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the **Advocate**



A Publication of the Colorado Women's Bar Association

**Looking Back
to Shape
the Future**





President's Letter || Wendy Weigler

Empowered Women, Empowering Women

It is hard to believe that I am halfway through my term as President! We have already accomplished so much this year and have great projects and plans in place for the remainder of the term. We hope everyone has renewed their CWBA membership so you don't miss out on a single thing.

The committee chairs have been busy working on the plans and goals they set for themselves for 2017-2018, and as a whole, the Board has devoted itself to achieving the goals of our Strategic Plan. Those goals were defined as a result of "looking back to shape the future." We looked back to see not only what we had accomplished, but also to identify those areas that need attention going forward. It isn't always easy to take a hard look at what may no longer be serving us, but it will most certainly be rewarding when we come together to improve upon the strong foundation we already have.

The CWBA is as strong and as unified as it has ever been. No, we are not all the same, and we do not share all of the same beliefs, characteristics, or attributes. Nonetheless, we all believe in the advancement of women and we proudly stand together and fight for that belief. This common ground is what makes the CWBA the most supportive organization for women at every stage and phase of their legal careers.

We hope you, our members, are enjoying and benefiting from the

shifts the CWBA has been making in our efforts to achieve our goals and be even greater. From our expansion of our Legal Services committee to offer a greater variety of pro bono opportunities; to our updates and modernization of this publication and our upcoming blog; to our reinvigoration of the LIFT! mentoring program to tailor the curriculum for our membership; to our deeper and more meaningful collaboration with our allies at the other diversity bar associations; to our outreach in an effort to better support, strengthen and grow our Chapters, we are fully engaged in making sure our members are able to receive what they want and need from the organization.

There is so much to look forward to in 2018. Let's remain united and continue to empower ourselves and each other, as well as those who need our support.

Very truly yours,

Wendy E. Weigler
2017-2018 President
Colorado Women's Bar Association

Wendy Weigler is the current President of the Colorado Women's Bar Association. Wendy is an attorney at Winzenburg, Leff, Purvis, & Payne, LLP, where her practice focuses on community association law, including the representation of condominium communities and homeowners associations throughout Colorado.

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Convention Then and Now



Jo Ann Weinstein is an **Assistant City Attorney** with the Denver City Attorney's Office. She has attended nearly all of the CWBA's conventions.



Ryann Fogel is a recent co-chair of the CWBA Convention committee. She has been assisting with planning convention since she accepted the challenge from President Alison Zinn three years ago.

How many conventions have you attended?

Jo Ann: 38 of 40. It was almost a challenge to keep going.

Ryann: Five or six years ago was my first convention.

When was it held?

Jo Ann: My first convention was July 1978 for three days.

Ryann: This year it was held May 19 to 21, 2017.

Where was it held?

Jo Ann: Keystone. In the early days, people complained that a lot of women were not earning much money and we should make it more affordable. We held one at a ranch in Bailey, Colorado. One was at Loretto Heights, so attendees could stay in other people's houses. After that, we went back to Keystone and different mountain locations.

Ryann: The Sebastian in Vail. It's mud season this time of year. We can be in a luxurious location at a better price.

What were your speakers and programming like?

Jo Ann: We needed presenters who wouldn't charge. It was local people putting on nuts and bolts programs. We tried to balance litigation, transactional, etc., with different tracks. CLE credits

were perhaps not required at the beginning. [CLE requirements became effective Jan. 1, 1979]. It was most important that people got together to network.

Ryann: We have cut back on speakers. We took away breakout sessions and focused on main speakers. They were such amazing speakers, we felt we didn't need options for litigators, in house, etc. Our goal was to have unique and interesting programming. Luckily, that falls within CLE guidelines. We had a record number of credits this year.

How many attendees did you have?

Jo Ann: The first year was 109 attendees, the biggest for awhile.

Ryann: Around 200, similar to past years.

What was the planning process like?

Jo Ann: We had meetings in Natalie Ellwood's basement. As more people got involved, someone suggested a convention. The Supreme Court didn't have a list of female attorneys, so we took turns going to the Supreme Court to compile a list of attorneys with female sounding names. They had an en banc meeting before they would allow us to go through the records. We asked people to kick in \$10 for mailings and sent maybe 600 invitations. We also hired a professional planner to help with Keystone.

Ryann: We start planning in July and August. The committee is 15 dedicated individuals. It's such a big animal to tackle. So many moving parts: hotel, speakers, sponsors. Our theme was "There's no place like the CWBA." It was the 40th annual convention, and 40 is synonymous with ruby, so we thought of the Wizard of Oz and Glenda saying, "You had the power all along my dear." It's an empowering message. We have sponsors at different levels, including in-kind donors like thumb drives and swag bags. We rely on the convention to be our largest fundraiser of the year to support many of our programs and services.

What is your favorite memory from convention?

Jo Ann: I was in the Untimely Motions singing and dancing shows. We were pretty bawdy, politically

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Sex Crimes

Colorado Law on Revenge Porn and Sexting

By Melissa Hessler and Jenny Tiedeken

The Current State of Colorado Law for Revenge Porn and Distribution of Private Photographs and Images or “Sexting.”

