

The Advocate

A Publication of the Colorado Women's Bar Association

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Announcing the 34th Annual CWBA Convention: June 10-12, 2011

by Susan Klopman, Convention Committee Co-Chair

The CWBA is excited to host its 34th Annual Convention at the Vail Marriott Mountain Resort & Spa on June 10-12, 2011. Don't wait to plan your June Vail visit. June offers the potential of balmy weather, Vail summer season amenities, and freedom from end-of-school year schedules. All of this comes with the promise of fantastic CLEs and, back by popular demand, Saturday night's trivia competition.

The 2011 CWBA Convention will revolve around the theme "We Make Better Lawyers" and provide a unique opportunity to hear from and interact with colleagues and leaders from the bench and bar. Specifically, this Convention will feature three long-time CWBA and community leaders: the Honorable Mary A. Celeste (Denver County Court) - this year's Mary Lathrop Award Recipient; Theresa Spahn (CWBA Past President, 2007-2008) - Keynote Speaker; and Judge in Residence- the Honorable Cathy Lemon (Denver District Court).

The CWBA Convention will provide hallmark CLEs with substance, including:

- Friday's program co-sponsored by NITA
- Concrete marketing tools for all lawyers offered by the nationally-known Rainmaker Institute
- In-house counsel leaders offering guidance to those who seek business from in-house counsel and those who seek to follow in their footsteps
- A panel for both transactional and litigation attorneys geared towards spotting immigration issues and knowing when to call an immigration expert
- CLEs focusing on the nuts and bolts of interviewing witnesses and clients, and making the record to preserve the appeal
- An entertaining and educational ethics program
- The ever-useful and eye-opening Sunday morning's Judges' Panel to round out the weekend.

We look forward to seeing you in June at the 2011 CWBA Convention! ♦

To plan your stay in Vail for the 2011 Convention, contact the Vail Marriott Mountain Resort & Spa at 1(800)648-0720 or 1(970)476-4444.

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President's Letter: by Lucy Hojo Denson "How to Hit the Ground Running: For Female Law Students and New Attorneys"

News bulletin to all female law students and new attorneys: new lawyers have 13 weeks to establish their reputation within a law firm. This statistic was taken from a study cited by Paula Monopoli, law professor at the University of Maryland School of Law. tributed to the bottom line," states Parham.



Lucy Hojo Denson,
CWBA President

Self confidence means being able to convey to others that that you are assured of your abilities as an attorney in spite of feelings of inadequacy (which is normal for a new attorney----just don't show it!).

According to Monica G. Parham, Crowell & Moring LLP's diversity counsel, research shows that women fall behind early in their law careers compared to their male counterparts. This dynamic is exacerbated for women of color. The findings show that a significant reason women struggle early on in advancing their legal careers relates to issues of: (1) self promotion; (2) self confidence; and (3) speaking without caveat. Ms. Parham serves as Crowell & Moring LLP's diversity counsel, with full time responsibility for coordinating the Firm's implementation of its diversity initiative. She is president-elect of the Women's Bar Association of D.C. and will be taking over the reins in May, 2011.

Self promotion means being able to communicate your achievements and accomplishments to persons who have control over your advancement and compensation. There is a difference between bragging and self promotion. "Bragging is about exaggeration. Self promotion underscores how you con-

Speaking without caveat means being able to communicate without uncertainty. "A male associate will state that the answer is "X" in an affirmative way while a female associate will use words such as "I think," "I am not entirely sure," or "here's what I did," states Parham.

We know genders communicate differently. Men have a tendency to exaggerate their accomplishments. Women have a tendency to understate their accomplishments. However, being able to effectively communicate accomplishments is key to a women's successful legal career.

Recently I had the opportunity to meet Parham at the Women's Bar Leader Summit sponsored by the National Conference of Women's Bar Associations. The CWBA is a member of the conference which is comprised of women bar associations across the country. Wendy Weigler serves as the CWBA's current representative. Weigler attends 3 meetings per year.

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President's Letter

(continued from previous page)
by Lucy Hojo Denson, CWBA President

Parham and I discussed her award-winning program called "Hit The Ground Running: Practical Skills You Need To Succeed."

