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## **A Note from CEO Sara Scott**



### **Coded Bias**

A New York Times writer explains, “Directed by Shalini Kantavva, “Coded Bias” explores how machine-learning algorithms — now ubiquitous in advertising, hiring, financial services, policing and many other fields — can perpetuate society’s existing race-, class- and gender-based inequities.” This means that even algorithms themselves are bias in nature.

If algorithms are bias, it means that math itself is not as objective as we think and leads me to question any notion of true objectivity, that is one of the cornerstones of implicit bias.

I will let you watch the film, which was part of the Denver Film Festival, and see for yourselves the way this all works from a mathematical perspective, as I could never adequately explain the same. The film was disturbing in nature, but also rather enlightening and gave me hope. Hope was not the typical reaction from those who watched the film, but it was my reaction for one simple reason: if we can accept that algorithms have bias, then my points about implicit bias become more believable and more acceptable. It acts as another tool to prove that bias exists in all forms and makes our individual biases a bit easier to swallow.

We have to remind ourselves on a daily basis that “*even a tiny bit of bias can have big consequences*” (Business Insider) and that it takes brave self-examination to accept our biases so that we do not unconsciously act on them. On these days before Thanksgiving, I encourage us all to re-examine and take account of our own biases with the knowledge that if algorithms are bias as incredibly complicated coded equations, there is truly no way of escaping bias. Examine. Accept. Interrupt and let us get to work on the many other DEI issues that desperately need our attention. Also, check out the film.

## Colorado Gives Day is December 8th

### Help Us Reach Our Goal of \$20,000!

Your donation can help us reach our goal AND help us get our share of the \$1 Million Incentive Fund made possible by Community First Foundation, FirstBank and other community members.

**Your donations help support CLI's relevant and actionable DEI programs and scholarship fund.**

Learn more and schedule your donation [here](#)





## The Trauma We Carry



**REGISTER HERE**

### The Trauma We Carry

Join CLI on Thursday, December 3rd at 12:00pm for a presentation on Vicarious Trauma lead by Professor Joan S. Meier, Professor of Clinical Law and Director of the National Family Violence Law Center at the George Washington University Law School and Sara Scott, CLI's CEO.

#### Overview

There is a name for what you may be experiencing: it's called secondary trauma, vicarious trauma or compassion fatigue. Attorneys' experience this on a regular basis yet it is not something we talk about. Come learn how your burnout may actually be more than you think and understand these important theories and related coping techniques.

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### November is National Native American Heritage Month

This time is dedicated to recognizing the many sacrifices, contributions, and history of Native Americans and celebrating their culture and heritage, that has deeply enriched the character of our nation. Read more from our latest blog [here](#)



**CLI BLOG**

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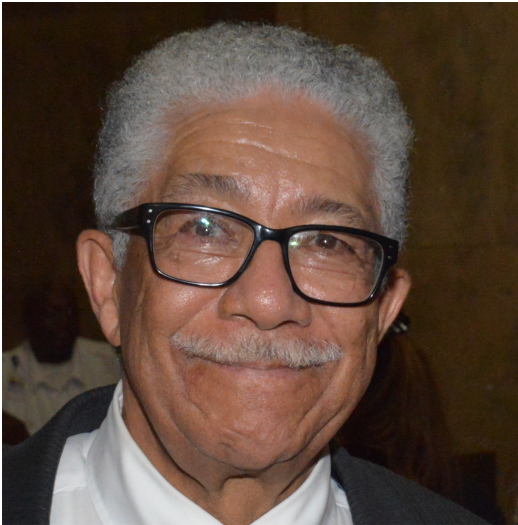
## Did you miss our inspiring Storytelling Series?

If you missed our 3-part Storytelling series, you can still watch them.

Free for members and \$90 for non-members.

[CLICK HERE TO LEARN MORE](#)

## Member News



The Colorado Bar Foundation recently recognized Retired Judge Alfred C. Harrell as the 2020 recipient of the Colorado Bar Association Award of Merit.

Judge Harrell dedicated his career to mentoring young lawyers and improving the Colorado legal profession. Judge Harrell and a colleague founded the Symposium on Race, a monthly conversation among concerned citizens about matters relating to race and class issues in the United States.



The Colorado Chapter of the American Board of Trial Advocates has awarded The Honorable Gary Jackson, Denver County Court Judge, with the 2020 Judicial Excellence Award.

Judge Jackson has been a leader in the legal profession his entire career, and has most recently been at the forefront advocating for diversity in the Colorado judiciary. Judge Jackson, who is retiring this year, has always treated those in the legal system with equality, fairness, dignity and respect. He exemplifies the best of our profession and the judiciary.







## **Sponsor Spotlight: Holland & Hart**

At Holland & Hart, diversity, equity, and inclusion are more than core values – they are critical to our success. We know that diverse backgrounds, perspectives and experiences enhance our ability to serve clients with greater creativity, innovation and effectiveness, while also making Holland & Hart one of the best places to work. These beliefs are more than just words on paper or a website – they influence everything we do and is why DEI is a prominent part of our firmwide Strategic Plan.

In the last year, we have (i) implemented a 25-hour DEI requirement for all lawyers; (ii) created practice group “Diversity Lieutenants” to monitor work by diverse and female lawyers, pitch composition, and sponsorship/mentorship pairings; (iii) launched the SMART (Solutions to Measure and Reward Talent) billing initiative to track and reward attorney time spent on mission-critical matters such as DEI; (iv) included metrics on origination-sharing with and billable work by diverse lawyers in our partner compensation considerations; and (v) hired a seasoned Chief Diversity and Inclusion Officer to ensure that DEI is woven into every aspect of the firm. We are also awarding lawyers up to 150 hours of billable credit for racial justice pro bono work.

This is why we were honored with CLI's 2017 “Inclusiveness@Work Law Firm/Legal Department” award, named a WILEF Gold Standard Certification firm for all ten years, certified Mansfield Rule “Plus” for three consecutive years, and received a perfect score in HRC's Corporate Equality Index “Best Places to Work” survey. We look forward to our ongoing partnership with CLI and community diversity leaders to make the legal profession more equitable, just and inclusive. We hope you will join us.

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Thank you to our home host:

Michael Best

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