



## **CWBA Response to Sexual Harassment in the Judiciary Proposals from Member Town Hall and Other Member Forums February 17, 2021**

### **Actions CWBA will evaluate taking on as an organization or as part of a coalition of organizations:**

- **Conducting due diligence on judges** who are set for a retention vote, similarly to finalists for judicial appointments, and publicly disseminating results, potentially in partnership with sister diversity bars.
- **Maintaining a confidential reporting mechanism** (potentially to CWBA's new Inclusion Officer) and/or database of discrimination and harassment complaints about judges, as well as clearer **resources/referrals** to help those who experience discrimination and harassment navigate remedies and reporting.
- **Legislative engagement** through our Public Policy committee on any bills brought forth to effect reforms to judicial discipline, judicial system transparency and open records access, and protections from harassment and discrimination for employees and users of the judicial system, as well as analyzing the impact of a proposed bill strengthening the Colorado Anti-Discrimination Act.
- **Providing additional relevant training and programming** for our members, the judiciary and judicial system staff, and other stakeholders, potentially including a judicial self-certification of a certain level of training and including training on ethical obligations for attorneys and judges to report observed discrimination and harassment, and starting with "bystander training" to empower speaking up.
- **Outreach to current judicial law clerks and law students** regarding impacts on them and their rights at work, and outreach to law schools to work on gathering information to help protect students from accepting employment with judges who have a history of discrimination or harassment.
- **Continued efforts to promote judicial diversity** in coalition with sister diversity bars, CBA CJI Judicial Diversity Coalition, and other organizations, with renewed pipeline focus, and reviewing the questions we ask during our judicial due diligence process to very clearly include discrimination and harassment against all protected groups.
- **Continued dissemination of information to our members** on the status of the current investigation and its outcomes, and provision of discussion forums.