I am pleased to announce that the CWBA's Professional Advancement Committee will be presenting Parham's "Hit The Ground Running" program to female law students and young lawyers in Denver in early 2011. Ms. Parham will be speaking. We hope that you will consider joining us for this exciting program.

Thank you to the Colorado Women's Bar Foundation for sponsoring this program. Contact the CWBA's Professional Advancement Committee Co-Chairs, Sarah Chase-McRorie (sarahechase@gmail.com) or Alexa Roberts Salg (ars@robertslevin.com) for more information. ♦

CLI Diversity Summit

by Advocate Staff

The Center for Legal Inclusiveness ("CLI"), a Colorado-based nonprofit dedicated to increasing diversity and inclusiveness in the legal profession, will host its annual conference, the Legal Inclusiveness & Diversity Summit,™ on March 14 - 15, 2011 in Denver, Colorado.

Now in its fourth year, the 2011 Summit has grown to 1 1/2 days. The expanded Summit will feature more national experts, including Dr. Arin Reeves, Werten Bellamy, Cynthia Calvert, and Roland Smith, and five strands of workshops, with sessions on: Leadership, Inclusiveness, Diversity & Inclusiveness Research and Training, Balanced Hours, and Professional Development. For more information, visit www.centerforlegalinclusiveness.org or call (303) 832-3503.

CLI is a 3 year-old 501(c)(3) nonprofit organization dedicated to increasing diversity and inclusiveness in the legal profession. The organization takes a multi-faceted approach, with focused work on pipeline, recruiting, and retention in the legal profession - in law firms, within government, and inside in-house legal departments. ♦

Blockbuster 2-Day NITA Training!

by Patricia Jarzobski, CWBA Historian



NITA is generously offering a top-notch, two-day trial skills program uniquely designed for the CWBA. This special program is a rare opportunity to spend two days learning from the best judges and the best trial attorneys in Colorado. Program Director, Colorado Court of Appeals Judge Diana Terry, has recruited as faculty: Supreme Court Justice Nancy Rice; Court of Appeals Judge Laurie Booras; Denver District Court Judges Shelley Gilman, Christina Habas, and Catherine Lemon; and trial lawyers Lorraine Parker of Leventhal Brown & Puga PC, Lisa Hogan of Brownstein Farber Hyatt Schreck LLP, and Nancy Cohen, former Colorado Regulation Counsel, now with Wheeler Trigg O'Donnell LLP.

Program dates are Saturday, February 26 and Sunday, February 27, 2011; and the program will be held at NITA's new state-of-the-art Education Center in Boulder, Colorado. To maintain the optimum faculty-to-participant ratio, attendance is limited to 32 participants, so you are encouraged to register as soon as possible. Don't be left on the waiting list while your colleagues take advantage of this great opportunity! NITA and the CWBA is offering this program to our members at a significant reduction from typical NITA programs of this caliber - only \$375.00 for members and \$450.00 for non-members. See the flier in this issue for details and registration information; or find the link on the CWBA's FACEBOOK page; or visit the CWBA's website at www.CWBA.org. Questions? Contact the CWBA at (303) 831-1040 or execdir@cwba.org. ♦

Retaining Female Lawyers: The Need for Balanced Hours

by Shelly Dill Combs, Publications Committee Co-Chair

Balanced hours refer to any work schedule that provides for a flexible work schedule, however, the number of hours worked is variable based on the attorney and the place of employment. The term balanced hours is preferred to the term part-time, because part-time implies a partial commitment. However, many lawyers are fully committed professionals who want balanced lives that include career advancement in the legal profession.

Why are balanced hours important in Colorado? As I enter my fifth year practicing law in Colorado I have learned the following about balanced hours in the Colorado market. Balanced hours are not just for women or for women with children, though the lack of balanced hours disproportionately affects women and women with children. Nor are balanced hours merely necessary for attorney's working within firms; rather they are needed for attorneys in all practice areas be they firms, government, corporate, or single practitioners. This is because balanced hours, or the lack of balanced hours, affect the quality of life of all legal practitioners. Many places of employment pay lip service to the idea of balanced hours but in reality, both finding and keeping a job with balanced hours is extremely difficult in the Colorado market. This has personally affected me as a young attorney, a female attorney, and as an attorney with children. If those of us affected by balanced hours do not collectively use our voices then we stand alone. In the end many attorneys leave the legal profession all together because we find that the practice of law no longer fits with the other parts of our lives.

