

Colorado Women's Bar Association

2023 Membership Survey



Established in 1978, the Colorado Women's Bar Association (CWBA) is the largest diversity bar association in Colorado. The CWBA's mission has remained the same since inception in 1978: to promote women in the legal profession and the interests of women generally.

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Introduction

The purpose of this report is to inform the strategic direction and decision making of the CWBA. The summary and highlights are not intended to be conclusive or to dictate certain actions or direction. Where available data from 2022 is compared to the 2017 survey data.¹

In February 2023 a 51-question membership survey was distributed to all 2720 current and former members of the CWBA.²

In total, 355 members (13% of total active/inactive members) responded to the survey. Because not all respondents answered every question on the survey, the total number of respondents varies between questions.

Of the 355 respondents 305 are members, 54 not members/don't know. 86% of the respondents were white and 15% Black/Indigenous/Asian/Latine/NHPI/South Asian. The sample in this survey represents a slightly higher percentage than the national percentage of women lawyers of color which is 10.15% (NALP 2022).

The data were tabulated, and this report was created by Rachel Ellett, PhD from the American Bar Association - Division for Bar Services Rachel.ellett@americanbar.org

The data provides measures of central tendency and spread or distribution. Throughout the report, several terms are used to describe the results of the survey:

Average: The average or mean is the arithmetic average of numeric results.

Median: the middle value of a series of numbers which are initially rank ordered. Half the numbers will be greater than the median and half the numbers will be less than the median.

N: Number of responses in sample.

¹ CWBA's last membership survey was conducted in 2017. In 2020 the CWBA drafted their 2021-2024 Strategic Plan. In this plan the CWBA identified the following core outcomes for their organization: MEMBERSHIP - grows and engage membership; PROGRAMMING - consistently provide innovative, accessible, and high-quality programs; FINANCE AND OPERATIONS - strategically, efficiently, and responsibly manages its human capital and financial resources; LEADERSHIP DEVELOPMENT - develop and support women leaders within the organization, the profession, and the community; COMMUNICATIONS - uses platform effectively to keep members informed and engaged; DIVERSITY, EQUITY, & INCLUSION - is a champion of diversity, equity, and meaningful inclusion in promoting women as leaders in the law; PUBLIC POLICY - is a leader in formulating and advancing public policies consistent with its mission; IMPROVING THE LEGAL SYSTEM - works to increase access to justice, representation, and equity in all areas of the legal system, including the judiciary.

² Of the 2720, 1290 are currently considered active, 697 inactive (either lapsed or suspended). Of those total members, 14% identify as Black/Indigenous/Asian/Latine/NHPI/South Asian, 36% identify as white, the remaining 50% declined to self-identify.

Executive Summary

Demographics and Practice Settings

The majority of respondents have practiced law for less than 10 years (79%) and there is heavy representation of members 0-5 years (57%) – but those members are at a wide range of career stages. The data reveals an even distribution from newly qualified lawyers to lawyers with over 25 years experience. This wide distribution of membership experiences holds promise for expanding participation in CWBA mentoring programs such as the CWBA LIFT! Mentorship program.

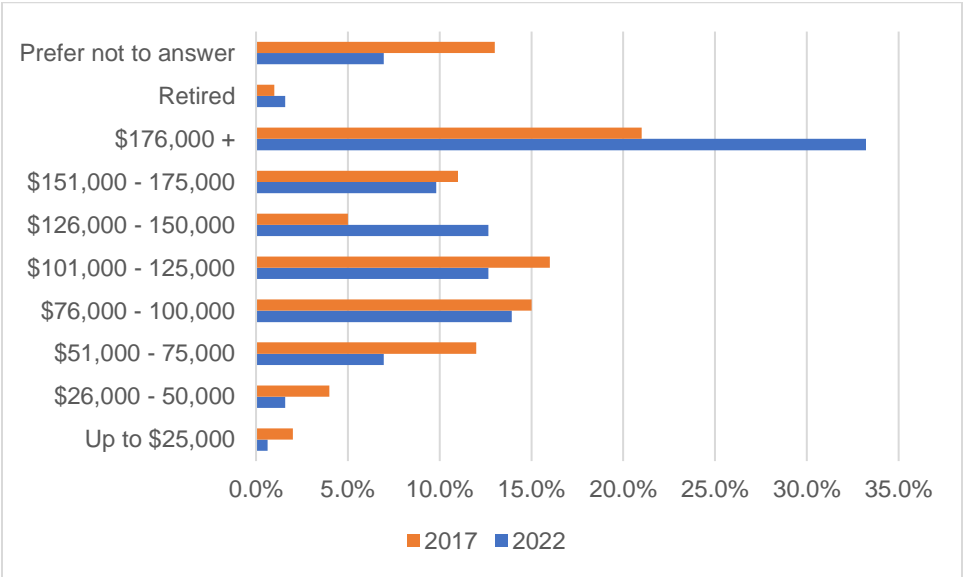
Denver or the Denver metropolitan area (79%) is heavily represented in this survey and this raises questions about programming accessibility and belonging. This is further illuminated by comparing the accessibility rankings of virtual vs. in-person programs. Virtual programs are ranked more accessible and some comments when asked ‘what could CWBA do better’ cited a desire for more programming outside Denver.

10% of respondents indicated they were a person ‘with a disability’ and this has implications for accessibility of programming or networking events. And could be an area for educational programming.

Private practice lawyers made up almost 50% of the respondents. Government, non-profit and legal services represent around 20% of respondents. And a majority indicate that they are in stable employment and expect to remain in their position for the next five years. This is promising for maintaining stable membership and the long-term stability of the CWBA.

A comparison with the 2017 Yearly Income of members reveals an over 50% increase in number of members who make over \$176,000 and for those who make between \$126,000 and \$150,000. In the remaining categories there was a decrease in yearly income over the last five years. Yearly income of responding members across the top three categories was: Under \$100,000 (25%), \$100,000-176,000 (38%) and over \$176,000 (36%). In sum, 74% of respondents make over \$100,000 per year.

