



Office of Judicial Diversity Outreach
State Court Administrator's Office

2020 ANNUAL LEGISLATIVE REPORT

OFFICE OF THE STATE COURT ADMINISTRATOR



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October 1, 2020

Chief Justice Coats, Members of the Judiciary Committee of the Colorado House of Representatives, and the Members of the Judiciary Committee of the Colorado Senate:

It is my pleasure to present the inaugural Annual Legislative Report of the Judicial Diversity Outreach Program of the Colorado Judicial Department. Consistent with the legislative intent set forth in SB 19-043 and found in C.R.S. § 13-3-101(11)(a), this position was established within the Office of the State Court Administrator of the Colorado Judicial Department to focus on education and outreach regarding judicial office vacancies and the judicial application process. In this role, the Judicial Diversity Outreach program advances the Colorado Judicial Department's commitment to a fair and impartial system of justice by working to create a state court bench that reflects the rich diversity of the communities it serves.

The enclosed report illustrates the development of the program in the past six months and the program structure and goals for next year. This report also contains data regarding race, ethnicity, and gender makeup of Colorado's state court judges, which provides a starting point for further research to better understand our judicial legal community.

In what has been a challenging and unprecedented year, it is more important now than ever to promote public confidence in our justice system by recognizing the value of diverse perspectives in achieving balanced judicial decision-making. This program is committed to leading the Colorado legal community in this effort and working with community partners to build sustainable, impactful programs.

Please contact me if you have any questions.

Sincerely,

Sumi Lee
Head of Judicial Diversity Outreach
Colorado Judicial Department



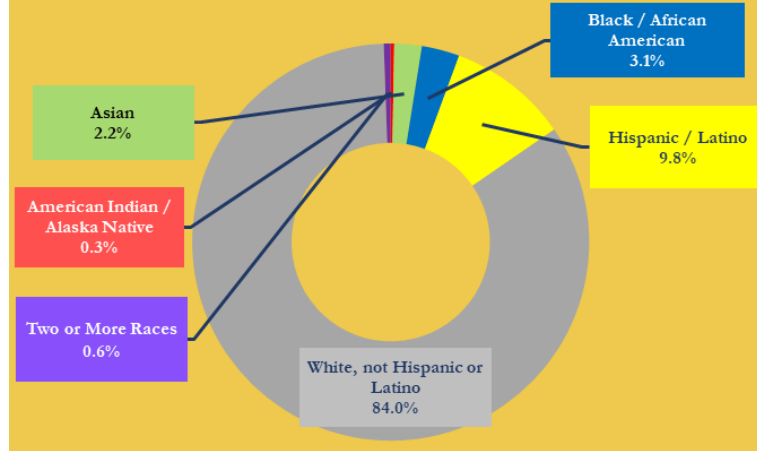
2020 Legislative Report

EXECUTIVE SUMMARY

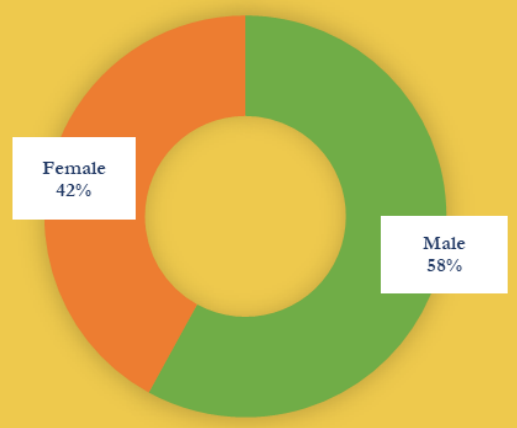
- The Judicial Diversity Outreach (JDO) program of the Colorado Judicial Department was established in 2019 by SB 19-043 to focus on educational programming and outreach regarding the judicial application process
- JDO programs are organized into two main categories:
 - 1. Selection Process Enhancement:** improving access and clarity about the application process as well as providing resources for decisionmakers
 - 2. Pipeline Development:** optimizing judicial engagement to provide equitable opportunities for judicial applicants and law students