A recent study on the retention of female lawyers in Utah suggests that all attorneys, both men and women, should strive to increase our individual awareness of our potential for implicit gender bias as well as to commit to working toward achieving a workplace free from gender bias. I urge you to read the report, including the portion that discusses the need for balanced hours to increase retention rates, at

http://utahwomendlawyers.org/wp-content/uploads/WLU_Report_Final.pdf. Find out what programs your firm, agency, or corporation have

for attorney's seeking balanced hours and get involved in creating, using, and strengthening them.

For more information on balanced hours in Colorado go to the Colorado Bar Association's Committee for Balanced Legal Careers at <http://www.cobar.org/tcl/articleindex/listmore.cfm?column=title=CBA%202020%20Law%20Firm%20Initiative%20Committee> or attend the balanced hours conference strain at the Center for Legal Inclusiveness' 2011 Inclusiveness & Diversity Summit, to be held at the University of Denver Sturm College of Law on March 14-15th, 2011. ♦

Holiday Party "Thanks"

by Advocate Staff

The CWBA says "Thank You" to the generous sponsors of our annual Holiday Party, which was held on December 8th at the beautiful offices of Haddon, Morgan and Foreman, PC.

"Thanks" to Holiday Party sponsors:

Haddon, Morgan and Foreman, P.C.

King & Greisen, LLP

Berenbaum Weinshienk, PC

Fairfield and Woods, PC

Helen C. Shreves, Esq

(Family Law Dispute Resolution)

With almost 120 attendees, the event was a fun and festive way to kick off the holiday season. CWBA members generously supported this year's charity, The Women's Foundation of Colorado, to help launch their "Girls Graduate" program, working to get girls to graduate from high school. ♦



Attendees enjoying the annual CWBA Holiday Party

Judge Mary Celeste Receives the 2011 Mary Lathrop Award

by Sarah Chase-McRorie and Alexa Roberts Salg, Professional Advancement Committee Co-Chairs

The CWBA's Professional Advancement Committee is pleased to announce the Honorable Mary A. Celeste as the Colorado Women's Bar Association's 2011 Mary Lathrop Award Recipient.

First presented in 1991, the Mary Lathrop Award is now awarded annually on the first night of the CWBA convention. The purpose of the award is to foster the memory of Mary Lathrop – a woman who left a legacy as the first woman to open a law office in Colorado, the first woman to argue before the Colorado Supreme Court, the first woman admitted to the United States Supreme Court, and the first woman to join the Colorado and Denver Bar associations. The Mary Lathrop Award is given each year to an outstanding female attorney who has enriched the community through her legal and civic activities.

Judge Celeste has been a trailblazer throughout her successful career in many respects. Those who know Judge Celeste personally would attest that her career has been marked with personal courage, public service, leadership, and a tireless devotion to excellence in all that she encounters.

Judge Celeste, a member of the Colorado legal community for over twenty-eight years, like Mary Lathrop, has accomplished many notable "firsts." After undergrad, on a whim, Judge Celeste decided to take the LSAT with her good friend, and she did very well. She applied to only one law school, California Western School of Law, where she received her J.D. and was the first female Editor-In-Chief of the school's international law journal. After working as an associate for four years, Judge Celeste started her own law practice specializing in personal injury law for fifteen years before becoming a judge.

It was her attraction to community work, desire to be a referee rather than a fighter in the ring, love of people, and desire for a grander exposure to a larger segment of the community that led her to seek a spot on the bench. When she was appointed to the Denver County Court in 2000, Judge Celeste became the first openly gay female judge in the State of Colorado, setting a courageous example for all who follow in her footsteps. In 2008, she became the first female Presiding Judge of the Denver County Court, a position she currently holds today.

