

AGENDA

Working Group D

Chief Justice's Commission on the Legal Profession

November 14, 2013

- I. Introduction of New Members
 - a. Ellen Wakeman, Jefferson County Attorney and incoming President of the County Attorney Association
 - b. Troy Rackham, CDLA Board Member
 - c. Michael Rosenberg, CTLA Officer
- II. Next meeting of Chief's Commission
 - a. December 5, 2013
 - b. Reception honoring Chief Justice Bender
- III. Government Lawyers
 - a. Draft Pro Bono Policy for Governmental Agencies
 - i. Draft sent to Standing Committee on the Rules of Professional Conduct
 - b. Colorado Federal Pro Bono Program
 - i. Mimi Tsankov
 - 1. Kick-off event December 9, 2013
- IV. Federal Pilot Project to Implement Civil Pro Bono Panel
 - a. CLEs at several locations
 - b. Promoting participation by firms as opposed to individual lawyers
- V. County Attorneys
 - a. Ellen Wakeman

- VI. In-House Lawyers
 - a. Carolyn Powell
 - b. Corporate Legal Departments
 - c. Draft Pro Bono Policy for In-House Lawyers
 - i. Draft sent to Standing Committee on the Rules of Professional Conduct
- VII. Law Firms
- VIII. Other targets?
 - a. Wheeler Trigg O'Donnell
 - b. Fairfield & Woods
 - c. Patton Boggs
 - d. Spencer Fane & Grimshaw
 - e. Burleson LLP (McGloin Davenport & Severson)
 - f. Criminal defense bar?
- IX. Self-Help Centers
 - a. Court Services is tracking data.
- X. Diversity and Inclusiveness
 - a. Commission's focus
 - b. Working Group C's efforts
 - c. October was Professionalism Month
 - i. Congratulations to Judge Carparelli and his working group.
 - ii. How do diversity and inclusiveness fit in with professionalism?
 - d. Use pro bono model to develop talking points for meetings with decision-makers in firms, in-house departments, and governmental agencies.

- e. Focus on more participation by diverse lawyers to apply for judicial nominating commissions and judicial performance committees.
 - i. Reach out to minority and specialty bars.
 - ii. Gather and disseminate information on the judicial selection and nomination process.
- f. Growing the pipeline
 - i. Schools
 - ii. Mock trials
 - iii. Mentoring
- g. Identify government jobs that new lawyers, especially diverse lawyers, might be overlooking.

XI. New Business

dms.us.53159635.01

COLORADO RULES OF CIVIL PROCEDURE

APPENDIX TO CHAPTERS 18 TO 20
COLORADO RULES OF PROFESSIONAL CONDUCT

Rule 6.1. Voluntary Pro Bono Public Service

This Comment, **Model Pro Bono Policy for Colorado In-House Legal Departments**, is to be added to the Existing Comment in Rule 6.1. Voluntary Pro Bono Public Service.

Recommended Model Pro Bono Policy for Colorado In-House Legal Departments

Preface. Providing pro bono legal services to persons of limited means and organizations serving persons of limited means is a core value of Colorado licensed attorneys enunciated in Colorado Rule of Professional Conduct 6.1. Colorado lawyers who work in in-house legal departments have, historically, been an untapped source of pro bono volunteers. Rule 6.1 applies equally to in-house lawyers; however, the Court recognizes that the work environment for in-house lawyers is distinct from that of lawyers in private law firms, and may limit the amount of pro bono work lawyers can accomplish while working in-house.

To encourage Colorado in-house lawyers to commit to providing pro bono legal services to persons and organizations of limited means, the Court has adopted rules to overcome some of the barriers impeding in-house counsel from performing pro bono legal work. For example, an in-house attorney who is not licensed to practice in Colorado may obtain a license to perform pro bono legal work, as a “pro bono/emeritus attorney” under Rule 223 of Chapter 18, the Colorado Court Rules Governing Admission to the Bar. The attorney must pay a one-time fee of \$50, and must act under the auspices of a Colorado nonprofit entity whose purpose is or includes the provision of pro bono legal representation to persons of limited means. .

The following Model Pro Bono Policy can be modified to meet the needs of individual in-house legal departments. Adoption of such a policy is entirely voluntary. The model policy below is designed to serve as a starting point for in-house legal departments within Colorado that would like to put in place a structured program to encourage their lawyers to engage in pro bono service. The model policy should be adapted as needed to reflect the culture and values of the company or organization and legal department. No formal pro bono policy is needed to launch an in-house pro bono program (indeed, many of the most successful in-

house pro bono programs have no policy at all); however, the model below reflects some of the issues that an in-house legal department may wish to consider before launching a program. In a few instances below alternative language is suggested. Additional resources and model policies are available from the Pro Bono Institute, Corporate Pro Bono Project: <http://www.probonoinst.org/projects/corporate-pro-bono.html>.

Recommended Model Pro Bono Policy for Colorado In-House Legal Departments

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IX. Expertise

X. Company Affiliation

XI. Conflict of Interest

References

- A. Preamble to the Colorado Rules of Professional Conduct
- B. Colorado Rule of Professional Conduct 6.1
- C. Chief Justice Directive 98-01, Costs for Indigent Persons Civil Matters
- D. Colorado Rule of Civil Procedure, Chapter 18, Rule 223

I. Introduction

Company recognizes the importance of good corporate citizenship, and supporting the communities in which it does business. Performing pro bono services benefits both the professionals who undertake the work as well as the individuals and organizations served. Pro bono work allows legal professionals to sharpen their existing skills, learn new areas of the law, connect more fully with their communities, and achieve a measure of personal fulfillment.

Rule 6.1 of the Colorado Rules of Professional Conduct sets forth an aspirational goal that each lawyer render at least 50 hours of pro bono public legal services per year, with a substantial majority of those hours without fee to (1) persons of limited means or (2) governmental or non-profit organization matters designed primarily to address the needs of persons of limited means.

[Insert statement about Company's existing or planned community service work]

Company encourages every member of the Legal Department to assist in providing pro bono legal services. Company aspires to attain the goal of each Company attorney devoting a minimum of 50 hours per year to pro bono legal services, or a proportional amount of pro bono hours by attorneys on alternative work schedules.

II. Mission Statement

Through its pro bono program, the Legal Department intends to serve Company's communities by providing pro bono legal services to individuals and organizations that otherwise might not have access to them. In addition, the Legal Department seeks to provide opportunities for rewarding and satisfying work, to spotlight Company's position as a good corporate citizen, for Legal Department professional skills and career development, and for collaboration and teamwork across Company's Legal Department and within the community in general for our attorneys and other professionals.

III. Pro Bono Service Defined

Pro bono service is the rendering of professional legal services to persons or organizations with limited means, without the expectation of compensation, regardless of whether such services are performed during regular work hours or at other times. It is this provision of volunteer legal services that is covered by this pro bono policy. Because the following activities, while meritorious, do not involve direct provision of

legal services to the poor, they are not pro bono services under this policy: participation in a non-legal capacity in a community or volunteer organization; services to non-profit organizations with sufficient funds to pay for legal services as part of their normal expenses; non-legal service on the board of directors of a community or volunteer organization; services provided to a political campaign; and legal work for family members, friends, or Company employees who are not eligible to be pro bono clients under an approved pro bono project.

IV. Pro Bono Service Participation

Every member of Company Legal Department is encouraged to provide pro bono legal services. The pro bono legal services should not interfere with regular work assignments and must be approved by the Pro Bono Committee/Coordinator. No attorney will be adversely affected by a decision to participate in the program; conversely, no attorney will be penalized for not participating in the program.