With internet usage becoming widespread in the last 20 years, men and women have become more subject to online harassment and, in particular, vengeful harassment from ex-lovers, called revenge porn. We have all read the stories involving nude photographs leaked of celebrities such as Jennifer Lawrence and Amanda Seyfried. This is a form of revenge porn but from an internet hacker. Closer to home, many people have had ex-partners release nude and explicit sexual content to the internet, and specifically to social media platforms, such as photographs or sexual content that had been meant only for the eyes of the ex-lover. According to Colorado attorney and CWBA member Cassandra Kirsch, who specializes in this area of law, prior to May 2014 there was no real way for the victims of revenge porn in Colorado to seek recovery in civil court.

The current state of the law in Colorado for revenge porn is spelled out in C.R.S. § 18-7-107 and C.R.S. § 18-7-108. These statutes hold a person civilly liable who is eighteen years of age or older who posts a private photograph, video, or other image displaying the private parts of an identified or identifiable person eighteen years of age or older, that causes severe emotional distress to that individual. C.R.S. § 18-7-108 holds a person civilly liable if they post a private image with the intent of obtaining pecuniary benefit from any person as a result of posting, viewing, or removing the private image. Both statutes define “private intimate parts” as “external genitalia or the perineum or the anus or the pubes of any person or the breast of a female.” Unfortunately, as of now, the law does not protect a person wearing clothes while performing a sex act. The victim under either statute is entitled to injunctive relief, the greater of ten thousand dollars or actual damages incurred as a result of the posting of the private images, exemplary damages, and reasonable attorney fees and costs. The victim also retains a protectable right of authorship regarding the commercial use of the private image.

Another big concern as of late is teenagers “sexting” one another and then distributing the photographs amongst their friends. This situation occurred in 2015 in Canon City when it was discovered that about 100 students of Canon City high school were trading hundreds of images of nudes to one another. Colorado has some of the most severe penalties for the distribution of child porn in the country. Under Colorado law, the only option available to prosecutors to charge teens sharing nude images is a child sexual exploitation charge, a class 3 felony. This felony mandates that those found guilty must register as a sex offender. The concern in Canon City, and elsewhere, is that all these kids could all be labeled as sex offenders. Attorney Kirsch stated that in her experience district attorneys are not inclined to prosecute minors in these situations (no charges were brought against the Canon City teens) and the Colorado legislature is considering changing the criminal law as it applies to minors, giving prosecutors more options. This discussion, involving HB 17-1064 and HB 17-1302, was tabled at the last legislative session. The statute rendering teenage sexting a Class 3 felony is still in place. It is clear both parents and teenagers are not familiar with the statute and the full effect of the penalties for violating the statute.

Hopefully, as technology and our use thereof evolves, state legislatures will keep ensuring fair but enforceable laws.



Melissa Hessler is a member of the CWBA Publications Committee. She practices in the areas of commercial litigation and construction litigation in Denver.



Jennifer Tiedeken is a member of the CWBA Publications Committee and a litigation associate at Davis & Ceriani, P.C., focusing on employment law, securities law, and commercial litigation.



Inside The CWBA: Meet Danielle Felder

Board Member Spotlight



Driven. Dynamic. Caring. Those are the first three words that come to mind after my interview with **Danielle Felder**, a true advocate for women in the legal profession. Danielle just began her first full year as a CWBA board member in an Ad Hoc role as the liaison for the Center of Legal Inclusiveness.

Danielle is an Air Force brat who lived internationally until age 13 when her father was transferred to Colorado Springs, where Danielle graduated from high school. Danielle was born in England and has also lived in Germany and Japan, where she completed middle school and started high school. Danielle believes her experience living abroad shaped her personality and drive. Like many children of military families, Danielle disliked moving so frequently and leaving behind friends. Back then, it was much more difficult to keep in touch. Email was not yet mainstream, and Facebook did not exist.

Danielle knew by age thirteen that she wanted to be a lawyer. During high school Danielle attended a leadership camp at Stanford where she won numerous awards in a mock trial competition. Danielle's skills as an orator came naturally and further fueled her desire to attend law school.

Danielle has a strong sense of community, and she has always been drawn to education. She sees education as a cornerstone in a child's life that truly impacts his or her path. Danielle initially didn't think that law school was a possibility immediately after she completed her undergraduate studies in international business and finance at DU, so she planned to teach for Teach for America. As fate would have it, Danielle was accepted into CU and chose that path as she knew her legal education would only further her ability to help her community in a more profound way down the road.

Danielle touts herself as a generalist when it comes to the practice of law and thinks one of her best qualities is adaptability. Change does not frighten Danielle – in fact, she thrives on change. Her ability to adapt serves her clients as they each come with a unique set of circumstances and background.



Danielle and husband David enjoy a hike.