Colorado State Court Judges* August 2020

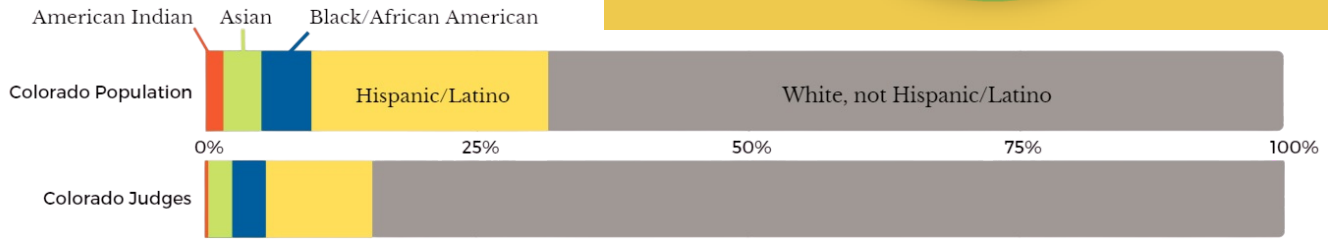
Judges by Race & Ethnicity



Judges by Gender



Colorado Population Compared to the Bench



Judicial Pipeline



46%

increase in number of Black/African American judges since September 2019*

68%

of judges appointed in the past 12 months are women*

2021 Program Goals

1. Launch Judicial Diversity webpage on the Colorado Judicial Department website that serves as the digital home for judicial data, information about upcoming vacancies, resources for applicants and future lawyers
2. Gather additional data to better understand pipeline development opportunities
3. Promote public engagement with the judicial selection process through community presentations
4. Increase engagement opportunities for judicial officers with law students and new attorneys

*Judicial data as of 8/31/2020. 12 month lookback period is from 9/1/2019 to 8/31/2020. Colorado population race/ethnicity data 2018 provided by the Colorado Demography Office. Data regarding LGBTQ judges, judges with disabilities, practice areas, and other demographic information is not available at this time but are in development.



Office of Judicial Diversity Outreach State Court Administrator's Office

Background

The mission of the Colorado Judicial Branch is to provide the community with a fair and impartial system of justice. Events in recent months have provided a stark reminder that confidence in our system of justice is fragile and not universal and cannot be taken for granted. Continuing the work to diversify the bench helps to ensure that the courts reflect the communities we serve and the voices of those who feel that the ideals of equal justice have eluded them are heard. The rule of law on which our nation is founded is sustained only by society's collective belief in it and by the collective responsibility of judges and members of the judicial branch to uphold it. Diversity on the bench will further support decisions that are free of bias and help build a more universal faith in the courts.

Program Creation

The Judicial Diversity Outreach program (JDO) of the Colorado Judicial Department was established in 2019 by SB 19-043 (Increasing the Number of District Court Judges). The Bill created a position responsible for education and outreach regarding judicial office vacancies and further directed the position to create and deliver educational programming for attorneys and law students regarding vacancies and the application process.

JDO is located within the Judicial Access and Inclusion Unit in the Court Services Division of the State Court Administrator's Office. Sumi Lee was selected as the Head of the Judicial Diversity Outreach program (JDO) and began in the role on February 18, 2020. Ms. Lee has been a licensed attorney in Colorado since 2011 and began her legal career with the Colorado Judicial Department at the Denver Probate Court. She also served as a Self-Represented Litigant Coordinator in the program's inaugural class in 2013 before practicing as a trust and estate

attorney in the private sector for the past 5 years. She is the Immediate Past President of the Asian Pacific American Bar Association of Colorado (APABA) and is a graduate of Leadership Denver and the Colorado Bar Association Leadership Training Program (COBALT). She received her undergraduate degree from Georgetown University and a J.D. from New York Law School.

This report is being presented as part of the reporting requirement established under C.R.S. § 13-3-101(11)(b)(I) to report to the Chief Justice of the Colorado Supreme Court and the Judiciary Committees of the House of Representatives and the Senate “concerning the background, professional history, and qualification of judicial officers in the state.” The data presented in the Appendix of this report provides race, ethnicity, and gender information of the Colorado state court bench by judicial district.

Program Overview

JDO is the first program of its kind in both Colorado and the nation. JDO has developed a data-driven approach to creating judicial pipeline development and outreach programs and has focused on gathering information about existing local and national programs. In connecting with the numerous judges, magistrates, organizations, and stakeholders who have been champions of judicial diversity work in Colorado for many years, it is clear there is a great deal of community commitment to improve judicial diversity in Colorado.

The overarching goal of the program in the year ahead is to identify where JDO can be the most impactful and effective in promoting and improving judicial diversity in the Colorado community. Internally, the program will focus on optimizing internal resources to make access to judicial resources more equitable. Through collection of data, engagement with internal and external partners, and creating a feedback process for its programs, JDO will build on the findings of its inaugural year to identify priorities and goals for future years.