Optional language: The Legal Department encourages each member to devote up to 50 hours of regular work time per year toward providing pro bono services. Legal Department members may need to use paid time off for any pro bono services provided in excess of 50 hours per year. *[Insert language for process of tracking those hours.]*

V. Pro Bono Committee/Coordinator

To support Company's efforts to provide pro bono services, Company Legal Department has established a Pro Bono Coordinator/Committee. The Committee/Coordinator oversees the pro bono program, supervises and approves all pro bono matters, ensures that conflicts are identified and processes are followed, and ensures that all pro bono matters are adequately supervised. The Pro Bono Coordinator/Committee encourages all employees within the Legal Department to bring to the Coordinator's/Committee's attention any pro bono projects of interest.

VI. Pro Bono Projects

All pro bono projects must be pre-approved by the Pro Bono Coordinator/Committee. Individuals may not begin their pro bono representations in a particular matter until Coordinator/Committee approval is received. Individuals must obtain the approval of their supervisors to perform pro bono services during scheduled work hours.

The Pro Bono Coordinator/Committee plans to offer, from time to time, group projects that have already been approved. In addition, members of

the Legal Department may seek approval for a new project by submitting to the Coordinator/Committee a project approval request that contains: the name of the proposed client, the name of the opposing parties and other entities (e.g. opposing attorney or law firm) involved, a description of the project including the scope of work to be done, the names of the Law Department members who would work on the project, an estimate of the time required from each person, an estimate of any anticipated costs associated with the project, anticipated schedule of the project and/or deadlines; supervision or training needs, whether malpractice coverage is provided by the project sponsor, and any other relevant information.

VII. Insurance Coverage

Company's insurance carrier provides insurance coverage for employees in the Legal Department for work performed on approved pro bono projects. Members of the Legal Department must advise the Pro Bono Coordinator/Committee immediately should they learn that a complaint or disciplinary complaint may be filed concerning a pro bono matter.

OR

Company does not have malpractice insurance to cover pro bono work of its Legal Department members; however, many of the organizations that sponsor pre-approved pro bono projects carry malpractice insurance for their volunteer attorneys. The Pro Bono Coordinator/Committee will reject any project that does not provide malpractice coverage for the legal services provided. Members of the Legal Department must advise the Pro Bono Coordinator/Committee immediately should they learn that a complaint or disciplinary complaint may be filed concerning a pro bono matter.

[Note: The Pro Bono Institute has outlined additional options, such as self-insurance through the purchase of a policy from NLADA, in a paper available here: <http://www.cpbo.org/wp-content/uploads/2012/09/Insurance-Paper.pdf>]

VIII. Expenses and Resources

As with any other Company work assignment, individuals doing pro bono work may engage Legal Department legal assistants, paralegals and other support staff in a manner consistent with their job responsibilities. Legal Department members may use Company facilities, such as telephones, copiers, computers, printers, library materials, research materials, and mail, as appropriate to carry out pro bono work; however, in accordance with the section entitled "Company Affiliation" below, use of Company resources should not convey the impression that Company is providing

the pro bono services. Ordinary expenses (e.g., parking, mileage, etc.) may be submitted for reimbursement. Expenses exceeding \$250 should be submitted to the Pro Bono Coordinator/Committee for prior approval. Legal Department members should make every effort to control expenses related to pro bono work just as they would for any other legal matter.

IX. Expertise

Legal Department members providing pro bono services should exercise their best judgment regarding their qualifications to handle the issues necessary to provide pro bono services. Those providing pro bono services should obtain training on the legal issues they will handle. Training is available through various pro bono organizations, bar associations, law firms, and CLE offerings.

OR

Because pro bono work may require Legal Department members to work outside of their areas of expertise and skill, the Legal Department will make available to all pro bono volunteers substantive support services, if requested on an approved project, to enable them to provide effective and efficient representation in pro bono matters.

X. Company Affiliation

Although Company strongly endorses participation in the pro bono program, participants are not acting as Company representatives or employees with respect to the matters they undertake, and Company does not necessarily endorse positions taken on behalf of pro bono clients. Therefore, Company Legal Department members participating in such activities do so individually and not as representatives of Company. Individuals who take on pro bono matters must identify themselves to their clients as volunteers for the non-profit organization and not as attorneys for Company.

Individuals providing pro bono services should not use Company's stationery for pro bono activities or otherwise engage in any other acts that may convey the impression that Company is providing legal services. Individuals should use the stationery provided by the pro bono referral organization, or if no stationery is provided, blank stationery (i.e. no Company letterhead). Similarly Company business cards must not be distributed to pro bono clients.

Optional Language: Most client interviews or other meetings should take place at the offices of a partner organization. If this is not suitable, members of the Legal Department may host pro bono client meetings at a

Company location with the prior approval of the Coordinator/Committee. The Company attorney hosting the meeting should take care to remind the pro bono client that, although the meeting is taking place at a Company location, the client is represented by the attorney and not the Company.

XI. Conflict of Interest

Legal Department members may not engage in the provision of any pro bono service which would create a conflict of interest or give the appearance of a conflict of interest. This includes, but is not limited to, direct conflicts, business/public relations conflicts, and politically sensitive issues. Conflicts analysis must be ongoing throughout the course of any representation as an issue raising a conflict may present itself at any time during the course of representation. The Pro Bono Coordinator/Committee will review and resolve any potential conflict issues.

COLORADO RULES OF CIVIL PROCEDURE
APPENDIX TO CHAPTERS 18 TO 20
COLORADO RULES OF PROFESSIONAL CONDUCT

This Comment, **Recommended Model Pro Bono Policy for Governmental Agencies**, is to be added to the Existing Comment in Rule 6.1. Voluntary Pro Bono Public Service.

Recommended Model Pro Bono Policy for Governmental Agencies

Preface. Providing pro bono legal services to indigent persons and organizations serving persons of limited means is a core value of Colorado licensed attorneys enunciated in Colorado Rule of Professional Conduct 6.1. Adoption of a pro bono policy will commit the governmental agency to this professional value and assure attorneys that their pro bono work is valued in their advancement within the respective entity. Nevertheless, the Court recognizes that the work environment for government attorneys is distinct from that of lawyers in private law firms, and may limit the type and amount of pro bono services that government lawyers can perform. In particular, the Court recognizes that government attorneys face concerns about conflicts of interest, which differ from those facing private attorneys, and, unlike private attorneys, government attorneys will be limited in performing pro bono service during regular hours, using office resources, and, possibly by statutory or regulatory provisions.

At the same time, the Court recognizes that efforts of the Colorado Bar Association and the American Bar Association to encourage pro bono service by government lawyers and believes that their policies and materials provide useful guidance for government lawyers to enable them to perform pro bono service. See “CBA Voluntary Pro Bono Public Service by Government Attorneys: Provision of Direct Representation to Indigent Persons,” 29 Colo. Lawyer 79 (July 2000); “Pro Bono Project Development: A Deskbook for Government and Public Sector Lawyers,” American Bar Association 1998, available at apps.americanbar.org/legal_services/pro_bono/government_attorneys.html.

The Colorado Supreme Court has adopted the following recommended Model Pro Bono Policy, which can readily be modified to meet the needs of individual governmental agencies. References are made to provisions that may not apply in a federal or other governmental agency setting, depending on each agency’s governing statutes, regulations, and internal policies. Adoption of such a policy is entirely voluntary.