Though drawn to public service, Danielle started her legal career as a litigator in private practice working at a few local firms including Messner Reeves where she met her husband, David. David will say, Danielle pursued him – I think he's right! Danielle says she noticed David and would think of any reason she could to stop by his office and chat. That was easy to accomplish as his office was on her way to the kitchen. After the firm holiday party, the rest is history – wink, wink! Danielle and David have been married for two years and have a 13 year-old dog named "Bodhi the Dog," who was rescued from a shelter years ago by David. Bodhi, a cattle dog mix, loves hiking with his parents and swimming. Danielle and David love traveling to beach destinations and golfing. David is learning to golf while Danielle is learning to try not to teach David how to golf too much!

Danielle recently left private practice at Rollin Braswell Fisher LLC to pursue her true passion

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Convention Perspectives

By Abbie Cziok

When I was fifteen, I remember sitting with my mom one day and crying about something—probably not getting invited to a party or being frustrated that my eyeliner would not cooperate or something really important like that. I remember being afraid that I would feel insecure and scared forever. What if people never liked me? What if I could never get the perfect liquid line and everyone knew I was a fraud?

Flash forward fifteen-ish years, and though I have permanently banned liquid liner from my makeup case—a cosmic cosmetic joke—I still often feel insecure both in and out of the office.

After I attended the CWBA Convention this year, two of my suspicions were confirmed. First, everyone feels that way occasionally, even after years of experience. Second, it is much easier to work past these feelings of fear and insecurity and rise to the challenge when we have a tightly woven, caring support system of women who encourage each other. This support system was on full display throughout the weekend, both in and out of the sessions.

At the CWBA convention, there were so many welcoming faces. I chatted with CWBA members during meals and over glasses (plural because



CWBA Board Member Elizabeth Howard with CWBA Treasurer Gretchen Moore.



Many thanks to our 2017 Convention Committee members for their amazing work.

there were two evenings) of wine. Again, these themes emerged. One woman mentioned she never would have considered a leadership position in an organization before joining the CWBA. But her friends encouraged her, reminding her that, yes, she was brilliant and capable, and told her to go for it. With that support, she secured a leadership position and is making a difference, proving to herself what others had known all along. I heard from others who were in the midst of struggles: I don't love my job, I don't love the law right now, I don't know if Colorado is my place, I don't know if I'm qualified for partnership, etc. Inevitably, I would look around at the others who were listening, faces open and encouraging, and knew that with such a supportive network, these people would make good choices and succeed. Maybe they would not feel it right now, but we would help carry them.

These feelings were bolstered by presentations from the women who were there to educate us, filling gaps in our knowledge and preparing us to be effective members of our various communities. The class that was the highlight for me was the discussion on pay inequality in women's soccer,

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Megan Garnett || Hannah Westmont



Get Involved with CWBA

A Membership Committee Update

With 1,200 active members, this year's CWBA Membership Committee is more energized than ever. As our numbers steadily rise, the committee continues to explore new and creative ways to promote participation and advancement in the CWBA.

We are excited to kick off 2018 with a winter social event. The social will be held on January 23, 2018, at the Baker Street Pub. This will be a perfect opportunity to catch up with new and old members after the busy holiday season.

Looking at the year ahead, we continue to offer various levels of engagement to expose our members to the degree of involvement best suited for them. First and foremost, we have found that making targeted, personal contact with prospective and new members is by far the most effective way to grow and engage our membership.

How can you as a CWBA member contribute to these efforts? Volunteer on one of our subcommittees!

Our Road Show Subcommittee is focused on increasing CWBA awareness by organizing small meetings throughout the Front Range and the state at large. Specifically, CWBA members approach and engage prospective members, rather than the other way around. This subcommittee is currently working on scheduling road shows with Denver-area law firms and law students, as well as CWBA chapters outside of the metro-area. Volunteers who attended last year's road shows resoundingly reported enjoying the road shows, which provide opportunities for having intimate discussions about the benefits of the CWBA and for giving feedback as to how the CWBA can better serve its members.

Our Social Subcommittee is tasked with planning the Membership Committee's four annual networking socials. From coordinating with the venue, to planning door prizes and menu, the members of

this subcommittee play an integral role in planning some of the CWBA's largest and most popular events. This subcommittee is looking for members who enjoy throwing vibrant events and who want to bring fresh ideas to our quarterly socials.

Our Ninja Subcommittee provides an opportunity for members to expand the CWBA's influence. This subcommittee organizes events such as virtual phone banks where our volunteers connect with lapsed or prospective members. In addition, this subcommittee engages prospective members at events, including the Admission Ceremony honoring newly licensed attorneys. This subcommittee benefits from passionate and creative members who are committed to establishing meaningful personal connections and actively promoting all aspects of the CWBA.

The more who join in our mission to promote membership in the CWBA, the more effective we can be individually and as a group. We benefit from new faces and fresh ideas at our committee meetings. Please join us in spreading our passion and enthusiasm for the CWBA throughout Colorado by joining one or more of our Membership Committee or subcommittee meetings!

Megan Garnett works in the Professional Liability Defense and Commercial Litigation practice groups at Gordon & Rees. Before joining Gordon & Rees, Megan served as a judicial clerk for the Honorable Nathan B. Coats in the Colorado Supreme Court. Megan is active in the community serving as a board member for the Colorado Women's Bar Association, as a committee member in the Colorado IP Inn of Court, as a mentor to a college student in Law School Yes We Can, and on the ABA House of Delegates as the DBA liaison.