Data Driven Program Approach

Understanding the demographics of law students, attorneys, and the bench helps identify issues and opportunities in the judicial pipeline. To this, JDO takes a data-driven approach to creating judicial pipeline development and outreach programs. The program development process, illustrated in the diagram below, begins with *Data and Research* to identify gaps and opportunities in communities and judicial districts. Next, *Community Engagement*, is a process by which JDO and community partners use the data and research to communicate the critical need for diversity on the bench, identify engagement opportunities, and develop surveys and pilot programs.

Program Development is organized into two main initiatives: 1) Selection Process Enhancement and 2) Pipeline Development. JDO's programs are built with local participation and support from each community and, especially in the case of rural communities, draws on the strengths and resources of that community. In some cases, program development will focus on revitalizing and supporting existing programs by connecting them to a larger pool of resources than they may have available in their area. Finally, *Measurement and Review* will evaluate programs and inform future goals.



JUDICIAL DIVERSITY OUTREACH

Data-Driven Approach to Creating Judicial Pipeline Development and Outreach Programs

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DATA AND RESEARCH

Data-driven approach to the work informs the needs and opportunities in the judicial diversity pipeline



COMMUNITY ENGAGEMENT

Guided by the data, engage in dialogue with the community to identify opportunities that draw on the resources and interests of each community



PROGRAM DEVELOPMENT

Judicial Diversity Outreach programs focus on two main areas:



SELECTION PROCESS ENHANCEMENT



PIPELINE DEVELOPMENT



MEASUREMENT AND REVIEW

Measure the progress of programs to inform future initiatives and research



Data is the keystone of JDO’s programs. Data provides a starting point in developing strategies to address issues in the judicial pipeline and outreach efforts. There is a need for clarity and transparency of demographic information regarding attorneys, judicial applicants, judicial districts, and the bench that serves each community, as centralized demographic information of judicial officers and accurate data of attorneys and judicial applicants have not been made available. In addition, further research regarding best practices, gaps in resources available to candidates, and surveys to examine current programming is needed to pinpoint helpful resources for applicants and decisionmakers.

The Colorado Judicial Department’s website will be updated to serve as the digital home for judicial data, detailed information about upcoming vacancies, resources for applicants and the community, and career and internship opportunities for law students. The updated website will provide clarity and transparency about the judicial application process and makes resources accessible and available to applicants statewide.

Status of Data and Research Projects

- Compiled comprehensive data about each judicial district and its bench demographics, as provided in the Appendix of the Report. This information will be made available on the Colorado Judicial Department’s website in 2021.
- Began producing a monthly judicial diversity report in July 2020, which will be updated each month and made available on the judicial website.

2020-2021 Data and Research Goals

- Launch Judicial Diversity webpage on the Colorado Judicial Department website in 2021 and provide online resources for applicants, law students, and the general public.

- Collect additional data regarding diversity in law school enrollment, attorney registration, and other relevant information about the Colorado legal profession.
- Create surveys for judges to collect information regarding each judge’s pathway to the bench as well as various initiatives and efforts by judges to encourage applicants.



**COMMUNITY
ENGAGEMENT**

Community Engagement creates opportunities to share data and research that can facilitate dialogue about areas of opportunity within each community. By sharing data regarding diversity on the bench with local stakeholders and community groups, JDO will identify barriers in the pipeline and opportunities to build solutions. Captured in our Community Engagement work is a commitment to program development that is not just for, but created by the members of each community; as stated in the slogan of the disability rights community, “Nothing about us, without us.”

Status of Community Engagement Efforts

- Held over 80 one-on-one conversations with judges, attorneys, community leaders, and stakeholders in 14 out of 22 judicial districts regarding judicial pipeline efforts and opportunities. This includes conversations with leaders from the CBA-CJI Judicial Diversity Coalition, the Center for Legal Inclusiveness, University of Colorado Law School, University of Denver Sturm College of Law, the Asian Pacific American Bar Association of Colorado, the Colorado Hispanic Bar Association, the Colorado LGBT Bar Association, the Colorado Women’s Bar Association, the Sam Cary Bar Association, and the South Asian Bar Association of Colorado.
- In the months of June and July of 2020, met with 12th Judicial District (San Luis Valley) Access to Justice Commission members to learn about the challenges facing the San Luis Valley legal community and its efforts to increase law student appeal for the area.

- Created an informal working group of Hispanic/Latino judges who are engaged in judicial diversity issues to survey and build programming for the Hispanic/Latino legal community, which has the largest disparity in representation on the bench.
- Participated in CBA-CJI Diversity on the Bench Coordinating Committee meetings.