That same year she was selected as the first woman to chair

the American Judge's Association's ("AJA") educational committee, became the first openly gay person to serve as an AJA officer (President-Elect), and is currently the first openly gay President of the AJA. In 2008, the president of the International Association of Lesbian and Gay Judges wrote that "[t]here was a time that the AJA was not seen as being inclusive of the LGBT community, but Judge Celeste (of Colorado) . . . [has] made that view obsolete."¹



Hon. Mary A. Celeste

Judge Celeste's trailblazing spirit is demonstrated by the numerous awards she has received throughout her career. In 1994, she received the Paul Hunter Award for her work in human rights with Amendment 2. She described the day the U.S. Supreme Court ruled Amendment 2 unconstitutional as one of the best days in her life. In 1998, she received the Trailblazer Award from the American Association of University Woman, and in 2002, she received the Professional Woman of the Year Award from the Colorado Business Council. She was honored with the Denver Bar Association's Judicial Excellence Award in 2006.

Judge Celeste has been very active in the CWBA, including serving on the CWBA Board from 2000 to 2004, as co-chair of the convention committee in 2000 and 2001, and as a representative to the CBA Board of Governors in 2002. She was the Historian from 2002 to 2004, and in this position she made an ambitious contribution to the CWBA by creating and producing the "Raising the Bar" video. This video provides a history of notable women from the Colorado legal community, abundant with personal interviews, and was even aired on the big screen at the Tivoli Theater. Currently, Judge Celeste is the President of the Colorado Woman's Bar Foundation, after serving as the Vice President for two years. While on the Foundation, she spearheaded the successful Raising the Bar annual dinner, beginning in 2006.

In her spare time, Judge Celeste enjoys her summer home on Lake McConoughy, playing bridge, and spending time with her children and grandchildren. The CWBA applauds her accomplishments and looks forward to her continued successes. ♦

¹ International Association of Lesbian and Gay Judges, President's Message, Summer 2008.

Results of the 2010 Fall Election

by Amy Redfern, Aponte & Busam

After a long, expensive, and incredibly divisive campaign season, the 2010 mid-term elections came to a close. While the Republican Party was clearly the decisive winner on the federal level in the re-take of Congress and several Senate seats, in Colorado the results were mixed.

State Races

The Democrats retained the Governorship with Mayor John Hickenlooper as victor over Republican candidate Tom Maes and American Constitution Party candidate Tom Tancredo. These gentlemen effectively split the ticket for conservative voters in Colorado, and, in doing so handed Mayor Hickenlooper an easy victory.

In the Senate, Democrats retained control with a margin of 20-15. The Democrats lost only one incumbent, Senator Bruce Whitehead from the Southwestern corner of the state, to Republican challenger Representative Ellen Roberts. Leadership in the Senate is expected to remain the same with Senate President Brandon Shaffer and Majority Leader John Morse. The Republican leadership should also stay the same with Minority Leader Mike Kopp and Assistant Minority Leader Greg Brophy continuing in their posts.

The race in the House of Representatives was a cliff hanger with incumbent Democrats Dianne Primavera and Debbie Benefield just barely losing to their respective Republican challengers, Mike Beezley and Robert Ramirez. The new speaker of the house is Frank McNulty with Majority Leader Amy Stephens, and Assistant Majority Leader Mark Waller. Speaker McNulty has appointed Senator-Elect Kent Lambert and freshman Republican Jon Becker from Burlington to the Joint Budget Committee. The newly appointed Joint Budget Committee will now be split evenly at 3 – 3 among Republicans and Democrats. Committee chair appointments include Rep. Jerry Sonnenberg to the Agriculture, Livestock, and Natural Resources Committee, Rep. Cheri Gerou to the House Appropriations Committee, Rep. Larry Liston to the

Economic and Business Development Committee, Rep. Tom Massey to the Education Committee, Rep. Brian DelGrosso to the Finance Committee, Rep. Ken Summers to the Health and Environment Committee, Rep. Bob Gardner to the Judiciary Committee, Rep. Laura Bradford to the Local Government Committee, and Rep. Jim Kerr to the State, Veterans, and Military Affairs Committee, and Rep. Glenn Vaad to the House Transportation Committee.