Hannah Westmont is an associate attorney with Polidori, Franklin, Monahan & Beattie LLC. She has concentrated her practice in the area of domestic relations law throughout her career. After living and working in New Zealand for one year, Hannah earned her J.D. from Vermont Law School in 2011. Upon graduating from law school, she served as a law clerk for Magistrate Hübler in Denver District Court.

Thank You to Our Generous 2017 Convention Sponsors

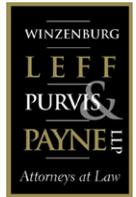
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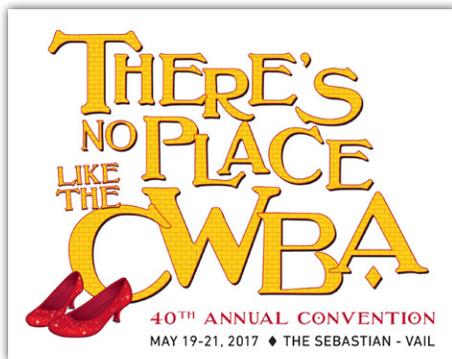
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Save the Date: 41st CWBA Convention
May 18-20, 2018



Sarah Parady || Gina Glockner



Finding Strength at the Statehouse in a Tumultuous Political Year

Public Policy Committee Update

When the Colorado Legislature convened in January 2017, our members were ready to jump into the political fray, signing up to join our Public Policy Committee and turning out for meetings in record numbers. In sum, the CWBA testified in support of three bills, including HB 17-1269; testified against one bill; supported an additional four bills without testimony, including HB 17-1188; provided extensive technical assistance on one bill without ultimately taking a position; and opposed one bill without testimony.

The session was full of unexpected bright spots, such as the easy passage of **HB 17-1188, Harassment Sexual Orientation or Disability**. This bill, supported by the CWBA, added protected statuses to Colorado’s criminal statute covering bias-motivated harassment—crucially important in a time when hate crimes are on the rise. Co-chair Sarah Parady worked to correct the definition of “sexual orientation” within the bill so that transgender status was included in the version that ultimately passed.

The CWBA’s high point this session was the unanimous, bipartisan passage of **HB 17-1269, Repeal Prohibition of Wage Sharing Information**. This bill extends an employee’s right to discuss their pay at work without retaliation to all Colorado employees, after a similar bill failed on partisan lines last year. The CWBA was the sole organization that testified on the bill in both houses. Lobbyists Amy Redfern and Sara Odendahl of Aponte & Busam Public Affairs, as well as committee members including Charlotte Sweeney and co-chair Sarah Parady, put in countless hours behind the scenes to secure its ultimate smooth passage. Special thanks are due to House co-sponsors Rep. Jessie Danielson (D) and Rep. Dan Nordberg (R) and Senate co-sponsors Sen. Kerry Donovan (D) and Sen. Beth Martinez-Humenik (R).

We strongly supported **HB 17-1307, Family and Medical Leave Insurance Program Wage Replacement**, sponsored by Rep. Faith Winter. This bill would create a payroll-funded source of wage replacement for workers taking family and medical leave. Committee member Rachel Ellis testified in favor of the bill in both houses on behalf of CWBA, and committee members also provided drafting assistance and attended coalition meetings and business

roundtable meetings. The bill passed the House but died in the Senate.

We also supported **HB 17-1122, Gender Identification on Birth Certificates**, which would allow transgender people to be legally recognized as their correct gender without the necessity of undergoing surgery. Committee member Rachel Clark provided testimony in support. Unfortunately, the bill died, but legislators expressed interest in working with the CWBA and other groups to secure its passage in the future. We also opposed SB 17-283. This bill would have gutted the Colorado Anti-Discrimination Act’s public accommodation provisions that prevent private businesses from discriminating. Ms. Clark provided testimony regarding this bill as well, and the bill died.

Our lobbyists and Committee member Jen Carty advised extensively behind the scenes on **HB 17-1072, Human Trafficking Sexual Servitude**. It is an anti-trafficking bill that had several iterations and ultimately passed both houses.

Finally, we took the following positions without testimony:

- **Supported HB 17-1035**, Sex Assault and Stalking Victims May Break Leases, which became law;
- **Supported HB 17-1110**, Jurisdiction Juvenile Court Parental Responsibilities, which became law;
- **Supported HB 17-1302**, Juvenile Sexting Crime, which became law;
- **Opposed SB 17-284**, A Woman’s Right to Accurate Health Care Information, an anti-choice bill, which died.

We hope that our members will continue this high level of political engagement in 2018—and our work starts now! To join the Committee, please email 2017-18 Co-Chairs Gina Glockner, gglockner@childsmccune.com, and Monica Rosenbluth, monica.rosenbluth@butlersnow.com.

Sarah Parady is a former CWBA Board Member and former Co-Chair of the Public Policy Committee. She is a partner at Lowrey Parady, LLC.

Gina L. Glockner is a CWBA Board member and an attorney at Childs McCune.



