



In this Issue

[A note from CLI CEO, Sara Scott](#) | [Membership](#) | [Ally vs. Accomplice, our latest blog](#) | [Tip of the Week](#) | [CBA President's message](#) | [Tribute to Sonny Flowers](#) | [Partner Spotlight](#) | [Summit Thank you](#) | [ACC event](#)



Equity: That Means Everyone

For those of you who joined our 2020 Virtual Summit, you heard Dr. Arin Reeves' keynote address regarding equity. We often talk extensively about the diversity and inclusivity efforts that are paramount to creating change, but too often we do not take the time to specifically discuss the nuances of equity and the value it will add to the legal profession.

Equity itself is complicated.

It requires strategic action steps that will result in evening the playing field at any cost. It requires expanding notions of diversity and inclusivity into creating a plan where equity itself is the end game.

In 2020/2021 CLI's vision and focus is all about equity. CLI will lead its members from diversity and inclusivity to equity by continuing to offer relevant and practical programming, consultation services and trainings about equity. As an organization CLI believes that as Paul Farmer once stated: "[e]quity is the only acceptable goal." With equity at the forefront DEI will thrive in 2020/2021 and CLI will be at the forefront, leading the legal community toward this only acceptable goal.

EQUITY

CLI

CENTER FOR
LEGAL
INCLUSIVENESS
2020 | 2021

THAT MEANS EVERYONE

Membership

Look for your membership renewal email this week. If you're not already a member, you can click [here to join](#).

In 2020/2021 our focus is on providing relevant tools, content and support around bringing Equity into your organizations. This year CLI will focus our efforts beyond mere conversations to include equity tools that you can share with your organization to level the playing field. CLI is committed to providing relevant, actionable content, now more than ever. This requires highly specialized consultation services coupled with a particular plan to meet your specific needs.

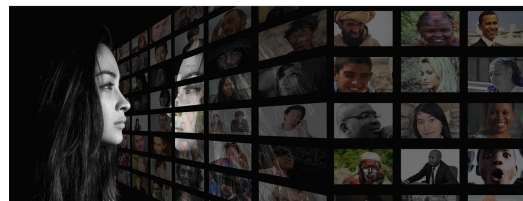
CLI Blog

Ally vs. Accomplice

For months anti-racism books were at the top of book lists as thousands committed to educating themselves about race and racism in the United States.

Social media was flooded with infographics about history that had been whitewashed, links to petitions and other resources.

All in all, it seemed as though the non-Black world was collectively realizing that what is happening right now did not happen out of thin air but rather is the predictable outcome of systemic racism.



Read our latest blog here

Ally vs Accomplice

Each week we share a small tip to help all of us as we work to become better allies. You can find the latest Tip of the Week on our home page and past tips [here](#). If you've got a great tip to share, you can email it to us [here](#).

TIP Of the WEEK



WELCOME | CBA PRESIDENT'S MESSAGE



Lawyers as Leaders Leading through Unusual Times

BY JESSICA BROWN



When I was appointed CBA president, I had never heard the term community ground. (If I had, I would have thought it sounded like a fun picnic and a good idea for a local bar visit!) I had never heard the terms N95 respirator, social distancing, or ritual hand, either. What different times we find ourselves in. The pandemic has created a host of complex challenges for our members, law students, small firms and businesses, and the legal community at large.

I also had never heard the names George Floyd, Breonna Taylor and Ahmaud Arbery. These senseless deaths occurred even after I started writing this President's Message. Sara Scott, CEO of the Center for Legal Inclusion (CLI), refers to the violence that has led to these and

other atrocities against Black men and women as a "second pandemic," explaining, "Both are insidious, both are silent and deadly, both are usually both are unthought, both are unstoppable, both are widespread, and both have affected a high percentage of the population."

Leadership Development: My Pre-Pandemic Focus

Before all of this, when I was (foolishly, naively) planning my year as CBA president, I talked with my friend and "leadership mentor" Attorney General Phil Weiser about possible themes. He suggested *Lawyers as Leaders*, and I immediately embraced it. Every lawyer can be a leader, and leadership development is something we cultivate at the bar. We have formal leadership training for a class of 20 rising stars every year, through the CBA's leadership training program, CLIRAC. Also annually, the CBA president appoints a significant number of lawyers to lead by participating on committees, task forces, and commissions focused on making improvements in such areas as access to justice, legislative policy, continuing legal education, mission participation, and diversity, equity, and inclusion.

In addition, as CBA Executive Director Amy Lamon noted, "Our events are specifically geared

CBA President's Message

Colorado Bar Association President Jessica Brown quotes Sara Scott's essay "*Two Pandemics*" in her message in Colorado Lawyer. You can read the CBA President's message [here](#).

(Published with permission)

[Click here to read *Two Pandemics*](#), originally published in June 2020.

4 | COLORADO LAWYER | AUGUST/SEPTEMBER 2020

Remembering Sonny Flowers

We were saddened to learn of the passing of attorney and diversity advocate, Sonny Flowers.

As Judge Gary Jackson noted at his memorial "Sonny lived a life a well lived and has enriched my life. Although he is not here, I know that he is still watching my back as I make 'good trouble'."

Thank you, Sonny, for your contributions to our community will not be forgotten.



Partner Spotlight: Ballard Spahr

Ballard Spahr LLP

Ballard Spahr is committed to creating a vibrant community where the needs, perspectives, and contributions of people from all backgrounds are valued and integrated into all aspects of the firm. In addition to making us a stronger firm, a diverse and inclusive community is valuable to our clients because varied perspectives drive insightful counsel. We believe diversity is the natural result of an inclusive environment.

Our goal is to improve employee recruitment and retention among underrepresented groups and ensure full access to opportunity for all individuals to the benefit of our clients, the legal profession, and our communities. That's more than just a good business strategy—it is the right thing to do.

THANK YOU!

Thank You to Our Summit Sponsors!

Platinum Presenting Sponsors



Gold Sponsors



Silver Sponsors



Bronze Sponsors



We had an amazing week at our Virtual Summit!

Thank you to our sponsors, speakers, panelists and guests for making it possible to share great information even when we can't get together in person.

See below for more great feedback about our Virtual Summit.

And if you weren't able to join us, please get in touch to access materials you may have missed.

"All I can say is, "wow". Today's keynote address and program was incredible and something all our lawyers, especially our "opportunity givers," need to hear. I cannot recommend Monday, Tuesday and today's programs enough to your organizations."

"Terrific Summit. Thanks for the hard work."

"...wonderfully relevant, engaging, and well-run Summit! This event is a key component of fulfilling CLI's mission each year. Sara and SJ flawlessly transitioned this year's event into a very successful virtual event. We are so grateful for your efforts!"

"Outstanding session today, both the presentation and Q&A. I thought Ann broke everything down so well, and you did a great job moderating some hard questions, Sara."

ACC Colorado and Stinson LLP Diversity Trailblazers Webinar with Sara Scott



RSVP Here for September 16

ACC Webinar RSVP

Join us on September 16 for as we hear from the visionaries and the leaders that are making great strides to foster inclusion in the workplace. This candid discussion will take a close look at the various diversity plans and programs being implemented within each company. The panelists will share some of the challenges that they have faced, as well as positive outcomes that have resulted because of their efforts.

Center for Legal Inclusiveness
1776 N Lincoln Street
Suite 1100
Denver, CO 80203-1028
303.313.6860

[Facebook](#) | [LinkedIn](#) | [Twitter](#)

Thank you to our home host