Table 1 Yearly Income: 2017-2022³



Reputation, Mission, and Scope

Overall perceptions of the CWBA have remained positive since 2017. In 2017 73% of respondents strongly agreed or agreed that the CWBA offers value for its membership price, in 2022 this increased to 75%. The top two services or benefits for respondents were: 1) developing my career path, 2) making me a better lawyer.



“CWBA is where I feel most at home, most welcome and most empowered.”

Similarly, when we examine perceptions of CWBA value for money, attitudes have remained consistently positive. In 2017 73% of respondents strongly agreed or agreed that the CWBA offers value for its membership price, in 2022 this rose to 75%.

³ N. B the survey was completed in early 2023, but the income reporting is from the previous year.

Review of the open-ended comments reveals a strong sense of loyalty and commitment to the organization and most respondents indicated it was ‘highly likely’ they would renew their CWBA membership. The percentage of respondents indicating it was ‘very likely’ or ‘likely’ they would renew their membership was identical across all race/ethnicity groups.



The percentage of respondents indicating ‘very likely’ or ‘likely’ they would renew their membership was identical across all race/ethnicity groups.

If we examine likelihood of renewal by years of practice, we see that the probability of a respondent renewing their membership decreases with the length of time practicing.

Figure 1 Likelihood of Renewal by # Years Practicing





While respondents overwhelmingly agreed that the mission of the CWBA accurately reflects the work of the organization (n=249 or 86%); when asked for additional reflections in the open-ended comments, three themes emerged from a small sub-group (n=34): 1) Mission statement too vague or broad, 2) too liberal and 3) needs to focus more broadly on women in the community.

The theme of advancing women in the community was also reflected in the ranking of ‘most relevant areas of the CWBA’, advancing the interests of women under the law was ranked second, above advancing women on the bench.

“Our board is too large with committees with overlapping responsibilities that could be consolidated.”

The open-ended comments reflect an overall sense of pride and energy around CWBA advocacy and public policy engagement.

Governance, Leadership and Sustainability

Like many bar associations around the country, overburdening of volunteers, cost of events/CLE and the high number of events were cited as potential long-term sustainability issues for the CWBA. The current CWBA Board has 50 members: a 7-person executive committee, 24 committee co-chairs, and 19 representatives of other organizations.

In total higher numbers of white women and women from Denver have served in leadership positions across the board. And many respondents (84%) have not yet served in a leadership position, so there are deep untapped reserves of volunteer leadership.

However, if we look at service as a percentage of answering groups for race/ethnicity and years of practice we see the following breakdown:

Table 2 Have you Served in a Leadership Position in the Last 5 years by race/ethnicity and years of practice.

	<i>White</i>	<i>Black Indigenous Asian Latine NHPI South Asian</i>	<i>Lawyers Practice < 10</i>	<i>Lawyer Practice 11- 20 years</i>	<i>Lawyers Practice > 21</i>
Count	233.0	41.0	77.0	75.0	87.0
Chairing a CWBA Committee	6.9%	14.6%	5.2%	18.7%	2.3%
Leading a CWBA Task force or work group	2.6%	9.8%	3.9%	9.3%	1.1%
Serving as a CWBA officer (i.e., on its Executive Committee)	4.7%	2.4%	3.9%	9.3%	2.3%
Serving on the CWBA Board of Directors	10.3%	17.1%	10.4%	22.7%	4.6%
Serving on the CWBA Foundation Board of Directors	3.4%	2.4%	0.0%	6.7%	2.3%
No, I have not served in a leadership capacity with the CWBA	85.8%	75.6%	88.3%	69.3%	92.0%

The most active group of the respondents were lawyers who have practiced between 11 and 20 years. Lawyers of color have served on the CWBA board at a higher percentage rate (17%) than white members (10%).

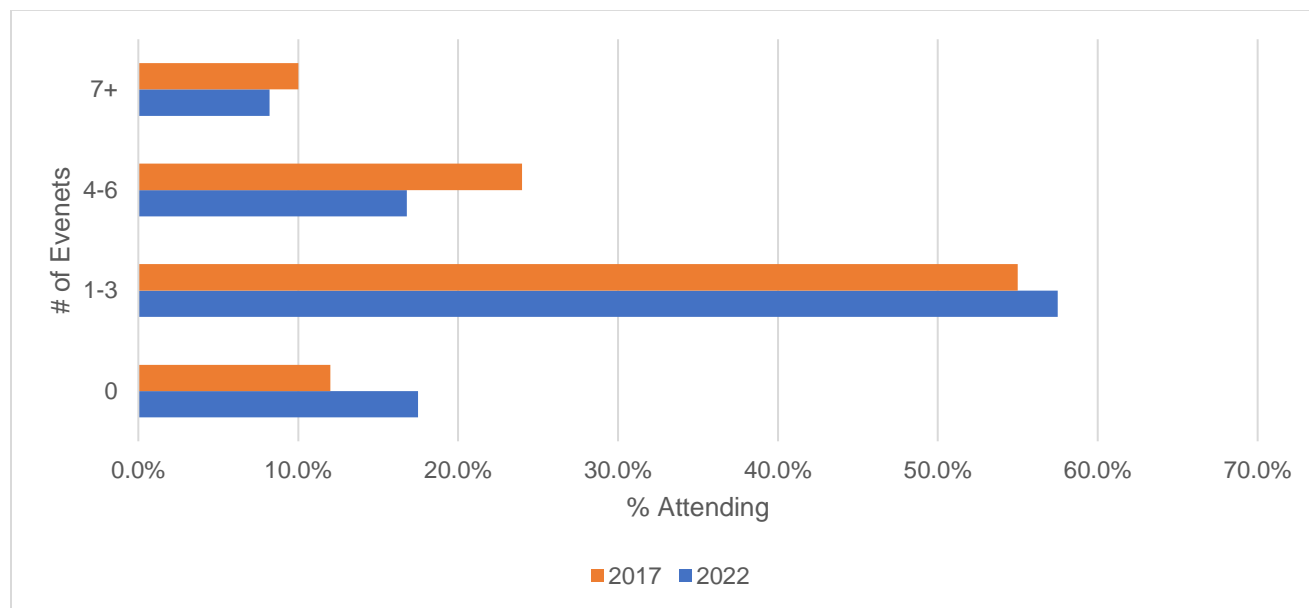
The issue of volunteer burnout came through strongly in the open-ended comments. Under the current strategic planning process, the CWBA Board is looking to streamline the governance structure of the association and potentially reduce the number of committees.