2020-2021 Community Engagement Goals

- Complete community presentations to educate the state of judicial diversity to promote upcoming vacancies.
 - Scheduled to present to the Adams/Broomfield County Bar Association members in October 2020
 - Scheduled to present to the Colorado Criminal Defense Bar/Alternate Defense Counsel in November 2020
 - Scheduled to present to the Boulder County Bar Association in December 2020
- Pilot the Hispanic/Latino judges working group with the goal of forming similar groups for Black/African American judges, Asian/Asian American judges, Women judges, American Indian Judges, LGBT Judges, Judges with Disabilities, and other affinity groups.
- Build on the Our Courts presentation at New Hope Baptist Church on the judicial selection process to offer similar presentations in Black/African American church communities and non-profit organizations.
- Publish and maintain a list of historical judicial appointments in the American Indian, Hispanic/Latino, Black/African American, Asian/Asian American, South Asian communities and work with bar associations to celebrate historical appointments.
- Build contacts with American Indian, Hispanic/Latino, Black/African American, Asian/Asian American, South Asian, Disability, and other affinity community organizations through its community leaders and present to non-attorney community organizations about opportunities to serve on judicial nominating commissions, such as chambers of commerce and professional leadership programs.
- Supplement presentations offered by Our Courts Colorado by creating a judicial diversity presentation for its database, and to create additional opportunities for diverse judges to connect with students. Our Courts Colorado is a joint program between the Colorado Bar Association and the Colorado Judicial Institute whose mission is to further public knowledge and understanding of the state and federal courts in Colorado.
- Continue outreach with all 22 judicial districts and identify key districts for rural community program development.
- Support the work of the CBA-CJI Diversity on the Bench Coordinating Committee.



PROGRAM DEVELOPMENT

After using data to inform Community Engagement, JDO organizes programs into two areas where the Colorado Judicial Department can have direct impact: 1) Selection Process Enhancement and 2) Pipeline Development.

Selection Process Enhancement

As a state that utilizes merit selection (also known as the Missouri Plan) for judicial appointments, the Colorado Judicial Department has an opportunity to streamline communication between the decisionmakers throughout the selection process. There is a need to better educate the public about the merit selection process in Colorado and the public's role in the selection process. Programs such as Our Courts Colorado have been engaged in this work for many years, and JDO will build on the wide community network of such programs by participating in future public presentations. For attorneys, promoting access and clarity in the announcement of judicial vacancies and judicial nominating commission vacancies, JDO can ensure that applicants can access relevant information easily on the Colorado Judicial Department's website. There is also an opportunity to provide additional tools to judicial nominating commissioners, including demographic information about the district, training, and promoting non-attorney judicial nominating commission vacancies to the public.

Pipeline Development

JDO recognizes the critical role that Colorado's state court judges have played for many years as mentors, coaches, and ambassadors for judicial applicants and in educating the public about their role in the merit selection system. JDO has a unique opportunity to formalize and organize

these individual efforts, recruit more judges to engage in mentoring and outreach efforts, and ensure that a candidate in a rural district can access resources as easily as a candidate in the Denver metro area. Furthermore, by providing opportunities for judges to share their unique pathway stories, we will encourage traditionally underrepresented communities to apply to the bench and demonstrate that there is more than one way to develop a legal career and to become a judge on the Colorado state court bench.

The Colorado Judicial Department currently employs over 130 law clerks and hosts many law students as externs and interns each year. Experiential and career opportunities for law students and recent graduates provides not only invaluable legal experience to the benefit of future employment opportunities, but also a chance to learn, first-hand, about the role of a judge and the courts in the justice system. By examining internal hiring processes and focusing law student outreach efforts, the Colorado Judicial Department can promote equity in its law student and clerkship programs and engage the next generation of judges in the process.

Judicial diversity work requires the coordination of many partners. JDO’s key initiatives, Selection Process Enhancement, and Pipeline Development, were developed from conversation and research in the initial six months of the program. These initiatives are expected to evolve as JDO continues to learn from communities and program partners, as the Colorado Judicial Department’s role to best support the collective effort is better defined.

<p>1) Selection Process Enhancement</p> <p>The goal of the Selection Process Enhancement program is to promote conversation and education among decisionmakers and to provide clarity about the judicial application process.</p>
<p>Status of Selection Process Enhancement</p> <ul style="list-style-type: none"> ○ Met with the Governor’s Office and the Director of Boards and Commissions and established open communication channels to exchange data on a regular basis. ○ Reviewed internal processes for tracking vacancies on the bench and on the judicial nominating commissions.
<p>2020-2021 Selection Process Enhancement Goals</p> <ul style="list-style-type: none"> ○ Improve judicial vacancy announcements to include community demographic information and relevant information about the judicial district bench.