“Raising the Bar” Dinner - September 14, 2017

The CWBA Foundation held its 12th annual “Raising the Bar” dinner at the Brown Palace Hotel on September 14, 2017. Each year, the Foundation honors women lawyers who have “raised the bar” by demonstrating sustained commitment to a wide array of important issues. This year, we celebrated “Women Lawyers Who Raise the Bar through Systemic Reform or Innovation.” Our honorees identified discrete problems affecting their communities and took innovative steps to address those problems on a systemic basis. They exemplify what can be accomplished through creativity, leadership, and commitment to holistic change. We celebrate their achievements and thank them for their work “raising the bar” in our profession.



Miko Brown, Partner, Davis Graham & Stubbs. Miko is a leading Denver attorney dedicated to creating a culture of diversity and inclusion in the legal community. Throughout her career, she has worked tirelessly to create opportunities for the advancement of young women and minority lawyers and dedicated countless hours to building a pipeline of diverse attorneys through networking, mentorship, and public advocacy. In 2013, Miko established the Women in Leadership Lecture Series to help female attorneys find role models and push back against structural bias in the legal workplace.



Beth Elliott-Dumler, Magistrate Judge, 18th Judicial District. Magistrate Judge Elliott-Dumler has tackled some of the most serious challenges facing families and individuals in high-conflict, high-stress cases. Among other things, she implemented a series of programs designed to help those appearing in county court restore stable, positive family dynamics, a cutting-edge family treatment facility, and a behavioral modification program for parents in dependency

and neglect cases. Through these and other efforts, Magistrate Judge Elliott-Dumler has helped Douglas County become significantly more proactive in assisting families in crisis.



Iris Eytan, Partner, Eytan Nielsen. Iris is a veteran criminal defense attorney whose longstanding advocacy on behalf of those suffering from mental illness has led to critical changes in the criminal justice system’s approach to mentally ill defendants. Among other things, Iris successfully negotiated a state-wide settlement requiring Colorado to provide timely mental health evaluations and treatment, helped rewrite Colorado’s competency statute, and is a frequent lecturer on legal insanity and competency issues.



Alli Gerkman, Director, Institute for Advancement of the American Legal System (IAALS). Alli is a leader in the field of legal education who is challenging conventional wisdom regarding how young lawyers should be educated and trained. In 2014, she launched a nationwide study that shed light on the most important characteristics for young lawyers to cultivate, including conscientiousness and “grit” in addition to legal competence. She has worked tirelessly to put the findings of this study into practice and create the next generation of “practice-ready” lawyers committed to our highest standards of competence and professionalism.



Charlotte Sweeney, Partner, Sweeney & Bechtold. Charlotte is dedicated to representing employees across a wide range of employment matters, with a particular focus on pay equity. She is a staunch advocate for

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Someone's Gotta Say It:

Then and Now: The way Technology has changed the legal industry and where it could be headed.

By Paige Armstrong

Never before has technology had such a pervasive effect on our everyday lives—thanks to smartphones, voice interface technology, electronic funds transfers, and real time updates through social media. We are more informed and have the ability to be more efficient than any other period in history. Along with the rest of society, technology has dramatically changed the legal world.

Law Libraries: For example, while law libraries still exist, physical legal books are now obsolete with the easy accessibility of LexisNexis, Westlaw, and other products offering electronic legal research. During law school, I was only given one obligatory class assignment where we had to look something up in a physical statute book, and it was incredibly inefficient. The class popular opinion was that it was punishment, as we could have discovered the same answer online within 30 seconds as opposed to the 15 minutes it took us. You just can't beat the efficiency of electronic legal databases set up with a Google-like interface with countless options to filter searches by jurisdiction, date, key terms, and a Shepardizing feature.

E-filing and E-discovery: Long gone are the days of rushing a courier to the courthouse to deliver pleadings by 5 PM. Hallelujah for e-filing! With a click of the mouse, pleadings and other documents can be uploaded to the judicial website and submitted to the court just minutes before midnight. As with e-discovery, the ease of scanning in documents and storing them electronically has allowed for items to be sent without a trace of paper used. While certain original documents bearing the judicial seal may still have to be picked up from the courthouse, this too could be a thing of the past in a few years. Imagine seeing drones flying through the air to and from your office carrying pleadings and other legal documents!

Programming: The ability to save documents in Word, Excel, and PowerPoint allows users to save

stock documents and edit them with ease in future use. Instead of having to start every new pleading from scratch, one can always look at a previously used version and make some tweaks, saving clients immeasurable amounts of time. Further, there's no longer a need for stockpiling black Sharpies for redaction purposes, and no more personal handwritten exhibit numbers. Electronic programs can redact and number hundreds of files within a matter of seconds.

Courtroom Technology: Perhaps one of the easiest ways to see how technology has transformed the legal profession is looking at the courtroom itself. Jurors are now able to watch videos, body cams, look at pictures on a large screen, and listen to audio recordings with ease. Litigators often employ PowerPoints that they can edit simultaneously as new issues surface in trial up to the point of closing statements. Or, they can simply plug in their laptop to the court's technology and show a specific screen. Litigants can now also attend court hearings by telephone or video conference, reducing the cost and inconvenience of travel. While some jurisdictions are still catching up, many counties operate on electronic case file technology, saving DAs and PDs everywhere the inconvenience of carting around hundreds of pages of paper case files to and from the courtroom every day.