Whatever model is adapted there was a strong and positive number of respondents (143) who said either ‘yes’ or ‘maybe’ to serving in a leadership capacity in the future. This is a deep pool to draw from.

Engagement

Levels of engagement, as measured by attendance at recent CWBA events, has stayed consistent over the last five years. There is a small reduction in the 4-6 events-attended category from 24% to 17%.

Table 3 How Many CWBA events have you attended? 2017 vs 2022



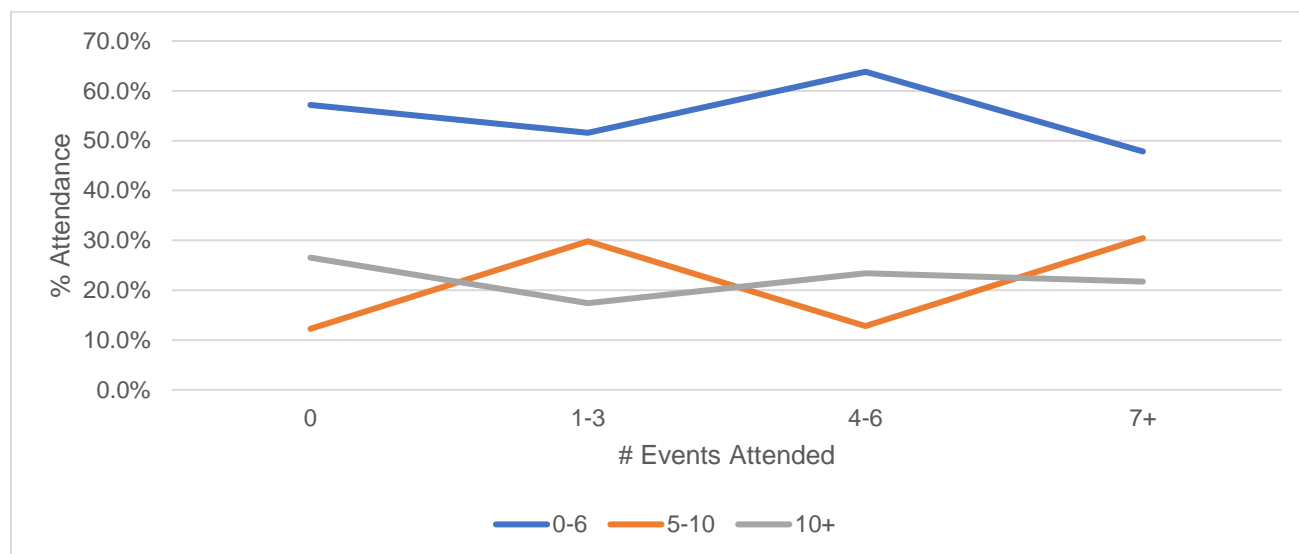
Turning now to length of membership and engagement we see the following:

Table 4 Events Attended by Years of Membership

# of Events Attended	How many years have you been a CWBA member?	Total	0 Years	1-3 Years	4-6 Years	7+ Years
Count (All)		280.0	49.0	161.0	47.0	23.0
0-5		54.3%	57.1%	51.6%	63.8%	47.8%
5-10		23.9%	12.2%	29.8%	12.8%	30.4%
10+		20.4%	26.5%	17.4%	23.4%	21.7%

This data indicates that there is an inverse proportional relationship between years of membership and levels of engagement: Those who have been members for a shorter period are more engaged. Looking at the same data in graph form, the most engaged are those who have been members for less than 6 years (blue line):

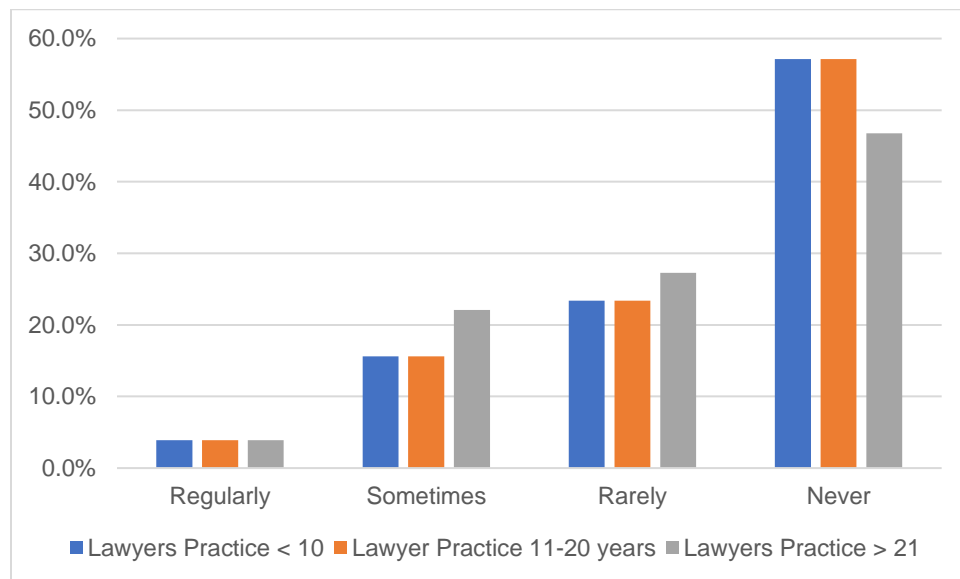
Figure 2 Events Attended by Years of Membership



There is little difference in the number of events attended when we filter on race/ethnicity.