- Work with the CBA-CJI Judicial Diversity Coalition’s Judicial Nominating Commissions Committee to conduct a survey of judicial nominating commission members to learn about training needs and opportunities for educational programming.

2) Pipeline Development

The goals of Pipeline Development programs are to promote transparency and availability of resources for applicants by optimizing judicial engagement and resources, and to provide equitable opportunities for law students in the Colorado Judicial Department.

Status of Pipeline Development Programs

- On September 16, 2020, hosted a CLE program titled, “Applying to be a Judge During COVID” discussing challenges and provide strategies for the virtual application process. This program was attended by over 150 attorneys in Colorado and featured the newest female black and Latina judges as speakers.
- On September 21, 2020, the Head of JDO program moderated a discussion between diversity bar association leaders and judges on the experience of diverse attorneys and clients in the courtroom. This 90-minute virtual discussion sponsored by the County Court Judges Association and the District Court Judges Association was attended by over 120 judicial officers from all across the state and was a third event in a Webinar series on “Race and Justice in Our Courts.” The moderated discussion fostered an honest conversation between the leaders of the Black/African American, Latinx, Asian, South Asian, LGBTQ, and women’s bar associations and judges and magistrates of the Colorado state courts to increase cultural competency and awareness of the role of judges in creating equity in the courtroom.
- Planned “Clerkship Mythbusters” event for October 2020 at the University of Denver Sturm College of Law, connecting law clerks with law students who would not traditionally see themselves as “law clerk material” and to dispel myths regarding requirements for clerkships.
- Engaged the law clerk community to support the annual Judicial Clerkship Alumni Panel at the University of Colorado Law School in September 2020.
- Worked with the Court of Appeals’ Diversity, Equity, and Inclusion Committee to examine the current law clerk and extern/internship programs to promote equity in the hiring process and improve outreach to underrepresented student groups at both law schools.

2020-2021 Pipeline Development Program Goals

- Host a series of bimonthly programs exploring an aspect of the judicial application process (i.e. how to seek recommendation letters and endorsements effectively, how to apply to be a judicial nominating commissioner).

- Host a “You Be the Judge” program in May 2021 with the Center for Legal Inclusiveness to provide an in-depth look at the various parts of the application process for applicants.
- Create a series of interviews with judges and magistrates to share their pathway to the bench stories to promote visibility.
- Create a central database of externship, internship, and clerkship opportunities at district court, county court, Court of Appeals, and the Colorado Supreme Court for ease of access and clarity for law school administrators, law students, and judicial officers.
- Pilot outreach programs with diverse law student organizations at the University of Colorado Law School and the University of Denver Sturm College of Law focused on connecting diverse judges with diverse law students for conversation and mentoring.
- Develop and establish formal internal committees and/or working groups as appropriate to organize judicial outreach efforts.
- Research and explore the possibility of virtual clerkships to connect law students with courts outside of the Denver Metro area.



MEASUREMENT AND REVIEW

Measurement and Review of JDO efforts will inform future data and research projects, build best practices, and provide continuous improvement to the program.

Status of Measurement and Review

- The program is in the process of further defining program areas and establishing a measurement and review process.

2020-2021 Goals for Measurement and Review Process

- Establish a process for feedback from judicial and community partners to improve processes and programming.
- Research similar diversity pipeline committee programs in other states to determine metrics that will be used to measure success for future years.

Looking Ahead

As pilot programs focused on community engagement and pipeline development are introduced, JDO will learn where the Colorado Judicial Department can be the most effective in impacting the judicial diversity pipeline and how the program's data-driven approach can be used to engage with its program partners. JDO will continue to engage, learn, collaborate, and listen with stakeholder and community partners to define where the Colorado Judicial Department can best serve the collective effort.

APPENDIX

Race/Ethnicity and Gender Data of Colorado State Court Judges as of August 31, 2020

Statewide Data

	# of Judges ¹	% of Judges	Colorado Population ²
American Indian / Alaska Native	1	0.3%	0.8%
Asian	8	2.2%	3.7%
Black / African American	11	3.1%	4.6%
Hispanic / Latino	35	9.8%	21.5%
White, not Hispanic or Latino	300	84.0%	69.4%
Two or More Races	2	0.6%	-
	357		

	# of Judges	% of Judges	Colorado Population
Male	207	58.0%	50.1%
Female	150	42.0%	49.9%

Judicial Appointments Made in the last 12 months (September 1, 2019 – August 31, 2020)