Online Legal Services: While the effectiveness of companies like LegalZoom and Rocket Lawyer is up for debate, the websites have certainly recognized that many legal documents are based on repetition and standard forms. The sites have capitalized on being a cheap alternative to the typical attorney-client relationship, and allow people to draft their own wills, contracts, and other needed documents. Docketing software is using algorithms to pull all necessary deadlines and information from the USPTO eliminating human error completely.

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

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incorrect, but we had fun.

Ryann: I was blown away by how friendly everyone was. Everyone was willing to engage in conversation and invite you to sit with them.

What do you hope people will take away from convention?

Jo Ann: Camaraderie and support to help women advance in the legal profession and help women in general. Many of us were the first or only female in a firm. I felt it was very supportive to talk to women going through similar things. By forming an organization, we got noticed more. It started giving women a power base.

Ryann: It's about empowering and energizing. People are doing great legal work, pro bono, and public service. We want them to take away some sort of inspiration and motivation. It's about furthering women in the law and policies that support women and families. We need a dedicated, smart group of people to plan and to attend. The energy of attendees is important in bringing people back.

Jo Ann, how do past conventions compare to today?

Jo Ann: One of the issues at the first convention was what was the entity going to be? What would the focus be? The name was controversial. We didn't want to offend men. We had a three-hour meeting on bylaws. We knew we didn't want to do that regularly. Early on, we had contested elections; now there is a slate of candidates. Convention is very similar in the sense that it gives people a chance to get together. The marketing, communicating, and number of women have changed and gotten more sophisticated. It still serves the same purposes, but it has evolved. It's amazing that we started a living, vital organization.

Kate Noble is a CWBA Publications Committee member and a legal editor with Colorado Bar Association CLE, the nonprofit educational arm of the Colorado and Denver Bar Associations.

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Danielle is an avid volleyball player.

in the public sector. Danielle recently joined the Emily Griffith Foundation as its Chief Development Officer. In addition to the CWBA Board, Danielle serves on boards for High Point Academy Charter School, the Emily Griffith Foundation, Urban Leadership of Colorado, and Sisterhood of Philanthropists Impacting Needs. Danielle selflessly gives countless hours of her

time to help empower young women, especially women of color to excel and feel supported. Danielle works diligently to help women find the support they need to engage in the community, find support within the community, and complete that circle of engagement by empowering women to believe in themselves and to empower others who follow.

When asked what superpower Danielle would choose if she could have one, she said invisibility. She thinks being invisible would help her to truly listen to people, a skill she values in herself and in others.

Danielle's message to young girls is, "Anything worth doing is always hard. Being a lawyer is hard. Life is about taking hits and getting back up. Don't ever give up on yourself. It's worth it." Those are wise words, Danielle! The CWBA and legal community are fortunate to have your leadership and thoughtfulness.



Danielle, David and Bodhi announce their wedding date in 2016.

Diane Wozniak is a family law attorney at Sherman & Howard and serves on the CWBA board as the Historian.

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given by Cat Whitehill (which made many of my non-attending, soccer-fan friends jealous) and Andrea Kramer. Some of our nation's top female athletes had been told for years that they were not as important or valuable as the men, despite the fact that they bring in more revenue every year. What could breed insecurity more than that? Yet they came together, their voices united, to remind one another that they are valuable. I also appreciated Andrea's clear opinion of the situation; what was happening was not fair, and she would not dare be quiet about it. Gesche Haas and Nicole Abboud reminded us not to be afraid to market ourselves and jump into opportunities. Rep. Winter and Sen. Humenik demonstrated that causing change comes with experience, which only happens if we are willing to put ourselves into leadership positions. And judges, leaders in the legal community, offered advice, again giving us information to encourage us.

Community is such a valuable asset. I recently read some study somewhere (how precise) that said that communities with lots of bowling alleys are correlated with communities that have high social cohesion and strong support systems. Essentially, when we make an opportunity for people to get together, enjoy another's company, eat and laugh, and wear, umm, interesting? shoes, we are more likely to have a net to catch us when we trip and give us a boost when we do not feel tall enough. The convention was exactly that place, a bowling alley experience.



Abbie Cziok is a CWBA Board Member and Co-Chair of the Publications Committee. She is a judicial law clerk for the Honorable Nathan B. Coats of the Colorado Supreme Court. When she is not wearing a suit, she likes to rock climb, bake bread, and read.

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working women, and has litigated a number of high-profile Equal Pay Act cases to successful resolution. Charlotte has extended her pay equity expertise into legislative and administrative efforts, working through the CWBA to propose an executive order on pay equity, proposing the formation of a statewide Pay Equity Task Force, drafting proposed legislation designed to close the pay gap, and fighting for wage transparency.

Lauren Dickey is an Assistant U.S. Attorney in the Civil Division of the United States Attorney's Office in Denver and a member of the 2017 CWBA Foundation "Raising the Bar" Committee.