Examining engagement with online resources and publications, there are two significant findings. Over 50% of the survey respondents reported ‘never’ reading the *1891* blog. But if take a closer look by years of practice, there is some variation:

Figure 3 How regularly do you engage with the 1891 blog by years of practice.



Lawyers who have practiced more than 21 years have a higher level of engagement than younger lawyers.

Programming Priorities, Services and Benefits

In 2017 the top three reasons for participating with the CWBA were: Networking and Referrals, Professional Development and Camaraderie/Friendships. This has broadly stayed constant over the last five years. In 2022 the top two services or benefits for respondents were: 1) developing my career path, 2) making me a better lawyer. These functions were also listed as the highest priorities.

While lawyers who have been practicing for more than 21 years are less interested in networking, mentoring and career development, the key themes of networking, professional/career development and mentoring come through strongly. And this aligns closely to Top Member Benefits: Networking/Referrals, Virtual CLE, In-person CLE and leadership training (Table 24).

Table 5 Select Top reasons for Participating by Length of Practice

<i>Percentage #1 Rankings</i>	<i>Lawyers Practice < 10</i>	<i>Lawyer Practice 11-20 years</i>	<i>Lawyers Practice > 21</i>
Providing me with opportunities to meet lawyers who have faced similar challenges professionally and personally	16.9%	24.7%	17.2%
Providing me with resources to help me advance my career	20.8%	20.8%	7.5%
Providing business and career development opportunities	16.9%	7.8%	15.1%
Creating a network of support and mentoring	26.0%	23.4%	16.1%
Providing me with resources to help me advance my career	16.0%	16.2%	6.4%

There is clear demand for networking and professional development programming across all members. While some individuals emphasized too much programming in the open-ended comments, it may be helpful to as one respondent noted, “be strategic about events” and to “emphasize quality over quantity as well as inclusion.”

As for the top three concerns: 1) Pay equity, 2) Time pressures and balance issues and 3) Opportunities for promotion and advancement of women were the most cited. When we sort the data by length of time practicing and race/ethnicity there are no major differences in priorities within the membership.

Belonging, Diversity and Inclusion

A top takeaway from this year's member survey is that over 70% of respondents felt like they belonged. The percentage of white and non-white respondents 'strongly agreeing' (40%) or 'agreeing' (31%) that they belonged was identical. Older lawyers reported a moderately higher sense of belonging compared to young lawyer members.

Over 70% of respondents felt like they belonged. There was no variation in responses by race or ethnicity.

The rate of agreement with 'Diverse and unique opinions and perspectives are valued within the CWBA' was also consistent across all racial and ethnic groups. The median response was 8 (out of 10) in agreement.

Respondents saw DEI programming and building relationships with other affinity bars as an area of potential opportunity and growth for the CWBA. In the open-ended comments several members asked for more DEI work and training.

When asked whether they know how to pursue a leadership role, lawyers of color responded 'disagree' at a rate two-times higher than white respondents.

Value for Money

Over 50% of respondents 'strongly agree' or 'agree' that the CWBA offers good value for membership. However, if we break down the respondents by race and ethnicity there is variation in responses:

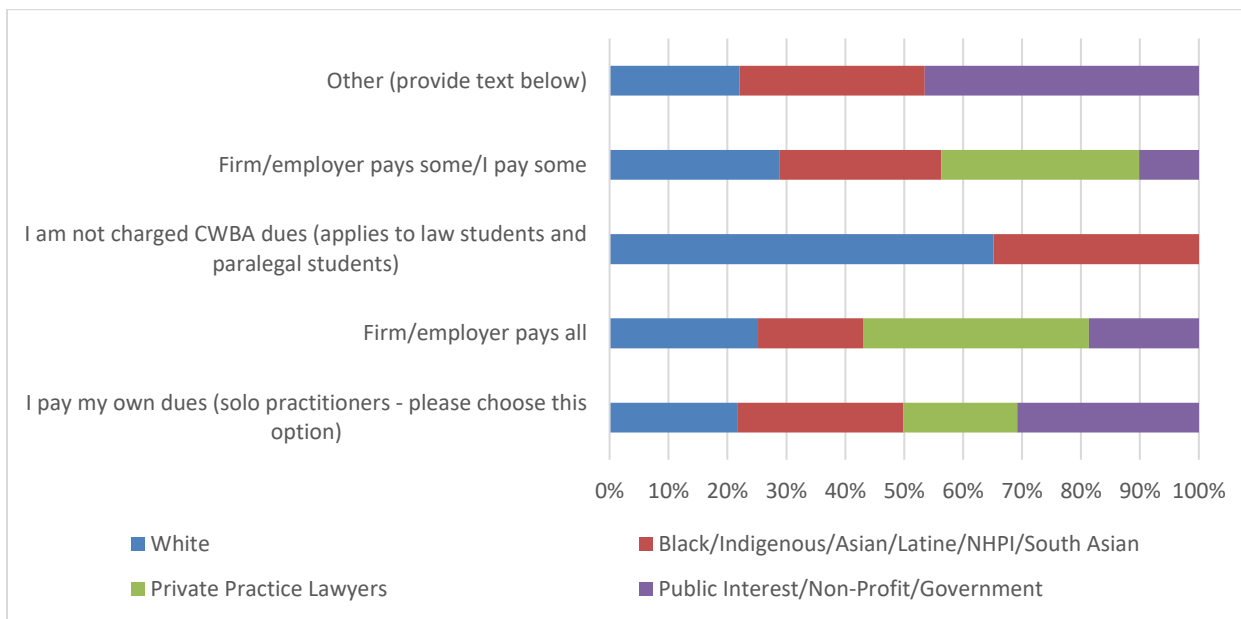
Table 6 CWBA offers good value for membership price by race/ethnicity.

