



When the World is Breaking: *Centering Care*

SEPTEMBER 11-15, 2023

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About the 2023 Summit

The annual Legal Inclusiveness & Diversity Summit is a week-long (hybrid) conference that features national experts exploring cutting-edge diversity and inclusiveness topics. We have four dynamic CLEs about wellness for attorneys, specifically, diverse legal professionals - allies, law firms, corporate legal departments, and other legal/government organizations.

Our week will kick off with an in-person Luncheon Keynote Address delivered by Dr. Ni Addy, followed by a General Counsel Panel, a Young Lawyers Division “YLD” Panel, and a Reception.

Our Keynote speaker is Dr. Nii Addy, a Yale University neuroscientist who has lived expertise in BIPOC wellness, a career’s worth of noteworthy tips, and evidence-based information for attorneys and leaders in the legal profession.

The three panelists on the General Counsel Panel will be Anne Lee Benedict, former Chief Legal Officer with Thomas James Homes and Summit Materials (NYSE: SUM), Celestina Jimenez, Vice President/ General Counsel at RK Industries LLC, and Kasey K. Johnson, Chief Legal Officer & General Counsel at Ancora Real Estate Holdings, LLC.

Additionally, our Young Lawyer Panelists are K.C. Cunilio of Cunilio Consulting, LLC, Marika Rietsema Ball, Associate at Holland & Hart LLP, Andrew Neiman, Attorney at Buchalter, P.C, Kiah A. Ellis, Deputy State Public Defender and Chris Martin, Associate at Holland & Hart LLP.

On Tuesday, Wednesday, and Friday, we will host Virtual Lunch n’ Learn CLE’s from 11:30 a.m. - 1:10 p.m. Discussion will include the following: Incorporating a Trauma-Informed Approach to Client Interactions, Building Healthy Organizations, and Understanding Myths of Substance Abuse With Tips for Helping Ourselves And Others.

On Thursday, September 14th, CLI will collaborate with the “Fall Symposium on Well-Being in the Legal Profession,” co-presented by the Colorado Supreme Court Well-Being Recognition Program for Legal Employers.

With workplaces experiencing ever-changing remote/hybrid working and biases related to multiple identities and backgrounds, it is more important than ever to have the skills and tools necessary to drive strategies for advancing diversity, equity, and inclusion.

2023 Agenda



MON.
September 11

📍 *In-person at the CBA/CLI offices: 1290 N Broadway Suite 1700 Denver, CO 80202*

11:30 am - 12:00 pm Registration/Luncheon

12:00 pm - 1:15 pm In-person CLE Keynote Address: **Dr. Nii Addy**

1:45 pm - 3:15 pm General Counsel Panel

3:30 pm - 4:45 pm Young Lawyers Division Panel

5:00 pm - 6:00 pm Reception with appetizers and drinks

TUES.
September 12

11:30 am - 1:10 pm Virtual CLE

Presentation: **Veronica Gonzalez, LMSW**

“Working with Survivors of Trauma in the Legal Field: Incorporating a Trauma-Informed Approach to Client Interactions while Reducing Vicarious Trauma”

WED.
September 13

11:30 am - 1:10 pm Virtual CLE

Presentation: **Marika Sitz**

“Building Healthy Organizations”

THUR.
September 14

📍 *In-person at the CBA/CLI offices: 1290 N Broadway Suite 1700 Denver, CO 80202*

7:30 am - 5:00 pm In-person CLE

Free “Fall Symposium on Well-Being in the Legal Profession”

co-presented by the Colorado Supreme Court Well-Being Recognition Program for Legal Employers and CLI. To sign up: coloradolawyerwellbeing.org

FRI.
September 15

11:30 am - 1:10 pm Virtual CLE

Presentation: **Dr. Danielle Jackman**

“Stepping into the Chambers of Recovery: Understanding the Myths of Substance Mis-Use and other Mental Health Concerns, and How to Get Help”



KEYNOTE SPEAKER DR. NII ADDY
Neuroscientist, Yale Professor & Mental Health Advocate

Fostering Well-Being, Diversity, Inclusivity and Belonging in a World of Uncertainty

Monday, September 11 | 12:00 pm - 1:15 pm | CBA/CLI offices

Yale professor, neuroscientist, mental health advocate, and inaugural Director of Scientist Diversity and Inclusion at Yale School of Medicine, Dr. Nii Addy, joins for a practical, inspiring and empowering session on centering care.