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Perhaps in the future we'll see a program surface for legal writing in which algorithms are used to write pleadings. Or programs geared to automatically alert you when you've missed citing a major recent decision in your brief, providing a synopsis of the case and its holding at the click of a button from your brief. The development of this technology could make lawyers even more efficient, and has the potential to strengthen the practicality of online legal services.

Technology has redefined the legal landscape in countless ways. Here's to more advancements and greater productivity!



Paige Armstrong is a member of the CWBA Publications Committee and is an associate at Steenrod, Schwartz and McMinimee where she focuses on probate law.

Confetti!

Bench Strength

- **Colorado Supreme Court Justice Allison Eid** was appointed to the 10th Circuit Court of Appeals, to fill the seat vacated by Justice Neil Gorsuch when he was confirmed to the United States Supreme Court.
- **Shannon Marie Gerhart** was appointed to the El Paso County Court.
- **Erin Sokol** was named to the District Court in the Fourth Judicial District.
- **Jessica Curtis** was appointed to the El Paso County Court. She is president-elect of the CWBA El Paso County Chapter.
- **Kelley Southerland** was appointed as a magistrate in the Seventeenth Judicial District.
- **Melissa Hart** was appointed to the Colorado Supreme Court

On the Move

- **Rachel Yeates** transitioned from Hall & Evans to Moye White LLP.
- CWBA Board Member **Diane Wozniak** has transitioned her family law practice to Sherman & Howard.
- **Ann Gushurst** has been elected president of Gutterman Griffiths, PC.
- **Marsha Piccone** and **Kasey Johnson** have joined the firm of Rollin Braswell Fisher LLC.
- **Anne Zellner** has joined the litigation practice group at Ryley Carlock & Applewhite.
- **Hollis A. Ploen** has joined the firm of Wells, Anderson & Race, LLC.

- **Lori Bell** is now a named partner with Montgomery, Amatuzio, Chase, Bell, Jones, LLP.
- **Natalie Simpson** joined the firm of Sherr Puttmann Akins Lamb, PC.
- **Paige Armstrong** has joined the firm of Steenrod, Schwartz & McMinimee, LLP.
- **Kristin Lentz** was elected a co-managing partner of Davis Graham & Stubbs LLP.
- **Dianne Van Voorhees** has joined the Harris Law Firm.
- **Marnie Adams** is the newest shareholder at Recht Kornfeld PC.
- **Jill Curry** formed the firm of Coombe Curry Rich & Jarvis along with Daniel Coombe, Greg Rich, and Keith Jarvis.
- **Stephanie Montague** was promoted to Special Counsel with Hall & Evans LLC.
- **Kelly Rosenberg** joined the firm of McAllister Garfield, PC.
- **Vicki Johnson** has joined the Social Security Administration.
- **Gillian Dale** joined Hall & Evans LLC.
- **Amanda Huston** joined Coan Payton & Payne.
- **Betsy Temkin** (partner), **Michelle DeVoe** (of counsel), and **Andrea Bronson** (associate) are now with Davis Graham & Stubbs.

You Were Recognized

- **Carrie Rodgers** received the 2017 Attorney of the Year award from the American Subcontractors Association of Colorado.
- **Marcy Glenn** was awarded the 2017 Award of Merit by the Colorado Bar Association, the

highest honor awarded by the CBA. In 2017, Marcy was also selected as a Fellow of the American Academy of Appellate Lawyers, making her the second active member in Colorado in this Academy, which is limited to 500 members nationwide.

- **Kelley Rider Goodwin** was awarded the 2017 Gary McPherson Outstanding Young Lawyer Award by the CBA Young Lawyers Division.
- **Maritza Braswell** was a finalist for the Denver Business Journal's 2017 Outstanding Women in Business Awards in the Small Business Owner (20 or fewer employees) category and CWBA Board Member **Miko Brown** was a finalist for the Law category.
- **Lucy Marsh** was honored by the DBA at the Seniors Spring Banquet for 50 years of participation in the legal profession.
- **Sheila Hollis** made the top 100 list of Super Lawyers in Washington, DC.
- **Chief Justice Nancy Rice** was named one of Colorado's 25 Most Powerful People by ColoradoBiz magazine in the May/June issue.
- CWBA Past President **Lorraine Parker** (Medical Malpractice Law – Plaintiffs), CWBA Past President **Shannon Wells Stevenson** (Appellate Practice), **Lesleigh Wiggs Monahan** (Family Law), and CWBA Past President **Alison Zinn** (Elder Law) were named to the 2018 Best Lawyers by Law Week.
- **Jacqueline Lim, Allison Conti, Rachel Geiman, Courtney Burgess,** and **Laura Schuck** all passed the July 2017 Bar Exam.

more Confetti!

- **Maha Kamal** was the winner for fiction in the Docket's 2017 Arts and Literature Contest.
- **Hon. Diane Briscoe** was awarded the King Trimble Lifetime Achievement Award and **April Jones** received the Warrior of Justice Award at the Sam Cary Scholarship Endowment Gala.
- CWBA President-Elect **Cat Shea** received the Ally of the Year Award from the LGBT Bar Association.