	<i>Total</i>	<i>Strongly agree</i>	<i>Agree</i>	<i>Neutral</i>	<i>Disagree</i>	<i>Strongly disagree</i>
White	86.3%	85.1%	91.9%	81.4%	75.0%	50.0%
Black IndigenousAsian Latine NHPI South Asian	15.1%	13.8%	12.9%	20.3%	12.5%	33.3%

Setting member dues at the right level is challenging for many associations. In this survey, the percentage of members who pay their own dues is high at over 50%.

“The price is a stretch for me as a young government lawyer with significant student loan payments.”

Figure 4 Who Pays your Dues – race/ethnicity and private vs. public lawyers



While lawyers of color pay their own dues at a slightly higher rate than white lawyers (65% vs. 50%). The major disparity here is between private practice lawyers (45%) and public

interest/non-profit/government lawyers (71%). The CWBA does have discount codes for membership for government or non-profit attorneys, retired, junior attorneys and if you are a member of another diversity bar association.

In the qualitative comments the cost of events and CLE was a top issue under 'CWBA Weaknesses' and under 'Membership Value' membership dues were cited as too high.

82% of respondents indicated they were 'very likely' or 'likely' to recommend the CWBA to others.

Despite the challenges for some members related to dues, the percentage of respondents likely or very likely to recommend the CWBA to others was an overwhelming 82%.

Survey Data

Demographics

Figure 5 Are you a current CWBA member?

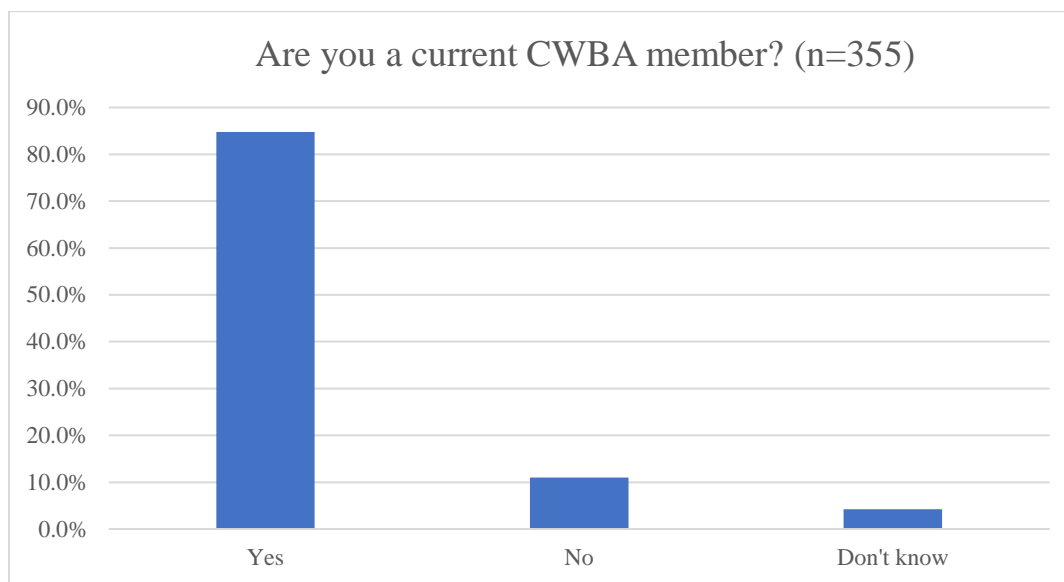


Figure 6 How many years have you been a member?