Everyday life tests our minds and bodies in profound ways. These past few years have been no exception. But there is hope. In this engaging talk, Dr. Addy will discuss belonging, self-care, other care, and the ways these factors impact how we show up in our workspaces. He'll also consider the challenges of racial and other identity-based disparities in our practices and systems, and practical solutions to address these disparities in legal vocations and spaces.

Attendees will learn effective tools to create an atmosphere of belonging, to promote an environment where we can all show up as our authentic selves, and to create an inclusive space with diverse representation.

2 EDI OR 2 General CLE Credits

Objectives:

- Attendees will learn how to effectively engage their teams in conversations about wellness and mental health.
- Attendees will learn how to effectively create inclusive spaces that promote diversity, equity and an atmosphere of belonging.
- Attendees will be able to implement practices to address racial and other identity-based disparities in the legal field and in society.

General Counsel Panel

Monday, September 11 | 1:45 pm – 3:15 pm | CBA/CLI offices

FEATURING



Anne Lee Benedict

*Former Chief Legal Officer with
Thomas James Homes and Summit
Materials (NYSE: SUM)*



Celestina Jimenez

*Vice President/ General Counsel
at RK Industries LLC*



Kasey K. Johnson

*Chief Legal Officer & General
Counsel at Ancora Real Estate
Holdings, LLC*

The General Counsel Panel will explore how the legal profession can promote wellness in this challenging profession, particularly for BIPOC, women and other equity-seeking communities after the last few challenging years of a pandemic and an ever-changing professional landscape.

General Counsel will describe their expectations as corporate clients around wellness, well-being, equity, diversity, and Inclusivity (EDI), both internally and with respect to the firms they hire. They will describe the procedures and initiatives they have seen implemented in such areas, including the accountability measures established. General Counsel will also share their own wellness, well-being and EDI initiatives and provide practical tips and best practices to improve retention and well-being in the legal profession altogether.

2 General or 2 EDI CLE Credits



MODERATED BY

Joel Sayres

Partner at Faegre Drinker Biddle & Reath LLP

Young Lawyers Division Panel

Monday, September 11 | 3:30 pm – 4:45 pm | CBA/CLI offices

FEATURING



Chris Martin

Holland & Hart, LLP – Associate



K.C. Cunilio

Cunilio Consulting, LLC - Solo Practitioner



Kiah Ellis

Colorado State Public Defender – Attorney

Many attorneys have heard of the concept of a “safe space”; however, the legal community has struggled to truly develop environments for young lawyers that foster room for speaking up with ideas, questions, concerns or mistakes. Young lawyers can specifically benefit from working environments where creating safe spaces for development and interpersonal risk-taking is a priority to help improve the legal culture. The working spaces should be safe, welcoming and extremely comfortable, encouraging attorneys to be curious and creative at work.

The Center for Legal Inclusiveness has gathered 4 young lawyers to talk about their experiences and give recommendations on how attorneys of all levels, law firms and legal organizations can foster safe spaces for growth and opportunity. This session uses dialogue to create a physical and emotional space that enables mutual learning and an articulation of shared principles that govern the space to ensure we are all safe regardless of our own identity.

2 General CLE Credits



MODERATED BY

Marika Rietsema Ball

Holland & Hart, LLP – Associate



Working with Survivors of Trauma in the Legal Field: Incorporating a Trauma-Informed Approach to Client Interactions while Reducing Vicarious Trauma

WITH VERONICA GONZALEZ, LMSW

Social Work Manager, Her Justice

Tuesday, September 12 | 11:30 am - 1:10 pm (Zoom)

Attorneys often work with clients who have experienced severe and repeated traumatic events. These events have impacted the way the clients see themselves, the world, and others. They often have difficulty trusting and sharing information with other people. This can be a massive roadblock to an attorney who is trying to assist them in their legal case. By understanding and incorporating a trauma-informed framework, an attorney can enhance their relationship with their clients, build an active partnership, and acknowledge the personal impact of the vicarious trauma from their professional lives.

2 General or 2 EDI Credits

Objectives:

- Attendees will explore common myths related to substance use and misuse.
- Attendees will gain a better understanding of their own influence in perpetuating these myths.
- Attendees will walk away with some practical tools of addressing substance use, misuse, and mental health concerns for both peers and clients.