At the least, a pro bono policy would:

- (1.) Clearly set forth an aspirational goal for attorneys (the attached model policy uses the figure of at least 50 hours per attorney per year, which mirrors the aspirational goal set out in Rule 6.1 of the Colorado Rules of Professional Conduct;
- (2.) Demonstrate that pro bono service will be positively considered in evaluation; and
- (3.) Include a description of the processes that will be used to match attorneys with projects and monitor pro bono service, including tracking pro bono hours spent by lawyers and others in the respective entity.

The Colorado Supreme Court will recognize those governmental agencies that make a strong commitment to pro bono work by adopting a policy that includes:

- (1.) An annual goal of performing 50 hours of pro bono legal service by each Colorado licensed attorney pro-rated for part-time attorneys, primarily for persons of limited means and/or organizations serving persons of limited means consistent with the definition of pro bono services as set forth in the Colorado Supreme Court's Model Pro Bono Policy, and
- (2.) A statement that the agency will value at least 50 hours of such pro bono service per year by each Colorado licensed attorney, for all purposes of attorney evaluation and advancement.

The Colorado Supreme Court will also recognize on an annual basis those governmental agencies that voluntarily advise the Court by February 15 of each year that their attorneys, on average, during the previous calendar year, performed 50 hours of pro bono legal service, primarily for persons of limited means or organizations serving persons of limited means, consistent with the definition of pro bono services as set forth in this Model Pro Bono Policy.

Federal Government Lawyers.

Federal government lawyers also have a professional responsibility to provide legal services to persons of limited means and should strive to perform at least 50 hours of pro bono legal work annually. To make this possible, the Court strongly urges all federal agencies in Colorado to encourage and support pro bono activity by their lawyers by developing programs which assist their lawyers in finding appropriate pro bono opportunities, by welcoming requests by their lawyers to engage in pro bono activity, and by granting approval of

such requests in a timely manner. Recognizing that federal government lawyers face unique restrictions when engaging in pro bono activity, the Colorado Supreme Court urges federal government lawyers to seek out opportunities which are consistent with the statutes and regulations governing such outside professional activities. Federal government lawyers in Colorado are encouraged to abide by their agencies' pro bono policies, which will provide guidance in this area.

**Recommended Model Pro Bono Policy for Government Lawyers and
Governmental Agencies**

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B. Pro Bono Engagement Letter

C. Professional Liability Insurance

D. Attorneys Fees in Pro Bono Matters

VI. CLE Credit for Pro Bono Work

A. Amount of CLE Credit

B. How to Obtain CLE Credit

References

A. Preamble to the Colorado Rules of Professional Conduct

B. Colorado Rule of Professional Conduct 6.1

C. Chief Justice Directive 98-01, Costs for Indigent Persons Civil Matters

D. Colorado Rule of Civil Procedure 260.8

E. Colorado Rule of Civil Procedure 260.8, Form 8

I. Introduction

The governmental agency recognizes that the legal community has a unique responsibility to ensure that all citizens have access to a fair and just legal system. In recognizing this responsibility, the governmental agency encourages each of its attorneys to actively participate in some form of pro bono legal representation.

This commitment mirrors the core principles enunciated in the Colorado Rules of Professional Conduct:

A lawyer should be mindful of deficiencies in the administration of justice and of the fact that the poor, and sometimes persons who are not poor, cannot afford adequate legal assistance, and therefore devote professional time and civic influence in their behalf. A lawyer should aid the legal profession in pursuing these objectives and should help the bar regulate itself in the public interest. . . . A lawyer should strive to attain the highest level of skill, to improve the law and the legal profession and to exemplify the legal profession's ideals of public service. (Preamble, Colorado Rules of Professional Conduct).

In addition, Colo. RPC 6.1 provides in pertinent part, "Where constitutional, statutes or regulatory restrictions prohibit government and public sector lawyers . . . from performing the pro bono services outlined in paragraphs (a) (1) and (2) [representation of persons of limited means or organizations addressing their needs], those individuals should fulfill their pro bono publico responsibility by performing services or participating in activities outlined in paragraph (b)." Paragraph (b) lists alternative means of providing pro bono service.

The governmental agency understands that there are various ways to provide pro bono legal services in our community. In selecting among the various pro bono opportunities, the governmental agency encourages and expects that attorneys will devote a minimum of fifty (50) hours each year to pro bono legal services, or a proportional amount of pro bono hours by attorneys on alternative work schedules. In fulfilling this responsibility, attorneys, when

possible, should provide a substantial majority of the fifty (50) hours of pro bono legal services to (1) persons of limited means, or (2) charitable, religious, civic, community, governmental and educational organizations in matters which are designed primarily to address the needs of persons of limited means. (Colorado Rule of Professional Conduct 6.1). The governmental agency strongly believes that this level of participation lets our attorneys make a meaningful contribution to our legal community, and provides important opportunities to further their professional development.

II. Pro Bono Committee/Coordinator.

The governmental agency has designated a Pro Bono Coordinator or Committee responsible for implementing and administering the pro bono policies and procedures. The Pro Bono Coordinator or Committee has the following principal responsibilities:

1. Encouraging and supporting pro bono legal endeavors;
2. Reviewing, accepting and/or rejecting pro bono legal projects;
3. Coordinating and monitoring pro bono legal projects, ensuring, among other things, that appropriate assistance, supervision, and resources are available;
4. Providing periodic reports on the agency's pro bono activities; and
5. Creating and maintaining a pro bono matter tracking system.

Attorneys are encouraged to seek out pro bono matters that are of interest to them.

III. Pro Bono Services Defined.

The foremost objective of the pro bono policy is to provide legal services to members of the community with limited means and the nonprofit organizations that assist them, in accordance with Rule 6.1 of the Colorado Rules of Professional Conduct. The governmental agency recognizes that there are a variety of ways in which its attorneys and paralegals can provide pro bono legal services in the community. The following, while not intended to be an exhaustive list, reflects the types of pro bono legal services governmental agency credits in adopting this policy.

(As noted above, where constitutional, statutory or regulatory restrictions prohibit government and public sector lawyers from performing the pro bono services outlined in paragraphs (a)(1) and (2), those individuals should fulfill

their pro bono responsibility by performing services or participating in activities outlined in paragraph (b).)

A. Representation of Low Income Persons.

Representation of individuals of limited means who cannot afford legal services in civil or criminal matters of importance to a client;

B. Civil Rights and Public Rights Law.

Representation or advocacy on behalf of individuals or organizations seeking to vindicate rights with broad societal implications (class action suits or suits involving constitutional or civil rights) where it is inappropriate to charge legal fees;

C. Representation of Charitable Organizations.

Representation or counseling to charitable, religious, civic, governmental, educational, or similar organizations in matters where the payment of standard legal fees would significantly diminish the resources of the organization, with an emphasis on service to organizations designed primarily to meet the needs of persons of limited income or improve the administration of justice;

D. Community Economic Development.

Representation of or counseling to micro-entrepreneurs and businesses for community economic development purposes, recognizing that business development plays a critical role in low income community development and provides a vehicle to help low income individuals to escape poverty;

E. Administration of Justice in the Court System.

Judicial assignments, whether as pro bono counsel, or a neutral arbiter, or other such assignment, which attorneys receive from courts on a mandatory basis by virtue of their membership in a trial bar;

F. Law-related Education.

Legal education activities designed to assist individuals who are low-income, at risk, or vulnerable to particular legal concerns or designed to prevent social or civil injustice;

G. Mentoring of Law Students and Lawyers on Pro Bono Matters.

Colorado Supreme Court Rule 260.8 provides that an attorney who acts as a mentor may earn two (2) units of general credit per completed matter in which he/she mentors a law student. An attorney who acts as a mentor may earn one (1) unit of general credit per completed matter in which he/she mentors another lawyer. However, mentors shall not be members of the same entity or in association with the lawyer providing representation to the indigent client.