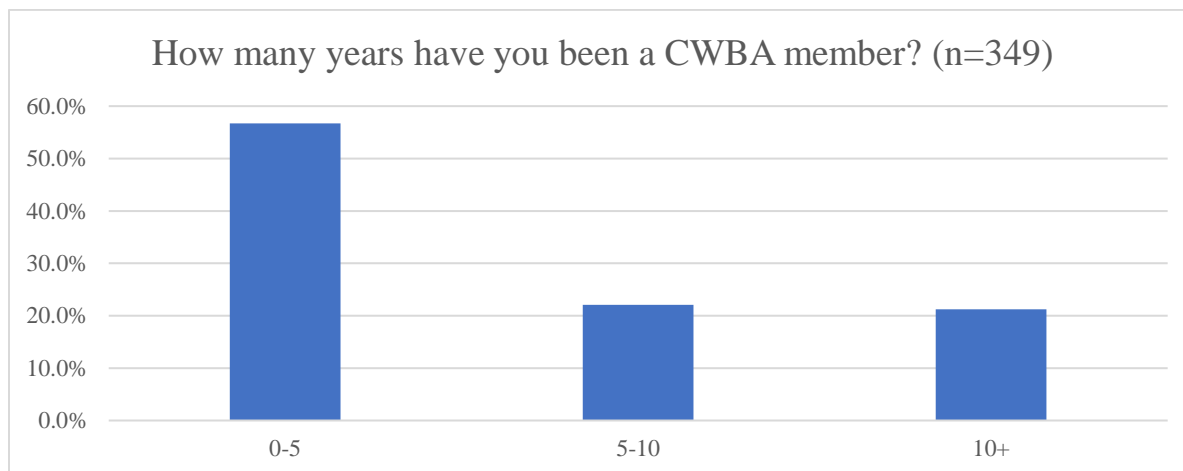
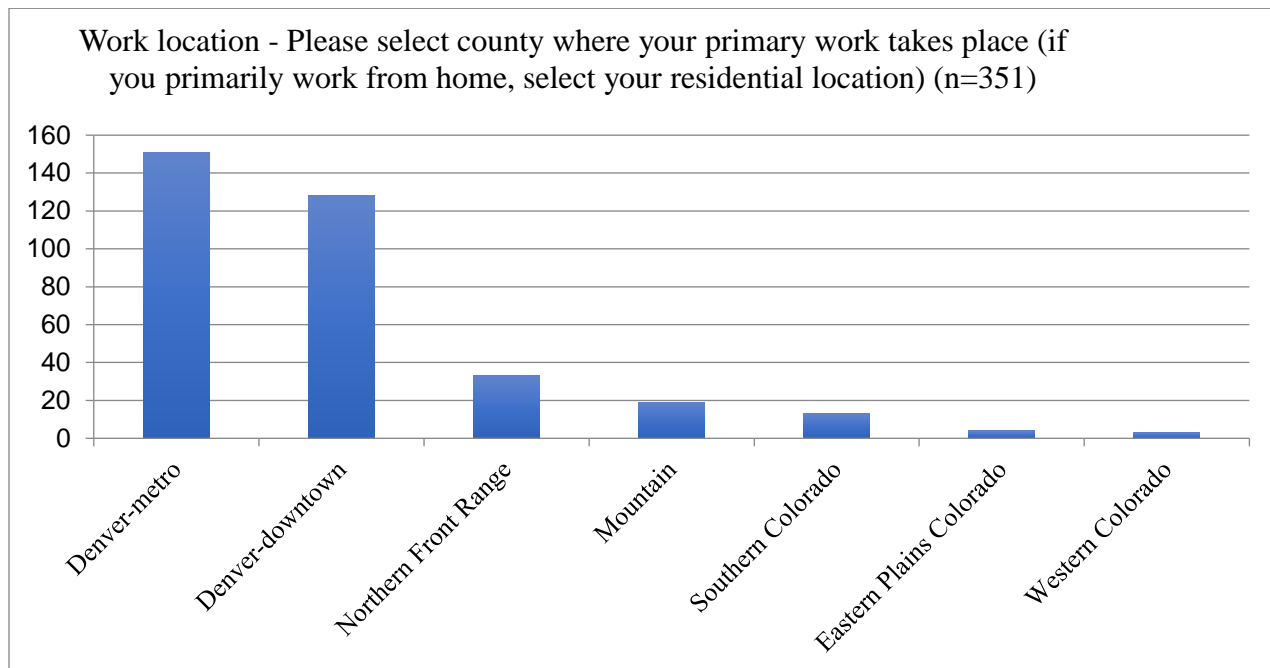


Figure 7 Work Location**Table 7 Race Ethnicity**

Race/Ethnicity	% of Data	Count
White	85.9%	304
Latine	7.1%	25
Asian	4.0%	14
African American/Black	3.1%	11
Prefer to self-describe	2.0%	7
Prefer not to respond	1.7%	6
Middle Eastern/North African	1.4%	5
American Indian/Alaskan Native	1.1%	4
South Asian	1.1%	4
Native Hawaiian/Pacific Islander	0.0%	0

Table 8 Gender

<i>Gender - Selected Choice</i>	<i>Count</i>	<i>Percent of Data</i>
Female	346	97.5%
Male	5	1.4%
Non-binary	1	0.3%
Transgender female	2	0.6%
Prefer not to respond	1	0.3%

Table 9 Sexual Orientation

<i>What is your sexual orientation?</i>	<i>Count</i>	<i>Percent of Data</i>
Bisexual	33	9.3%
Gay/Lesbian/Homosexual	16	4.5%
Heterosexual/straight	283	80.2%
Prefer to self-describe	3	0.8%
Prefer not to respond	18	5.1%

Figure 8 Disability

<i>Are you a person with a disability?</i>	<i>Count</i>	<i>Percent of Data</i>
Yes	35	9.9%
No	307	87.2%
Prefer not to respond	10	2.8%

Figure 9 Years Licensed to Practice Law*Table 10 Current Practice Setting*

<i>What is your current practice setting? - Selected Choice</i>	<i>Count</i>	<i>Percent of Data</i>
Corporate/In-House	20	6.3%
Government	53	16.8%
Judiciary	31	9.8%
Law School Faculty	1	0.3%
Legal Services	4	1.3%
Non-Law Related	7	2.2%
Non-Profit	10	3.2%
Private Practice Solo	35	11.1%
Private Practice - 2-11 Lawyers in Firm	46	14.6%
Private Practice - 11-20 Lawyers in Firm	14	4.4%
Private Practice - 21-30 Lawyers in Firm	8	2.5%
Private Practice - 31-100 Lawyers in Firm	12	3.8%
Private Practice - 100+ Lawyers in Firm	37	11.7%
Public Interest	4	1.3%

Inactive	4	1.3%
Trade/Professional Association	1	0.3%
Retired	13	4.1%
Other (please specify below)	16	5.1%
<i>Total</i>	<i>316</i>	<i>100.0%</i>

Table 11 What is your Yearly Income?

<i>What is your yearly income?</i>	<i>Count</i>	<i>Percent of Data</i>
Up to \$25,000	2	0.6%
\$26,000 - 50,000	5	1.6%
\$51,000 - 75,000	22	7.0%
\$76,000 - 100,000	44	13.9%
\$101,000 - 125,000	40	12.7%
\$126,000 - 150,000	40	12.7%
\$151,000 - 175,000	31	9.8%
\$176,000 +	105	33.2%
Retired	5	1.6%
Prefer not to answer	22	7.0%
	316	100.0%

Table 12 What other national, state and local professional associations are you a member of?

<i>Choice (n=298)</i>	<i>Checked Percent</i>	<i>Checked Count</i>
Colorado Bar Association	81.9%	244
Local Bar Association	50.0%	149
American Bar Association	26.8%	80
Other (please specify below)	24.2%	72
Diversity Bar Associations (e.g, Colorado Hispanic Bar Association)	23.5%	70
Women's Foundation of Colorado	4.7%	14
Colorado Women's Chamber of Commerce	1.3%	4

Table 13 Who pays your CWBA dues?