	# of New Judges ³	% of New Judges
American Indian / Alaska Native	0	0.0%
Asian	2	6.3%
Black / African American	5	15.6%
Hispanic / Latino	3	9.4%
White, not Hispanic or Latino	20	62.5%
Two or More Races	2	6.3%

	# of New Judges	% of New Judges
Male	10	31.3%
Female	22	68.8%

¹ The data reflected in this table and throughout the report reflect responses from County Court, Denver County Court, District Court, and Court of Appeals Judges of the Colorado state courts as well as the Justices of the Colorado Supreme Court that were active and serving on the bench as of August 31, 2020. The data does not include demographic information for judges that were appointed but not yet taken their oaths of office as of August 31, 2020, or Magistrates or Water Referees.

² Based on 2018 Colorado Population Data provided by the Colorado State Demography Office.

³ This data includes judicial appointments made between September 1, 2019 and August 31, 2020 in County Court, Denver County Court, District Court, and the Court of Appeals of the Colorado state courts. This figure combines gubernatorial and mayoral appointments and does not include Magistrate or Water Referee appointments.

Appellate Courts

Colorado Supreme Court

	# of Justices	% of Justices	Colorado Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	3.7%
Black / African American	0	0.0%	4.6%
Hispanic / Latino	2	28.6%	21.5%
White, not Hispanic or Latino	5	71.4%	69.4%
	7		

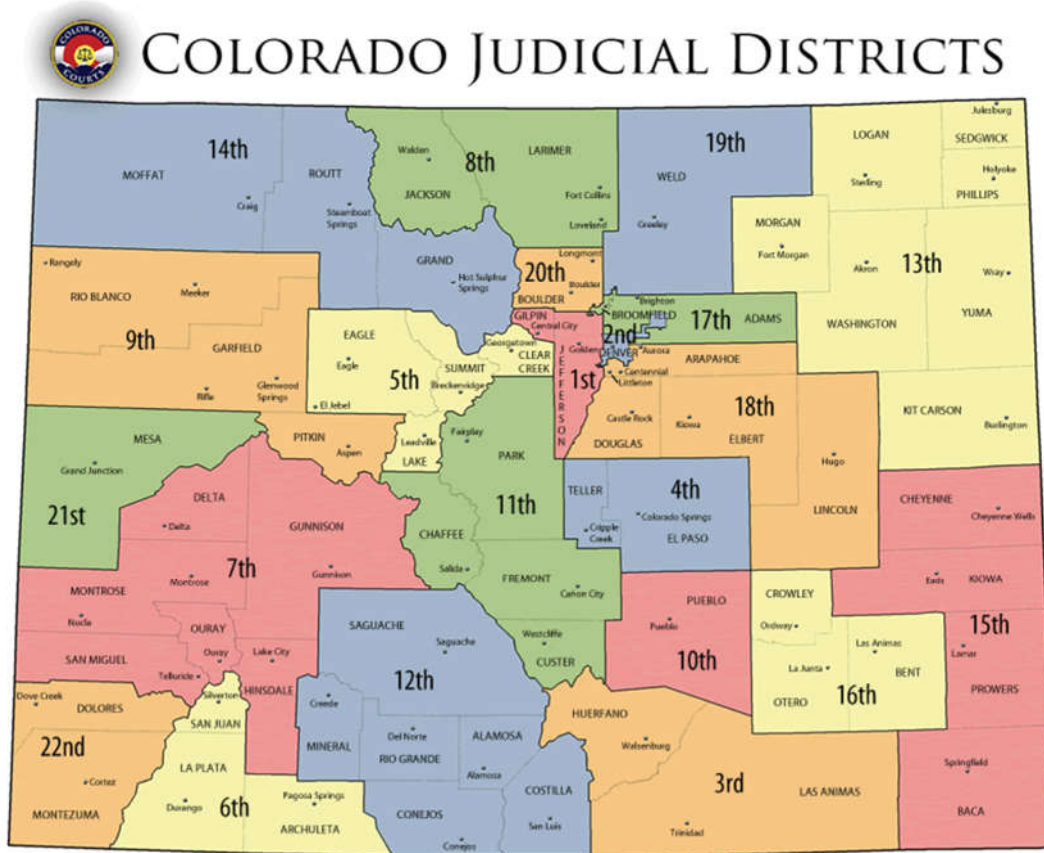
	# of Justices	% of Justices	Colorado Population
Male	5	71.4%	50.1%
Female	2	28.6%	49.9%