The following activities, while meritorious, do not involve direct provision of legal services to the poor. Therefore, they cannot be counted toward fulfillment of the attorney's or the agency's goal to provide pro bono legal services to indigent persons or to nonprofits that serve such persons' needs: participation in a non-legal capacity in a community or volunteer organization; services to non-profit organizations with sufficient funds to pay for legal services as part of their normal expenses; client development work; non-legal service on the board of directors of a community or volunteer organization; bar association activities; and non-billable legal work for family members, friends, or other individuals who are not eligible to be pro bono clients under the above criteria.

IV. Recognition of Pro Bono Service.

The governmental agency recognizes that the commitment to pro bono work involves a personal expenditure of time. In acknowledgment of this commitment, an attorney's efforts to meet this expectation will be considered in measuring various aspects of the attorney's performance, such as yearly evaluations, where applicable.

V. Administration of Pro Bono Service.

A. Approval of Pro Bono Matters.

The Pro Bono Coordinator or Committee will review all proposed pro bono legal matters to ensure that:

1. There is no client or issue conflict or concern;
2. The legal issue raised is not frivolous or untenable;
3. The client does not have adequate funds to retain an attorney; and
4. The matter is otherwise appropriate for pro bono representation.

All persons seeking approval of a pro bono project must: (1) submit a request identifying the client and other entity involved; (2) describe the nature of the work to be done; and (3) identify who will be working on the matter.

B. Pro Bono Engagement Letter.

After a matter has received initial approval, the attorney on a pro bono legal matter must send an engagement letter to the pro bono client. Typically, the engagement letter should be sent after the initial client meeting during which the nature and terms of the engagement are discussed.

C. Professional Liability Insurance.

Attorneys may provide legal assistance through those pro bono organizations that provide professional liability insurance for their volunteers. Before undertaking any pro bono legal commitment, the professional liability implications should be reviewed with the Pro Bono Coordinator or Committee.

D. Attorney Fees in Pro Bono Matters.

Attorneys are encouraged to seek and obtain attorney fees in pro bono legal matters where possible. In the event of a recovery of attorney fees, the attorney is encouraged to donate these fees to an organized nonprofit entity whose purpose is or includes the provision of pro bono representation to indigent or near-indigent persons.

VI. CLE Credit for Pro Bono Work.

Colorado Rule of Civil Procedure 260.8 provides that attorneys may be awarded up to nine (9) hours of CLE credit per three-year reporting period for (1) performing uncompensated pro bono legal representation on behalf of persons of limited means in a civil legal matter, or (2) mentoring another lawyer or law student providing such representation.

A. Amount of CLE Credit.

Attorneys may earn one (1) CLE credit hour for every five (5) billable-equivalent hours of pro bono representation provided to the person of limited means. An attorney who acts as a mentor may earn one (1) unit of general credit per completed matter in which he/she mentors another lawyer. Mentors shall not be members of the same governmental agency or in association with the lawyer providing representation to the indigent client. An attorney who acts as a mentor may earn two (2) units of general credit per completed matter in which he/she mentors a law student.

B. How to Obtain CLE Credit.

An attorney who seeks CLE credit under CRCP 260.8 for work on an eligible matter must submit the completed Form 8 to the assigning court, program, or law school. The assigning entity must then report to the Colorado Board of Continuing Legal and Judicial Education its recommendation as to the number of general CLE credits the reporting pro bono attorney should receive.

Lorenzo A. Trujillo Working Group A Chair, Counsel to the Chief Sarah Clark, Sr. Asst. Dean Whiting Leary, Asst. Dean Dan Vigil, Assoc. Dean Patti Powell, Prof. Eli Wald, Prof. Melissa Hart, Andrew Frohardt, Chief Judge Robert Hyatt, Mike Massey, John Mosby, John Baker, Katy Donnelly, Judge Gilbert Roman, James Coyle, Assoc. Dean Fred Cheever, Judge Neil Gorsuch, Chief Judge Marcia S Krieger, Prof. Roberto Corrada, Mark Fogg, David Little, Barbara Ezyk, John Baker, Jessica Mendoza..

Report Topics:

1. 2013 For This We Stand
 - a. Budget
 - b. Survey Results
 - c. Next Year's For This We Stand
2. Pipeline Efforts
 - a. Stakeholders Meeting
 - b. Future Study

1. 2013 FOR THIS WE STAND

I. 2013 For This We Stand - Background

The second annual joint law school orientation: ***For This We Stand*** occurred on **September 21, 2013**. Students, Deans, representative faculty from three law schools, attorneys from the Colorado Bar, Judges, and former clients participated in a half-day Professionalism Orientation for First Year Law Students from the University of Colorado Law School, the Sturm College of Law and the University of Wyoming School of Law.

Event Sub-Committee Co-Chairs: Asst. Dean Whiting Leary and Assoc. Dean Patti Powell; Asst. Dean Dan Vigil; Professor Melissa Hart and Professor Eli Wald, Curriculum.

II. Agenda

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| 8:45 – 9:30 a.m. | Atrium of The Ralph L. Carr Judicial Complex
Student Registration and Breakfast for Students |
| 9:30 – 10:00 | Opening Statements from Chief Justice Bender and Dean Weiser,
and Dean Katz |
| 10:00 – 10:30 | Walk to Denver Courthouse |
| 10:30 – 12:00 | Small Group Discussions |

Event Sub-Committee Curriculum Co-Chairs: Asst. Deans Whiting Leary and Patti Powell; Melissa Hart and Eli Wald.

III. Budget

Expenses

Item	Cost
Santiago's Catering	\$1600.00
Butler Rents	\$549.27
City and County Facilities	\$302.24
City and County Security	\$458.08
Supplies (Water & Floorplans)	\$80.08
TOTAL	\$2,989.67

Supporting Grants

Organization	Support
DU Sturm College of Law	\$1,000.00
CU Law School	\$1,000.00
Wyoming Law School	\$250.00
Federal Bar Ass'n – Colorado	\$1,500.00
Colorado Bar Ass'n	\$1,500.00
Office of Atty Reg. Counsel	\$1,500.00
TOTAL	\$6,750.00

Applying the FBA's entire \$1,500.00 support to the costs, we're left with the following proportional cost allocations and surpluses:

Organization	Support	Cost Allocation	Surplus
DU Sturm College of Law	\$1,000.00	\$283.04	\$716.96
CU Law School	\$1,000.00	\$283.04	\$716.96
Wyoming Law School	\$250.00	\$74.48	\$175.52
Federal Bar Ass'n – Colorado	\$1,500.00	\$1500.00	\$0
Colorado Bar Ass'n	\$1,500.00	\$424.55	\$1,075.45
Office of Atty Reg. Counsel	\$1,500.00	\$424.55	\$1,075.45
TOTAL	\$6,750.00	\$2,989.67	\$3,760.34

CU and DU and the Office of Attorney Regulation Counsel have agreed to allow the For This We Stand account to retain the surplus, as shown. The surplus will be retained to support the 2014 For This We Stand event. I will communicate with the Colorado Bar Association and the Wyoming Law School to determine if the same can occur with their surplus.