<i>Who pays your CWBA dues? - Selected Choice</i>	<i>Count</i>	<i>Percent of Data</i>
I pay my own dues (solo practitioners - please choose this option)	180	52.9%
Firm/employer pays all	106	31.2%
I am not charged CWBA dues (applies to law students and paralegal students)	35	10.3%
Firm/employer pays some/I pay some	14	4.1%
Other (provide text below)	5	1.5%
	340	100.0%

Table 14 Career plans within the next five years.

<i>Choice (n=349)</i>	<i>Checked Percent</i>	<i>Checked Count</i>
I expect to be in the same or similar employment setting.	66.5%	232
Not applicable, I am not currently practicing law.	9.5%	33
I plan to change practice settings (e.g., from firm to in-house). Please describe:	8.0%	28
I plan to transition to full-time work.	4.6%	16
I plan to transition to another specialty within the practice of law.	4.0%	14
Other (provide text below)	3.7%	13
I plan to scale back my practice in preparation for retirement.	3.4%	12
I plan to retire.	3.2%	11
I plan to leave the practice of law, but will look for employment in the legal field.	2.3%	8
I plan to transition to part-time work.	2.3%	8
I plan to leave the practice of law and not immediately seek other employment, but I do not consider this retirement.	0.6%	2

Reputation

Figure 10 Value for Membership

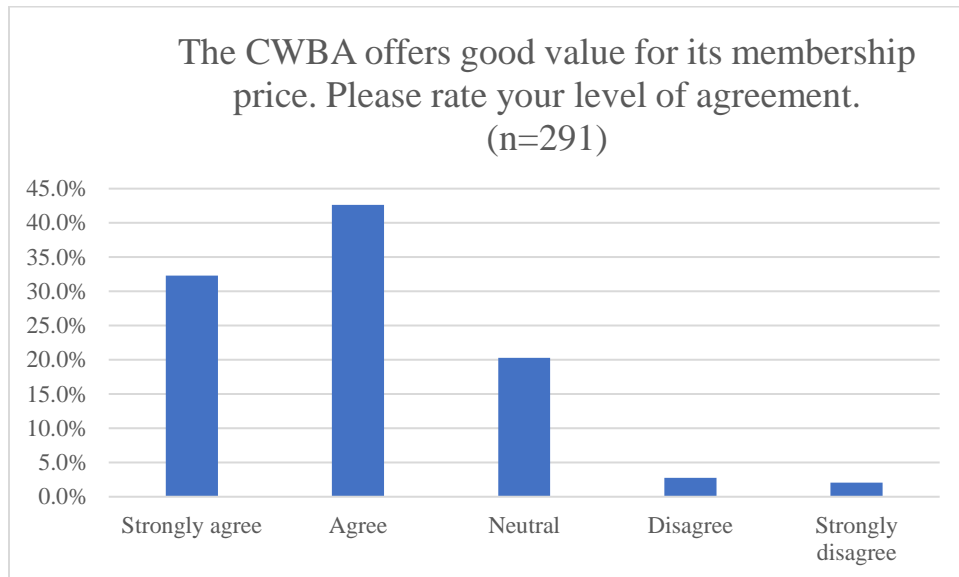


Figure 11 Do you think the mission of the CWBA accurately reflects the work of the organization?

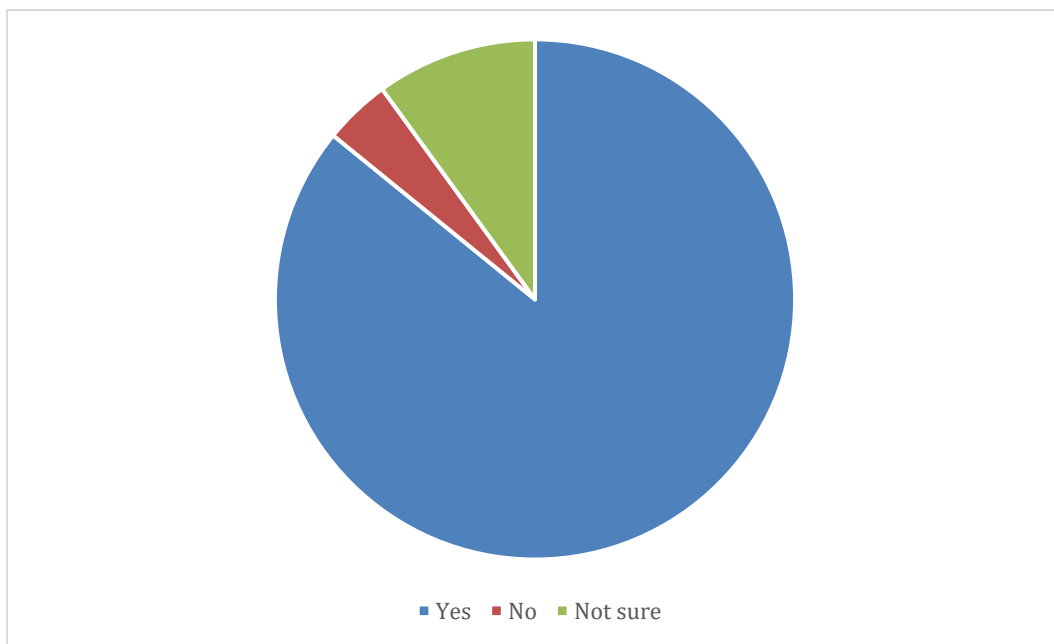


Table 15 Additional thoughts about the mission

[Responses were coded and grouped according to the frequency of themes. Full list of open-ended responses available in Appendix.]

Too Vague and/or Broad	Too Liberal	Focus more on 'women' and 'children' generally	Other	Total Comments
7	3	7	16	34
21%	9%	21%	47%	

Table 16 What are the most relevant areas of the CWBA for you?