Colorado Court of Appeals

	# of Judges	% of Judges	Colorado Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	3	13.6%	3.7%
Black / African American	0	0.0%	4.6%
Hispanic / Latino	3	13.6%	21.5%
White, not Hispanic or Latino	16	72.7%	69.4%
	22		

	# of Judges	% of Judges	Colorado Population
Male	13	59.1%	50.1%
Female	9	40.9%	49.9%

District and County Courts



1st Judicial District (Gilpin and Jefferson Counties)

	# of Judges	% of Judges	Jud. District Population ⁴
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	3.2%
Black / African American	0	0.0%	1.4%
Hispanic / Latino	2	8.3%	15.3%
White, not Hispanic or Latino	22	91.7%	79.5%
	24		

	# of Judges	% of Judges	Jud. District Population
Male	13	54.2%	49.6%
Female	11	45.8%	50.4%

⁴ Colorado population by judicial district, race/ethnicity, age and gender, 2018. Data provided by the Colorado Demography Office.

2nd Judicial District (Denver County)⁵

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	0	0.0%	4.2%
Black / African American	4	12.9%	9.8%
Hispanic / Latino	2	6.5%	29.9%
White, not Hispanic or Latino	25	80.6%	55.4%
	31		

	# of Judges	% of Judges	Jud. District Population
Male	19	61.3%	50.1%
Female	12	38.7%	49.9%

Denver County Court

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	1	5.6%	4.2%
Black / African American	3	16.7%	9.8%
Hispanic / Latino	5	27.8%	29.9%
White, not Hispanic or Latino	8	44.4%	55.4%
Two or More Races	1	5.6%	-
	18		

	# of Judges	% of Judges	Jud. District Population
Male	5	27.8%	50.1%
Female	13	72.2%	49.9%

⁵ 2nd Judicial District (Denver County) include judges from Denver District Court, Denver Juvenile Court, and Denver Probate Court. Data for Denver County Court are provided separately as Denver County Court appointments mayoral appointments with a separate judicial nominating commission.

3rd Judicial District (Huerfano and Las Animas Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.4%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	1.6%
Hispanic / Latino	0	0.0%	39.6%
White, not Hispanic or Latino	4	100.0%	56.4%

4

	# of Judges	% of Judges	Jud. District Population
Male	2	50.0%	50.5%
Female	2	50.0%	49.5%

4th Judicial District (El Paso and Teller Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	3.6%
Black / African American	2	5.7%	7.1%
Hispanic / Latino	1	2.9%	16.7%
White, not Hispanic or Latino	32	91.4%	71.8%

35

	# of Judges	% of Judges	Jud. District Population
Male	16	45.7%	50.0%
Female	19	54.3%	50.0%

5th Judicial District (Clear Creek, Eagle, Lake, and Summit Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.4%
Asian	0	0.0%	1.2%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	20.0%	23.3%
White, not Hispanic or Latino	8	80.0%	73.9%

10

	# of Judges	% of Judges	Jud. District Population
Male	6	60.0%	52.7%
Female	4	40.0%	47.3%

6th Judicial District (Archuleta, La Plata, and San Juan Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	5.2%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	0	0.0%	13.8%
White, not Hispanic or Latino	7	100.0%	79.4%
	7		

	# of Judges	% of Judges	Jud. District Population
Male	5	71.4%	50.5%
Female	2	28.6%	49.5%

7th Judicial District (Delta, Gunnison, Hinsdale, Montrose, Ouray, and San Miguel Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	1	8.3%	0.9%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	0	0.0%	15.7%
White, not Hispanic or Latino	11	91.7%	81.9%
	12		

	# of Judges	% of Judges	Jud. District Population
Male	8	66.7%	50.5%
Female	4	33.3%	49.5%

8th Judicial District (Jackson and Larimer Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	2.7%
Black / African American	0	0.0%	1.3%
Hispanic / Latino	1	6.7%	11.4%
White, not Hispanic or Latino	13	86.7%	84.1%
Two or More Races	1	6.7%	-
	18		

	# of Judges	% of Judges	Jud. District Population
Male	8	53.3%	49.7%
Female	7	46.7%	50.3%

9th Judicial District (Garfield, Pitkin, and Rio Blanco Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	1.1%
Black / African American	0	0.0%	1.0%
Hispanic / Latino	0	0.0%	23.1%
White, not Hispanic or Latino	9	100.0%	74.2%
	9		

	# of Judges	% of Judges	Jud. District Population
Male	6	66.7%	51.5%
Female	3	33.3%	48.5%

10th Judicial District (Pueblo County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	2.1%
Hispanic / Latino	2	18.2%	43.0%
White, not Hispanic or Latino	9	81.8%	53.0%
	11		