(Last year's budget was \$4,000 but did not include food, a priority for students.)

IV. Evaluation

After the orientation, we distributed two surveys to elicit feedback from the students, judges, attorneys, and former clients about their experiences at the event. The first survey was sent to the

judges, attorneys and former clients who participated in the group discussions, and the second survey was sent to all of the Colorado and Wyoming students who attended.

Complete survey response documents are available upon request.

Summary of Survey Results

Judges/Attorneys/Clients Survey

Sixteen of the judges, attorneys, and clients completed the survey. All 16 of the respondents felt that the orientation was either “Extremely successful” (31%) or “Very successful” (69%).

Most and Least Helpful Portions of the Group Discussions

When asked what was the most helpful or most meaningful portion of the group discussions, the respondents overwhelmingly cited the client stories and student questions. One respondent said, “The client story was very beneficial to the students. She shared in great detail her experience of being charged with a serious felony traffic offenses involving alcohol use, the relationship she formed with her attorney, and her impressions of the legal system in general.” Another responded noted that s/he “[l]iked the client interaction and questions by the students.”

When asked what was the least helpful or least meaningful portion of the group discussions, the respondents’ comments varied. A couple of people thought the “war stories told by attorneys” were least helpful. Others felt that the discussion groups could have benefitted from an actual structure or format. “[W]e did not follow the script at all and I think doing so would be a better plan,” said one respondent. In contrast, a number of respondents stated that all portions of the group discussions were helpful. For example, one respondent stated, “It was all useful. But more so when the students were engaged and what we said was in response to their questions than when we just talked at them.”

Suggestions for Improvement

When asked how we could improve the event, we received 13 responses. These responses varied greatly. One respondent felt that the orientation was an “excellent program” as is. Another suggested having “a young lawyer/recent law graduate in every group.” Others thought it would be beneficial to “[l]et the students direct the initial focus of the conversation” and to “limit lawyers discussion times and then have more time for questions and after discussion informal sessions.”

Notably, a number of respondents echoed the need for more structure. For example, one person stated, “I like this event. I do think it should have clear deliverables and expectations . . . If the idea is to promote professionalism, there should be some clear themes that are expected.” Another respondent suggested we “script or format the presentations for all of the groups.”

Students Survey

Out of all the first-year students that attended the orientation, 77 completed the survey. When asked to rate how worthwhile the event was, most students said the event was either “Extremely worthwhile” (10%) or “Very worthwhile” (25%). Another 27% of students said the event was

“Moderately worthwhile, and 30% said the event was “Somewhat worthwhile.” Only 8%¹ of students said the event was “Not at all worthwhile.” It is worthy to note that last year, in 2012, 19% of students responded that the event was “Not at all worthwhile.”

The students were also asked whether the event was successful in achieving its goal to “give you a sense of the core values of the legal profession.” Twenty-five percent of students said the event was “Very successful,” while the majority (34%) responded that it was “Moderately successful.”

Most and Least Helpful Portions of the Orientation

When asked what was the most helpful or most meaningful portion of the group discussions, many students commented on how much they enjoyed meeting and interacting with judges. For example, one student said, “It was valuable getting to hear straight from a judge. As we are learning the basics, judges seem like big scary people. Seeing that they are just people too and getting a glimpse of the immense knowledge they have was very helpful.” Other students enjoyed touring the Ralph L. Carr Colorado Judicial Center and the Denver City & County Building, noting that the “most meaningful portion of the event was just being able to see the Courthouse and become familiar with the building.” Other comments included, “It was great to interact with working professionals—the Supreme Court Judge and attorneys we met with provided really great direction” and “I found the actual discussion on professionalism to be insightful.”

When asked what was the least helpful or least meaningful portion of the group discussions, again, the responses varied. The majority of students cited the introductory remarks, noting that they were “similar to [law school] orientation” and were “[a] bit too long.” In contrast, a number of students responded that they thought “[e]verything was very worthwhile” and the event was “all great.”

Suggestions for Improvement

Many students suggested having a “clear goal” as the event “felt a little jumbled and not focused on any particular topic.” Other students requested more interaction time with judges and expressed interest in seeing the students from the different schools mingle more. In addition, a few students commented that they wished the event was not on a Saturday. Finally, some students noted that they did not like having to “arrive at 8:30 only to tell us the event would not start until 9:45” and “[w]aiting an hour before anything started.”

Note: Federal Bar Association National Presidential Excellence Award

Worthy of note, Judge Mimi Tsankov informed the Commission that the FBA Colorado Chapter was awarded the FBA National Presidential Excellence Award for its work in connection with the Commission's 1st Year Orientation Program. The award was conferred in late September in Puerto Rico at the FBA national conference.

V. Next Year's Plan For This We Stand

Outline of based on Feedback:

- 1. Schedule next year's For This We Stand to occur in January of 2015**
- 2. Opening large group**

- a. Continue large group breakfast
 - b. Continue opening statements by Chief Judge
 - c. Establish structured activities in the Carr Courthouse
 - i. Develop curriculum for stations conversations in the Learning Center, Court of Appeals, and Supreme Court
 - ii. Created mingling and interactive questions curriculum for station conversations
3. Small Group Conversations
- a. Plan a pre-session Faculty Meeting to provide them with a review of the curriculum expectations to better prepare them
 - b. Inform the Judge that s/he is in charge of the small group session
4. Inform supporting organizations with sufficient time to allow them to budget this event of the request for funding.
-

2. PIPELINE EFFORTS

I. Background

Working Group A has engaged in conversations with the Colorado legal community regarding current efforts and new ideas and strategies to address inclusion and diversity in the profession due to pipeline issues.

II. Issues and Concerns

Members identified that there is an on-going concern and a need for focused improvement in addressing the lack of inclusiveness and diversity in the pipeline and in the profession and sought more information about current programs in the community.

The Working Group learned that significant efforts are in place at both the University of Colorado Law School and the University of Denver Sturm College of Law to encourage the pursuit of a legal career among students from diverse backgrounds. The Working Group also discussed new ideas and strategies to address this issue.

III. Plan of Action

Working Group A is willing to continue looking into how best to address the needs identified.

Recommendation

Members of Working Group A stated that they would like for the incoming Chief to consider directing Working Group A to continue with its efforts.

Report to the Commission, Submitted by:
Lorenzo A. Trujillo, Working Group A Chair
December 5, 2013

OATH OF ADMISSION

I DO SOLEMNLY SWEAR by the Everliving God (OR AFFIRM)
that:

I will support the Constitution of the United States and the
Constitution of the State of Colorado;

I will maintain the respect due to Courts and judicial officers;

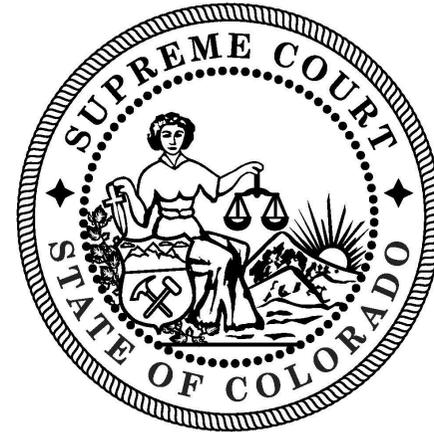
I will employ only such means as are consistent with truth and
honor;

I will treat all persons whom I encounter through my practice of
law with fairness, courtesy, respect and honesty;

I will use my knowledge of the law for the betterment of society
and the improvement of the legal system;

I will never reject, from any consideration personal to myself, the
cause of the defenseless or oppressed;

I will at all times faithfully and diligently adhere to the Colorado
Rules of Professional Conduct.