Building Healthy Organizations

WITH MARIKA SITZ

Equity Diversity, Inclusion Manager – Jefferson County Colorado; founder – Equity Culture Consulting

Wednesday, September 13 | 11:30 am - 1:10 pm (Zoom)

Creating a thriving organization requires more than just operational efficiency; it hinges on the cultivation of a healthy and inclusive organizational culture. This session focuses on how healthy organizational culture impacts retention, engagement, and performance within your legal organization. Learn key steps to promote a healthier workplace and tap into your legal organization's potential through Equity, Diversity, Inclusion, and Belonging (EDIB).

2 General or +0.60 EDI Credits

Objectives:

- Gain a clear understanding of what constitutes a healthy organizational culture and the essential role played by each member in fostering and sustaining it.
- Attendees will identify how to define healthy organizational culture at their legal organization.
- Develop the ability to assess your legal organization's culture effectively, identifying areas for improvement and growth.

Fall Symposium on Well-Being in the Legal Profession

Thursday, September 14 | 7:00 am – 5:00 pm | CBA/CLI offices

This one-day conference is designed for heads of legal organizations, leaders of organizational well-being initiatives, solo practitioners, and anyone interested in driving personal and professional well-being change in Colorado's legal communities. It will combine education, experiential learning, and immersive experiences to engage attendees, provide networking opportunities, and convey meaningful methods to optimize well-being in law practice.

7:00 – 8:00 am	Registration and Continental Breakfast
8:00 – 9:15 am	STAYING AHEAD OF THE TALENT CURVE Presented by Gene Commander , Esq., Gene Commander Inc. <i>Submitted for 1.5 Professional Responsibility Credits</i>
9:15 – 9:30 am	Networking Break
9:30 – 11:00 am	PEER-TO-PEER BREAKOUT SESSIONS The breakout sessions will allow participants to gather with peers from similarly sized organizations to discuss systemic and structural pain points in lawyer well-being and crowdsource best practices and new approaches in creating well-being focused culture change. Facilitated by David Hersh , Esq., Burg Simpson Eldredge Hersh Jardine PC, and Justie Nicol , Esq., Colorado Lawyer Team
11:00 am – 12:15 pm	COLAP PRESENTS: TOOLS FOR MANAGERS IN THE WELL-BEING ERA Presented by Amy Phillips , MBA, LCSW, LAC, Colorado Lawyer Assistance Program <i>Submitted for 1.5 Professional Responsibility Credits</i>
12:15 – 1:30 pm	Networking Lunch (boxed lunch included with tuition)
1:30 – 2:15 pm	GUIDED MEDITATION & REFLECTION Presented by Jessica Cordero , JCordero Consulting Solutions, LLC
2:15 – 3:30 pm	SELF-ADVOCACY: MAXIMIZING THE RETURN ON YOUR “ASK” AT WORK Presented by Whitney Harvey , Esq., The Self Coached Lawyer <i>Submitted for 1.5 Professional Responsibility Credits</i>
3:30 – 3:45 pm	Networking Break
3:45 – 5:00 pm	REDUCING STIGMA AND BARRIERS FOR LAWYER WELL-BEING Presented by Brian Mason , Esq., District Attorney for Colorado's 17th Judicial District <i>Submitted for 1.5 EDI Credits</i>

[Seminar Registration](#)



[Webinar Registration](#)





Stepping into the Chambers of Recovery: Understanding the Myths of Substance Mis-Use and other Mental Health Concerns, and How to Get Help.

WITH DR. DANIELLE JACKMAN
Certified Diversity Professional

Friday, September 15 | 11:30 am - 1:10 pm (Zoom)

Research highlights that many legal workers, including attorneys and judges, engage in both licit and illicit substance use for varied reasons. Yet, these numbers are heavily under-reported and grossly under-estimated. Additionally, certain myths related to who and which communities are at great risk of substance misuse continue to circulate in our media and play a pivotal role in our judicial and behavioral health care systems.

This presentation is intended to highlight and debunk some of the more commonly known myths within the substance use field, as well as highlight the increased need to focus attention on legal workers who fight for other's lives and whose lives should be equally fought for.

1 General and 1 Ethics

Objectives:

- Attendees will explore common myths related to substance use and misuse.
- Attendees will gain better understanding of their own influence in perpetuating these myths.
- Attendees will walk away with some practical tools of addressing substance use, misuse, and mental health concerns.



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