Republicans swept Colorado's constitutional offices, Secretary of State, Treasurer, and Attorney General. Scott Gessler, an election attorney with deep ties to the Republican Party, beat incumbent Democrat Secretary of State Bernie Buescher by eight points. Democrat Treasurer Carrie Kennedy lost her re-election bid to political newcomer Walker Stapleton. Incumbent Republican Attorney General John Suthers also handily beat challenger Stan Garnett.

Federal Races

In the Senate, incumbent Michael Bennet, appointed two years ago when Ken Salazar was named Secretary of the Interior by President Obama, narrowly defeated Weld County District Attorney and Republican Tea-Party challenger Ken Buck. The race was one of the closest and most expensive in the country with more than \$40 million in outside interest group money pouring in to support the candidates.

In the House, Colorado followed the national tide with two Democratic incumbents losing their re-election battles. In the 3rd Congressional District, John Salazar, a member of the House Appropriations Committee and brother of Interior Secretary Ken Salazar, lost his race to State Representative Scott Tipton of Cortez. In the 4th Congressional District, one-term Congresswomen Betsy Markey lost to State Representative Cory Gardner by more than 12 points. Colorado's other incumbent Representatives, Democrats Diana DeGette (CD1), Jared Polis (CD2) and Ed Perlmutter (CD7), and Republicans Mike Coffman (CD5) and Doug Lamborn (CD6) all won re-election.

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2010 Fall Election

(continued from previous page)

Calendar of Events

by Advocate Staff

Ballot Measures

Coloradoans sent a clear message of “NO THANKS” on the several ballot measures put before them this election. The “Ugly 3” Amendments 60 & 61 and Proposition 101 that sought to remove and restrict many taxes and fee revenue sources for Colorado were all resoundingly defeated by up to 70% of voters after a powerful coalition of business, consumer and political leadership on both sides of the aisle opposed them.

Amendment 63, exempting Colorado out the federal mandate under health care reform to purchase individual health insurance, was narrowly defeated with 52.9% of voters opposing the measure.

Appearing for the second time on the ballot in two years, Amendment 62, the so-called “Personhood Amendment that would have applied the legal status of “person” at conception was again defeated by a 2-1 margin. The Colorado Women’s Bar Association publicly opposed Amendment 62. ♦



CASA (Court Appointed Special Advocates) is recruiting volunteers in the Metro Denver community to become trained court advocates for children involved in child abuse and neglect cases. CASA volunteers are ordinary citizens who have a passion for protecting children. Many CASA's have full-time jobs and/or families, yet they have made time to become a child's voice in court.

Your time of 10-15 hours a month will give the abused and neglected children in your community a more hopeful future. Right now there's a child in your community who needs your help! You can be the difference, become a CASA Volunteer.

Call today to learn how you can become a CASA volunteer:
(303) 752-CASA (2272)

The CWBA is busy, we hope that you will join us at a CWBA event soon! For details about CWBA events and activities, visit our website at www.cwba.org or contact the CWBA office at (303) 831-1040 or execdir@cwba.org; or, find us on Facebook “Colorado Women’s Bar Association.”

January

Jan. 20, 2011 - “An Evening with Our Colorado Legislators,” co-hosted by the CWBA, the Alliance for Professional Women and the Women's Lobby.

Jan. 27, 2011 - "My Sisters Made of Light" book signing. Colorado Bar Association, 1900 Grant Street, Denver. 5:00 p.m. - 7:00 p.m.

Jan. 29, 2011 - The Women's Law Caucus at the University of Colorado Law School hosts "Women in Law Day." For more information, contact Beth Baldwin at beth.baldwin@colorado.edu.

February

Feb. 9, 2011 - CWBA Foundation Leadership Circle Reception. CWBA Foundation and CWBA Boards of Directors to honor Leadership Circle members.

Feb. 26 and 27, 2011 - NITA and CWBA host trial skills training (see article on page 3 in this issue for details).

March

Mar. (Date tba) - CWBA Annual Judicial Reception

April

Apr. 7, 2011 - The CWBA Hosts a Baby Shower, a benefit for underprivileged women and children.

Apr. 27, 2011 - KUSA TV Channel 9 "LawLine9" call-in program. ♦

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 80002-3950 or to execdir@cwba.org.

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