ASSEMBLY OF LAWYERS

November 4, 2013

2:15 – 4:15 PM

Boettcher Concert Hall

1000 14th Street

Denver, CO 80202

**2013 ASSEMBLY OF LAWYERS
PROFILES IN PROFESSIONALISM
AND INCLUSION**

- 2:15 Welcome and Introductory Remarks
Hon. Russell E. Carparelli, Colorado Court of Appeals
Chief Justice's Commission on the Legal Profession
Karen H. Hester, Executive Director
Center for Legal Inclusiveness
- 2:25 Question and Answer Group Discussion
Daniel Cordalis, Esq.
Ph.D. Candidate, Environmental Studies, University of Colorado
Colorado Indian Bar Association
Hubert A. Farbes, Jr., Esq.
Brownstein Hyatt Farber Schreck, LLP
Sam Cary Bar Association
Surbhi Garg, Esq.
Kissinger & Fellman, P.C.
South Asian Bar Association of Colorado
Anna N. Martinez, Esq.
Ogborn & Mihm LLP
Colorado Women's Bar Association
Byeongsook Seo, Esq.
Gordon & Rees LLP
Asian Pacific American Bar Association of Colorado
Ralph G. Torres, Esq.
The Law Office of Ralph G. Torres
Colorado Hispanic Bar Association
Kyle C. Velte, Esq.
University of Denver Sturm College of Law
Colorado GLBT Bar Association
- 2:55 Takeaways and Closing Remarks
Judge Carparelli and Karen Hester

2013 ADMISSION CEREMONY

- 3:30 Welcome Remarks and Introduction of Colorado Supreme Court and Honored Guests
Hon. Michael L. Bender, Chief Justice
Colorado Supreme Court
- 3:45 Welcome from the United States District Court
Hon. Marcia S. Krieger, Chief Judge
United States District Court for the District of Colorado
- 3:50 Welcome from the Colorado Bar Association
Hon. W. Terry Ruckriegle, Senior Judge
Colorado State Judicial Branch
President, Colorado Bar Association
- 3:55 Keynote Address
Hon. Alex J. Martinez, Justice (Ret.)
Colorado Supreme Court
General Counsel, Denver Public Schools
- 4:10 Administration of Oath of Admission
Chief Justice Bender
- 4:15 Adjourn



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MEMORANDUM

TO: Chief Justice Commission on the Legal Profession
Colorado Supreme Court Advisory Committee

FROM: John Baker, CAMP Director

DATE: November 27, 2013

SUBJECT: Colorado Attorney Mentoring Program (“CAMP”) Status Report

Please accept this memorandum as a joint CAMP Status Report to the Colorado Supreme Court Chief Justice Commission on the Legal Profession and to the Colorado Supreme Court Advisory Committee.

PROGRAMS

CURRENT ONGOING CAMP PROGRAMS FOR 2013:

- **DBA** – 64 Mentor/Mentee Pairings (Continuation of Pilot Programs from 2011 and 2012)
- **Minori Yasui Inn of Court** – 6 Mentor/Mentee Pairings (Continuation of Pilot Program from 2012)
- **Larimer County Bar Association** – 3 Mentor/Mentee Pairings
- **District Attorney’s Office 17th Judicial District** – 2 Mentor/Mentee Pairings (Continuation of Pilot Program from 2012)
- **Colorado Defense Lawyer’s Association** – 6 Mentor/Mentee Pairings

CAMP PROGRAMS FOR 2014:

- **Ben Wendelken Inn of Court, El Paso County** – Kick-off January/February 2014 to run calendar year
- **Colorado Defense Lawyer’s Association 2013** – 6 Mentor/Mentee Pairings continuing until April 30, 2013
- **Colorado Hispanic Bar Association** – Kick-off January/February 2014 a triad program (mentor/mentee/law student – Program in conjunction with the White Center at CU and with Sturm College of Law – Liz Krupa CHBA President
- **Continental Divide Bar Association (CDBA)** – Kick-off January 2014 to run calendar year
- **DBA 2013** -- 64 Mentor/Mentee Pairings continuing until April 30, 2013
- **DBA 2014** – Kick-off January 2014 to run calendar year
- **Douglas Elbert Bar Association (DEBA)** – Kick-off January 2014 to run calendar year
- **Minori Yasui Inn of Court 2013** – 6 Mentor/Mentee Pairings continuing until April 30, 2013
- **Sam Cary Bar Association** – Kick-off January/February 2014 program triad program – mentor/mentee/law student – Jereme Baker, SCBA YLD Chair

OTHER MENTORING PROGRAMS FOR 2014:

- **Boulder County Bar Association** – 10 mentor pairings – CAMP Mentee already recruited – Christine Hylbert, E.D. BCBA – No formal CAMP connection, but CAMP MRC resources being used, perhaps mentor training.

NEW CAMP POTENTIAL PROGRAMS FOR 2014 IN THE WORKS:

- **Adams Broomfield Bar Association** – Presentations to ABBA Board and to En Banc Judges – Mentoring Committee formed – 2014 Program Planned – Mariana Vielma
- **Colorado Trial Lawyers Association** – Presentation and discussion of offering CAMP structured program as a component of existing mentoring program on December 5, 2013 – John Sadwith, CTLA Executive Director
- **El Paso County Bar Association** – CAMP presentation – Committee formed – Hon. William Bain and Yolanda Fennick, President Elect EPCBA
- **Gunnison Bar Association/Gunnison Inn of Court** – CAMP presentation – Committee planned – Hon. Steven Patrick
- **Four Corners Bar Association** – January 8, 2014 CAMP Presentation scheduled for SWCBA board and membership meeting – Jeremy Botkins, FCBA President
- **1st Judicial District Access to Justice Program** – CAMP presentation – Committee planned – Robyn McDonald
- **1st Judicial District Bar Association** – CAMP presentation – Committee planned – Carolyn Sada
- **17th Judicial District – District Attorney's Office** – District Attorney Dave Young attended the CAMP presentation at ABBA and asked to meet for a new program.
- **Mesa County Bar Association** – Committee formed for 2014 Program – Requested Presentation by CAMP in 2014 – Barbara Butler, Chair
- **Southwestern Colorado Bar Association** – January 7, 2014 CAMP Presentation scheduled for SWCBA board and membership meeting – Honorable Martha Minot and SWCBA President

CONCEPTUAL MENTORING REQUESTS

- **CBA Modest Means Task Force** – Presentation and task force meetings for mentoring needs for young lawyers taking on modest means cases. Task Force will push mentoring in coming year as a component of judicial district development of modest means lawyer lists and self-help centers.
- **Low Bono Young Lawyer Mentoring Co-op** – Blair Kanis Kutak Rock LLP – mentoring component request for a young lawyer co-op for collaboration on low bono cases – met and discussed, waiting for follow-up.
- **LawBank Mentoring Collaboration** – Jay Kamlet, Lathrop & Gage – collaboration request for mentoring component for LawBank.
- **Edward Gassman Residency Institute Proposal** – Edward Gassman, Esq. from Fort Collins – mentoring component for “residency concept” for new lawyers to work within an Institute on low bono or modest means client cases – planning to send proposal and set up meetings with Chief Justice Bender.