	# of Judges	% of Judges	Jud. District Population
Male	8	72.7%	49.2%
Female	3	27.3%	50.8%

11th Judicial District (Chaffee, Custer, Fremont, and Park Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.3%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	2.9%
Hispanic / Latino	0	0.0%	10.9%
White, not Hispanic or Latino	8	100.0%	84.0%
	8		

	# of Judges	% of Judges	Jud. District Population
Male	5	62.5%	54.8%
Female	3	37.5%	45.2%

12th Judicial District (Alamosa, Conejos, Costilla, Mineral, Rio Grande, and Saguache Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.4%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	20.0%	45.8%
White, not Hispanic or Latino	8	80.0%	50.7%
	10		

	# of Judges	% of Judges	Jud. District Population
Male	3	30.0%	49.9%
Female	7	70.0%	50.1%

13th Judicial District (Kit Carson, Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	0.8%
Black / African American	0	0.0%	2.6%
Hispanic / Latino	0	0.0%	24.1%
White, not Hispanic or Latino	12	100.0%	71.9%
	12		

	# of Judges	% of Judges	Jud. District Population
Male	8	66.7%	51.8%
Female	4	33.3%	48.2%

14th Judicial District (Grand, Moffat, and Routt Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	1.1%
Hispanic / Latino	0	0.0%	9.7%
White, not Hispanic or Latino	6	100.0%	87.8%
	6		

	# of Judges	% of Judges	Jud. District Population
Male	3	50.0%	52.0%
Female	3	50.0%	48.0%

15th Judicial District (Baca, Cheyenne, Kiowa, and Prowers Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.9%
Asian	0	0.0%	0.4%
Black / African American	0	0.0%	1.1%
Hispanic / Latino	0	0.0%	30.1%
White, not Hispanic or Latino	6	100.0%	67.6%
	6		

	# of Judges	% of Judges	Jud. District Population
Male	5	83.3%	49.4%
Female	1	16.7%	50.6%

16th Judicial District (Bent, Crowley, and Otero Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.1%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	4.2%
Hispanic / Latino	2	40.0%	38.0%
White, not Hispanic or Latino	3	60.0%	55.7%
	5		

	# of Judges	% of Judges	Jud. District Population
Male	5	100.0%	55.5%
Female	0	0.0%	44.5%

17th Judicial District (Adams and Broomfield Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	2	7.7%	4.8%
Black / African American	0	0.0%	3.4%
Hispanic / Latino	4	15.4%	36.8%
White, not Hispanic or Latino	20	76.9%	54.3%
	26		

	# of Judges	% of Judges	Jud. District Population
Male	15	57.7%	50.1%
Female	11	42.3%	49.9%

18th Judicial District (Arapahoe, Douglas, Elbert, and Lincoln Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	1	2.7%	0.5%
Asian	0	0.0%	6.1%
Black / African American	2	5.4%	8.0%
Hispanic / Latino	2	5.4%	15.4%
White, not Hispanic or Latino	32	86.5%	70.0%
	37		

	# of Judges	% of Judges	Jud. District Population
Male	21	56.8%	49.3%
Female	16	43.2%	50.7%

19th Judicial District (Weld County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	1.8%
Black / African American	0	0.0%	1.4%
Hispanic / Latino	2	13.3%	29.6%
White, not Hispanic or Latino	13	86.7%	66.5%
	15		

	# of Judges	% of Judges	Jud. District Population
Male	10	66.7%	50.0%
Female	5	33.3%	50.0%

20th Judicial District (Boulder County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	1	7.1%	5.2%
Black / African American	0	0.0%	1.3%
Hispanic / Latino	2	14.3%	13.8%
White, not Hispanic or Latino	11	78.6%	79.3%
	14		

	# of Judges	% of Judges	Jud. District Population
Male	8	57.1%	50.2%
Female	6	42.9%	49.8%

21st Judicial District (Mesa County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	1.1%
Black / African American	0	0.0%	1.1%
Hispanic / Latino	1	11.1%	14.6%
White, not Hispanic or Latino	8	88.9%	82.4%
	9		

	# of Judges	% of Judges	Jud. District Population
Male	7	77.8%	49.7%
Female	2	22.2%	50.3%

22nd Judicial District (Dolores and Montezuma Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	12.0%
Asian	0	0.0%	0.7%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	0	0.0%	12.3%
White, not Hispanic or Latino	4	100.0%	74.2%
	4		

	# of Judges	% of Judges	Jud. District Population
Male	3	75.0%	49.4%
Female	1	25.0%	50.6%