Leading The Way

- **Ann C. McCullough** of Polsinelli PC was elected to the board of directors for Project Angel Heart.
- **Lori Potter** of Kaplan Kirsch Rockwell LLP joined the board of trustees of Earthjustice.
- **Marianne K. Lizza-Irwin** joined the board of directors of the Mediation Association of Colorado.
- **Kathryn Starnella** was appointed to the advisory board of The Colorado Lawyer.
- **Suzanne Leff** was appointed secretary of the CBA Real Estate Section.
- CWBA Board Member **Pax Moultrie** was appointed to the Center for Work, Education & Employment's (CWEE's) board of directors.
- **Arnulfo Hernández** was named a regional president of the Hispanic National Bar Association. He is a member of the bar association's Board of Governors and will preside over Region XIII, which covers Colorado, Kansas, Nebraska, and Wyoming.
- **Kendra Beckwith's** article on "A Lawyer's Duty to Disclose Errors" appeared in the June

edition of The Colorado Lawyer.

- **J. Ryann Peyton** wrote on "Talent Gets You Noticed, Character Gets You Recruited" for the July edition of The Colorado Lawyer.
- **Julie Williamson** discussed "Making the Arbitrator's Job Easier" and **Melissa Hart** covered "Deep Impact: The Consequences of Defunding LSC" in the August/September edition of The Colorado Lawyer.
- **Lucy Marsh** interviewed Howard Rosenberg for the October edition of The Colorado Lawyer.
- **Hon. Cynthia Mares** wrote on "Becoming a Colorado Municipal Judge" for the December issue of The Colorado Lawyer.
- **Marcy Glenn** authored "Hybrids: When Colorado and Federal Appeals Cross-Pollinate" for the December issue of The Colorado Lawyer.
- CWBA Board Member **Ruchi Kapoor's** article, "Representing Respondent Parents: Measuring the Impact of the ORPC," appeared in the December issue of The Colorado Lawyer.
- **Caryn Datz**, CWBA Board Member **Erika Holmes**, CWBA Board Member **Ruchi Kapoor**, **Suzanne Leff**, **Pax Moultrie**, **Kathryn Starnella**, and **Veronique Van Gheem** graduated with the CBA's leadership training program (COBALT) class of 2017.
- **Rachel Lynn** was a Legal Aid Foundation 2017 Associates Campaign representative.
- CWBA Board Member **Kelli Riley** was named a 2017 Wage Justice Champion by Towards Justice.
- **Sommer Luther** is president-elect of the Colorado Trial Lawyers Association.

Congratulations!

- CWBA Board Member **Megan Rose Garnett** welcomed Blair Rose Garnett on September 20.
- CWBA Board Member **Mary Sue Greenleaf** welcomed her daughter, Presley Grace Curlee, on July 11.
- CWBA Board Member **Whitney Beck** welcomed her daughter, Willa Avery Duke, on Nov. 13.
- CWBA Board Member **Lisha McKinley** welcomed her son, Erik Bjorn Coultrip, on November 20.
- CWBA Board Member **Jessie Pellant** welcomed her daughter Presley Pearce Pellant, on November 28.

In Memoriam

- We mourn the passing of **Sheila Hyatt**, a longtime Professor at the University of Denver Sturm College of Law, who lost her battle with pancreatic cancer on November 8, 2017. Sheila was an active member of the CWBA for many years, a generous supporter of the CWBA Foundation's Circle of Minerva, and a strong advocate for women in the law. We honored her in 1996 with our prestigious Mary Lathrop Trailblazer Award, and she was recognized in 2014 by the CWBA Foundation as a Raising The Bar winner which honored "Legal Educators Who Have Raised The Bar." Her legacy will continue through the many lives she has influenced.

Submit your
Confetti news to
publications@cwba.org

UPCOMING EVENTS

January

- 12 | CU Law School Student Fair | CU Law, Boulder
- 16 | The State of Diversity in the Colorado Legal Profession: The Perspective of Bar Associations | Byron White U.S. Courthouse
- 23 | Winter Social in the DTC | Baker Street Pub

February

- 1 | Job Market Reality: Mock Interviewing & Feedback | Brownstein Hyatt Farber Schreck
- 13 | Ft. Collins CLE Program: Navigating Unconscious Bias While Perfecting Your Career | Larimer County Justice Center
- 16 | CWBA Permanent Protection Order Training | Davis Graham & Stubbs
- 27 | Storming The Bench | Polsinelli

March

- 8 | Annual Judicial Reception: Honoring Judge Theresa Spahn | Davis Graham & Stubbs
- TBD | Annual Members Appreciation Reception

April

- 6 | Law Line 9 | 9News Denver
- 11 | 8th Annual Moms Luncheon | Gibson Dunn & Crutcher

MORE COMING SOON!



SAVE THE DATE



*Interested in sponsoring the
41st Annual CWBA Convention?*

*Contact CWBA Executive Director Kim Sporrer at
execdir@cwba.org or 303-831-1040.*

The Advocate is published seasonally 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.

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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.