's Supreme Court and Judicial District Nominating Commissions.

- Meshach Rhoades was named Chair of the Board for the Center for Legal Inclusiveness.
- CWBA Board Member & Mountain Chapter President Courtney Holm has been appointed to the Colorado Bar Association's executive committee to represent the Continental Divide Bar Association.
- Melissa Hart has been named to serve on the Board of Directors for Bridge To Justice.
- Liz Titus has been appointed to the Colorado Lawyer Trust Account Foundation (COLTAF) Board.
- The following members were elected as 2016 officers and board members of the Plaintiff Employment Lawyers' Association:
 - President: CWBA Board Member Sarah Parady
 - Secretary: Hunter Swain
 - Treasurer: Amy Kapoor
- Kyle Velte has recently published two articles, one in the *Houston Law Review* and the other for the [Association of Legal Directors](#).

Congratulations!

- CWBA Board Member Lisha McKinley and her husband welcomed their new son Micha Luke Coultrip on December 21.
- CWBA Board Member Jenna Klos and her husband welcomed their new daughter Sadie Rose Knight on October 25.
- CWBA Board Member Elizabeth Meck and her husband welcomed their daughter Tristan Adeleen Knight on October 23.
- CWBA Immediate Past President Alison Zinn married Andy Sheahan on December 12.

UPCOMING EVENTS

February

- 19 - Domestic Violence Permanent Protection Order Training | Davis Graham & Stubbs
- 25 - 6th Annual Moms Luncheon & Open Forum | Gibson Dunn

March

- 2 - Legal Night | Centro San Juan Diego
- 11 - Tea & CLE Program | Holland & Hart
- 24 - Annual Judicial Reception | Davis Graham & Stubbs
- 29 - Annual Membership Appreciation Reception | Maggiano's Denver Pavilions

April

- 6 - The Confidence Gap Workshop | Gibson Dunn
- 11 - Battle of the Barristers Trivia Night! Benefit Event for Legal Aid Foundation | Denver Press Club
- 27 - LawLine9 Volunteer Event | 9News Denver

May

- 3 - Law Day Event | Denver Public Library
- 20-22 - 39th Annual CWBA Convention | The Sebastian - Vail



Registration Opens March 1, 2016
39th Annual CWBA Convention
May 20-22, 2016
The Sebastian-Vail



Do you want to reach more than 1,000 women in the legal field?
Become a sponsor of this three-day event featuring CLEs, dinners, keynotes, family events and more!



To learn about [sponsorship opportunities](#) or how to get involved, contact Convention Co-Chairs Kristi Dorr Gilkes kristidorrilkes@gmail.com and Melanie MacWilliams-Brooks mbrooks@fostergraham.com.

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

Submit articles or comments to the CWBA, Attention: Advocate Editors, P.O. Box 1918, Denver, CO 80201 or to publications@cwba.org.

Send email and address changes to Executive Director, CWBA, P.O. Box 1918, Denver, CO 80201. Phone: (303) 831-1040; e-mail: execdir@cwba.org.



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