(NOTE: See **Attachment A** for all Colorado Judicial District Programs)

LAW SCHOOL COLLABORATION

PROFESSIONAL MENTORING PROGRAM – UNIVERSITY OF DENVER STURM COLLEGE OF LAW
Professor Mike Massey and Professional Mentoring Program and Senior Program Coordinator Andy Frohardt are collaborating with CAMP on three potential proposals:

- Coordination of Sturm Mentoring with CAMP, so when the Law Student graduates they enter a CAMP young lawyer mentoring program. Question: will the mentor “graduate” to CAMP, also?
- Participation in a Colorado Hispanic Bar Association “mentor triad” program, partnering a law student with a mentoring pair.
- Explore CLE Credit for attorneys mentoring law students.

EXISTING MENTORING PROGRAMS AT THE UNIVERSITY OF COLORADO SCHOOL OF LAW

I have met with Senior Assistant Dean Whiting Leary about CAMP collaboration or support at the University of Colorado, School of Law. Future meetings will be planned to identify mutual areas of collaboration.

Discussions and planned discussions about projects for CAMP with CU Career Development Directors, including Karen Trojanowski and Alexia McCaskill.

In addition, CAMP is working with Melissa Hart of White Center at CU on a Colorado Hispanic Bar Association “triad mentoring” program partnering a law student with a mentoring pair.

CAMP MENTORING RESOURCE CENTER

MENTOR/MENTEE TRAINING & RESOURCE CENTER

The development of a Mentoring Resource Center (“MRC”) for online and face-to-face skills training programs and electronic materials for training mentors has begun. The following has been accomplished:

PHASE I (95% Complete)

- Collection of professional and popular press readings on mentoring, professionalism, ethics, and challenges for young lawyers, inclusiveness and diversity, etc. has been on-going since March, 2013.
- Creation of a searchable bibliography of the collected materials
- Upload materials and bibliography to CAMP Website
- Construction of MRC on CAMP Website
- Launched Website MRC

PHASE II (Planning and Securing Resources 40% Complete)

- Recruiting of “talent” for video “mentoring stories” and mentoring tips
- Creating Content for training videos (See Working Group B Sub-Committee Section below)
- Create “mentoring stories” from mentors and mentees
- Create “mentoring tips” from mentors and mentees
- Securing resources and equipment for videoing from Colorado State Judicial Educator, Jennifer Mendoza
- Securing technical assistance from Colorado State Judicial, CLE in Colorado, and the National Institute for Trial Advocacy

LAUNCH OF CAMP WEBSITE

Good news, the CAMP Website launched on October 1, 2013. Construction and additions are continuing, but please review the site at: <http://coloradomentoring.org>.

Additional Website refinements planned for December, 2013 and for January through March, 2014 include the following:

- 1) Expansion of Pre-Approved Colorado Supreme Court Mentor Registry to include photographs, information on type of law practice, information on law firm or agency size, and listing of bar association affiliations. This information will assist pairing of mentors and mentees by CAMP and sponsoring organizations. Brief bios and law firm links will be allowed, if consistent with the Colorado Rules of Professional conduct;
- 2) Launching of mentor and mentee stories;
- 3) Launching of mentoring orientation materials and videos under Mentoring Resources Center; and
- 4) Launching of mentor and mentee training videos and materials under Mentoring Resources Center.

MAKING MENTORS & MENTEES EFFECTIVE AND AN INCLUSIVENESS AND DIVERSITY COMPONENT FOR CAMP

On September 24, 2013 Working Group B of the Chief Justice's Commission on the Legal Profession and the CAMP Advisory Group on Inclusiveness and Diversity merged efforts on mentor/mentee effectiveness, become a working sub-committee of the Working Group to complete this project. (See attached as **Attachment B**, the CAMP Advisory Group on Inclusiveness and Diversity working list of Mentor skills and qualities.)

The new Working Group B Sub-Committee on Mentoring Effectiveness to begin its work on November 18, 2013. The membership of the sub-committee includes:

Gillian Bidgood, Polsinelli Shughart, PC

Kristen Burke, Legal Counsel to the Chief Justice Designee, Colorado Supreme Court

Sarah Clark, Legal Counsel to the Chief Justice, Colorado Supreme Court

Katayoun A. Donnelly, Azizpour Donnelly LLC

Margaret Funk, Office of Attorney Regulation

Honorable Richard Gabriel, Colorado Court of Appeals

SuSaNi Harris, Senior Director for Diversity and Inclusive Excellence, University of Colorado School of Law

Karen Hester, Executive Director, Center on Legal Inclusiveness

Erika Holmes, Office of Attorney Regulation

Marianne LaBorde, Montgomery Kolodny, Amatuzio & Dusbabek, LLP

David Masters, Masters & Sellars, P.C.

Jim Pinto, Brownstein Hyatt Farber Scheck

Carolyn Powell, General Counsel/Vice President MVG Development

Patty Powell, Associate Dean for Student Affairs, Sturm College of Law

Kyle Velte, Legal Externships, Sturm College of Law

Mariana Vielma, Assistant Adams County Attorney

The Mentoring Effectiveness Sub-Committee will concentrate on two important initial tasks:

- The subcommittee will need to review and revise the existing “Making Mentors and Mentees Effective at Mentoring” document that currently serves as the outline of resources and materials for mentors and mentees in Colorado. (**DEADLINE: December 16, 2013**)
- The sub-committee will review and devise methods for the “delivery” of these materials to mentors and mentees throughout Colorado. (**DEADLINE: TBA**)

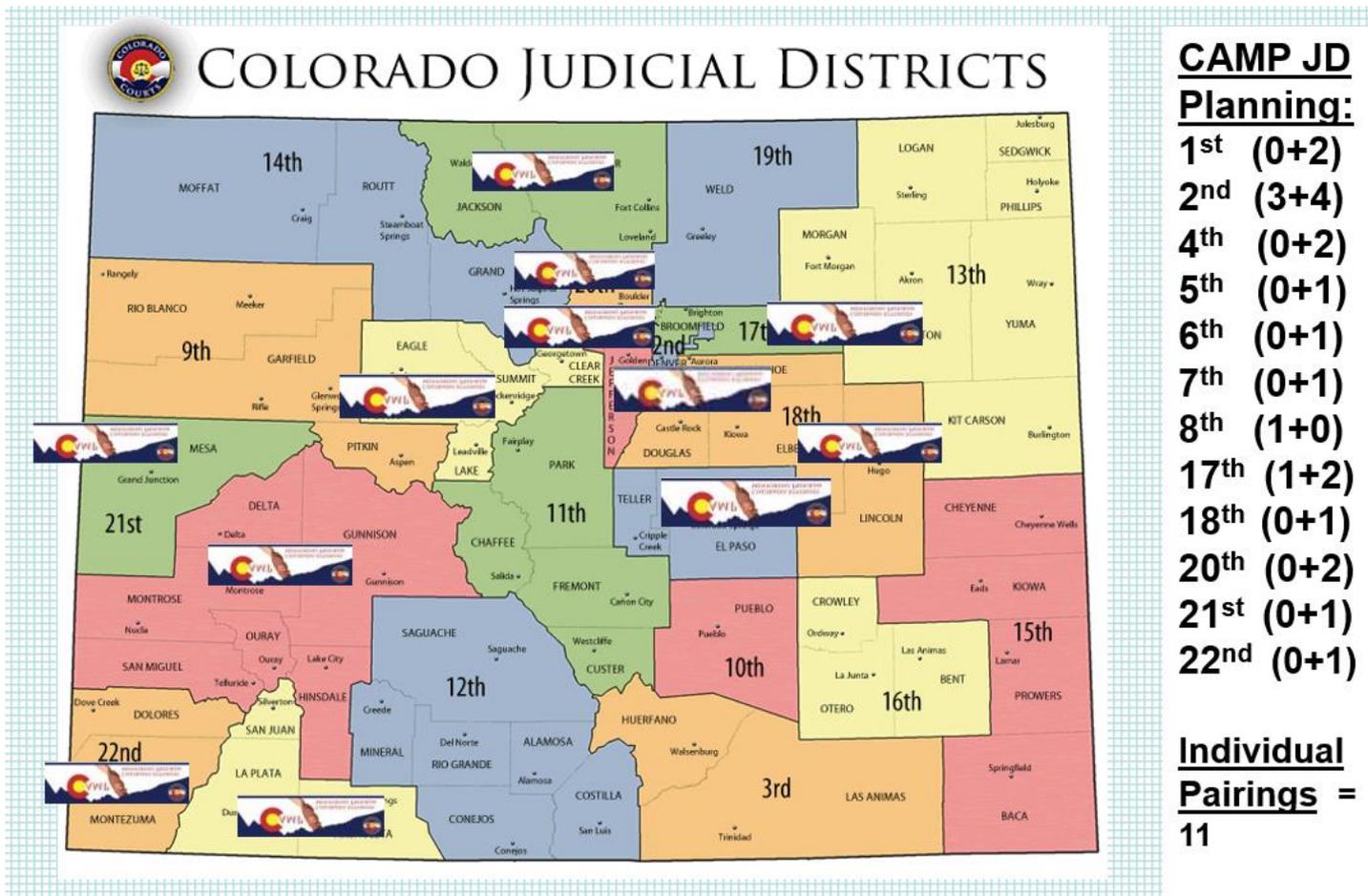
John Baker proposes development of multipurpose training delivery methods for the Mentoring Effectiveness Resource Materials as follows:

- 1) The written “Making Mentors and Mentees Effective at Mentoring” resource that the sub-committee is revising and writing. This can be distributed in both hardcopy and electronic format, it can be uploaded to the CAMP website, and it can be uploaded to sponsoring organization websites;
- 2) Face-to-face Boot CAMPS for face-to-face presentation on topics to include:
 - Mentoring Orientation
 - Different Mentor Roles
 - Importance of First Meeting – managing expectations and explaining motivations
 - Importance of Developing the mentoring plan
 - Tips for Mentors
 - Tips for Mentees
 - Listening & Communication skills
 - Mentoring Topics and Activities
 - Etc.
- 3) Online Boot CAMP for website consisting of short (2-3 minute – similar to the CBA 5-Minute Mentors) small bite segments featuring diverse (generational, ethnicity, gender, etc.) presenters to cover topics as in the David Masters’ video;
- 4) Mentor/Mentee “Train the Trainers” program to train local sponsoring organizations to put on their own Boot CAMPS;
- 5) Work with CBA/DBA Professionalism Vignettes on Mentoring

DE-BRIEF ON OCTOBER “BOOT CAMP”

Evaluations of the October 16 Boot CAMP. All evaluations were positive on the speed dating format. Some evaluators would like longer discussion times and suggested new topics. The Boot CAMP faculty all garnered Rave Reviews. (See attached as **Attachment C**, the October 16, 2013 *Boot CAMP* Agenda.)

ATTACHMENT A



ATTACHMENT B

SKILL	COMPONENTS	POTENTIAL RESOURCES
Communication Skills	Ability to actively listen, to deliver constructive advice or critique, to request needs be met, to create a learning setting, to create a trusting environment, to encourage discussion, etc.	Colorado State Probation, NITA, Nan Joesten, Center for Legal Inclusiveness (CLI), Leadership Training, Vignettes, Videos, Ann Roan and the Colorado Public Defender Boot Camp.
Cultural Awareness and Respect	Implicit Bias training, Affinity Bias training, Inclusiveness training,	CLI, Arin Reeve, Specialty Bars https://implicit.harvard.edu/implicit/demo/
Discretion/Recognition of Boundaries & Privacy	Recognition of boundaries of mentoring relationship and avoiding crossing the line	Human resource materials, employment law materials, Specialty Bars
Ethical Conduct	Lecture, vignettes or movie clips, interactive discussions, etc.	OARC, CBA Ethics Committee
Professional Behavior or Professionalism	Civility	CBA/DBA Professionalism Vignettes, Judge Carparelli's Civility Skills Training, Professionalism Coordinating Councils, Peer Professionalism Advisory Group
Self-awareness	Myers/Briggs like resource for self-assessment as to strength and weaknesses, personality type, socialization type, etc.	https://implicit.harvard.edu/implicit/demo/ http://www.myersbriggs.org/my-mbti-personality-type/
Resourcefulness or Resource Centers	This may be taken care of with a "resource" guide like the ones they provide "Law Line 9" volunteers. Likely CAMP will need to develop one for entire state NOT just front range	<u>Professionalism</u> – Prof. Coordinating Councils – PPAG http://www.cobar.org/index.cfm/ID/20979/CLPE/Professionalism-Resources <u>Law Practice</u> – Reba Nance and the Law practice management resources http://www.cobar.org/index.cfm/ID/20124/DPLPM/Practice-Management/ <u>Volunteer/Pro Bono</u> – CBA Public Education pages – Carolyn Gravit http://makehistorycolorado.org/opportunities/ http://coloradocivics.com/ CTLA CDLA Family Law Section

ATTACHMENT C



The Colorado Attorney Mentoring Program (CAMP) and the Denver Bar Association (DBA) are pleased to announce

Legal Boot CAMP for Mentors and Mentees

Please Join Us on Wednesday, October 16

Place: Ralph Carr Judicial Center, Colorado Supreme Court Courtroom

Time: 4:00 pm -7:00 pm (includes a reception)

NOTE: Optional tours of the Ralph Carr Judicial Center will be offered prior to the event from 3-4 pm

Mentors and Mentees will get to “speed date” their way through four interactive, multi-generational, small group discussions on current provocative topics facing the 21st Century legal profession. The topics include:

1. **Professionalism – “Why Be Civil: Rambo or Atticus Finch as Role Model?”**
Leaders: Fran Fontana, Peer Professionalism Advisory Group
Peter Goldstein, CBA/DBA Professionalism Councils
2. **Ethics – Competence and Economics – “What Do You Mean I have to be Competent? I Need to Pay my Law School Loans!”**
Leaders: Nancy Cohen, Miletich Cohen PC
Adam Espinosa, Colorado Supreme Court Office of Attorney Regulation
3. **Wellness & Work/Life Balance – “Get a Life & Be a Lawyer”**
Leaders: Barbara Ezyk, Colorado Lawyer Assistance Program
4. **Pro Bono and Community Involvement – What Do I Get Back from Giving Back?**
Leaders: Charlie Garcia, President-Elect Colorado Bar Association
Hon. Gale Miller, Colorado Court of Appeals

Then “kick back” at a reception for socializing, networking, and fun!

IMPORTANT: Please RSVP to CAMP Administrative Assistant, Lauren Eisenbach at l.eisenbach@csc.state.co.us by Monday, October 14th at 5:00 pm. RSVPs are mandatory so that the Supreme Court can issue each individual a temporary badge to move around the courthouse. If you are interested in a tour of the courthouse, please let Lauren know at the time of the RSVP so that she can arrange for a tour guide.