Variable (1= highest and 6 = lowest)	Ranking	Average	Median
Advancing women as lawyers	1	1.64	1.0
Advancing the interests of women under the law	2	2.75	3.0
Advancing women on the bench	3	3.02	3.0
Advancing women in the community	4	3.83	4.0
Advancing women in the legislature	5	3.83	4.0
Other	6	5.92	6.0

Table 17 Do you agree or disagree with the following statements? (Disaggregated)

	CWBA sponsors and supports activities that are important to me.	The CWBA community makes me feel comfortable and welcome.	I see CWBA leaders who are like me.
Strongly agree	39.9%	39.9%	33.6%
Somewhat agree	41.6%	33.3%	32.2%
Neither agree nor disagree	11.2%	16.0%	21.0%
Somewhat disagree	5.2%	8.3%	9.8%
Strongly disagree	2.1%	2.4%	3.5%
Count	100.0%	100.0%	100.0%

	CWBA sponsors programs that make a positive difference for women within the profession.	CWBA makes me a better, more informed lawyer.	CWBA has helped me explore and develop my career path.	I'm proud to be affiliated with CWBA.
Strongly agree	45.4%	30.7%	27.8%	60.1%
Somewhat agree	39.4%	31.4%	17.3%	23.3%
Neither agree nor disagree	11.3%	29.3%	32.4%	13.8%
Somewhat disagree	2.1%	5.7%	16.2%	1.1%
Strongly disagree	1.8%	2.8%	6.3%	1.8%
Count	100.0%	100.0%	100.0%	100.0%

Table 18 Summary of Concerns & Opportunities

Variable	Count	Average	Median
Pay equity	283	4.66	5.0
Opportunities for promotion and advancement of women lawyers	286	4.44	5.0
Time pressures and balance issues	283	4.39	5.0
Position and worktime flexibility	287	4.33	4.0
Recruitment and retention of women	282	4.25	4.0
Family-friendly policies	284	4.10	4.0
The availability of mentoring and training	284	3.97	4.0
Total	3720	3.95	4.0
Other concerns you have, please describe:	41	3.88	4.0
The image of the legal profession	284	3.78	4.0
Succession and retirement planning	279	3.63	4.0
Billable hours	281	3.54	4.0
Finding employment	283	3.52	4.0
Client development	282	3.38	3.0

Programming

Table 19 How concerned are you about the following issues facing lawyers in the workplace and in the profession?

	Opportunities for promotion and advancement of women lawyers	Position and worktime flexibility	Finding employment	Client development	Managing the business aspects of my practice	Recruitment and retention of women
Very concerned	53.5%	49.1%	19.4%	16.0%	18.9%	44.7%
Somewhat concerned	39.2%	39.4%	35.7%	32.3%	27.8%	40.1%
Neither concerned nor unconcerned	5.6%	7.7%	27.9%	33.7%	31.3%	11.3%

Not particularly concerned	1.4%	3.5%	11.3%	9.6%	10.0%	3.2%
Not concerned at all	0.3%	0.3%	5.7%	8.5%	12.1%	0.7%
Count	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 20 Which functions should be the highest priority for CWBA.

Variable (1= High and 8=Low)	Rank	Average	Median
Creating a network of support and mentoring	1	3.52	3.0
Providing me with resources to help me advance my career (e.g. CLE's, Employment Opportunities)	2	3.58	3.0
Helping women lawyers achieve positions of leadership within the profession and society	3	3.67	3.0
Providing me with opportunities to meet lawyers who have faced similar challenges professionally and personally	4	3.85	4.0
Providing business and career development opportunities (e.g., networking events, member directory, referral resources)	5	3.92	4.0
Raising the visibility of challenges that women face in society in general	6	5.20	6.0
Recognizing the extraordinary achievements of women lawyers	7	6.06	6.0
Providing me with news and information about the legal community	8	6.19	7.0

Table 21 As a member, I feel like I belong in the CWBA:

	.	Count
5 - Strongly agree	39.2%	111
Somewhat agree	31.1%	88
Neither agree nor disagree	17.7%	50
Somewhat disagree	9.5%	27
1 - Strongly disagree	2.5%	7
Average	3.95	
Median	4.0	

Table 22 Does the CWBA provide sufficient programming in the following areas? (Summary)

Variable (1=strongly disagree, 5=strongly agree)	Count	Average	Median
Persons with disabilities.	273	3.03	3.0
Race and ethnicity.	276	3.42	3.0
Sexual orientation and gender identity.	276	3.43	3.0
Diversity and inclusion.	276	3.69	4.0
Women in the profession.	276	4.32	5.0

Table 23 Does the CWBA provide sufficient programming in the following areas? (Disaggregated data)

	Race and ethnicity.	Women in the profession.	Persons with disabilities.	Sexual orientation and gender identity.	Diversity and inclusion.
5 - Strongly agree	14.1%	50.4%	7.0%	14.5%	25.7%
Somewhat agree	33.0%	33.7%	19.8%	28.3%	32.6%
Neither agree nor disagree	37.0%	14.5%	48.7%	44.9%	29.0%
Somewhat disagree	12.7%	0.7%	18.3%	10.1%	10.1%
1 - Strongly disagree	3.3%	0.7%	6.2%	2.2%	2.5%
Count	100.0%	100.0%	100.0%	100.0%	100.0%

Table 24 Diverse and Unique Opinions within the CWBA are Valued I

Sample Size	Median	Average
240 of 240	8.0	7.45

Table 25 Diverse and Unique Opinions within the CWBA are Valued II

Agree/Disagree	Count	Percentage
0	2	0.8%
1	5	2.1%
2	4	1.7%
3	9	3.8%
4	7	2.9%
5	25	10.4%
6	14	5.8%
7	37	15.4%
8	48	20.0%
9	22	9.2%
10	67	27.9%
	240	100.0%

Figure 12 Diverse and Unique Opinions within the CWBA are Valued III

1= Do Not Agree – 10=Strongly Agree

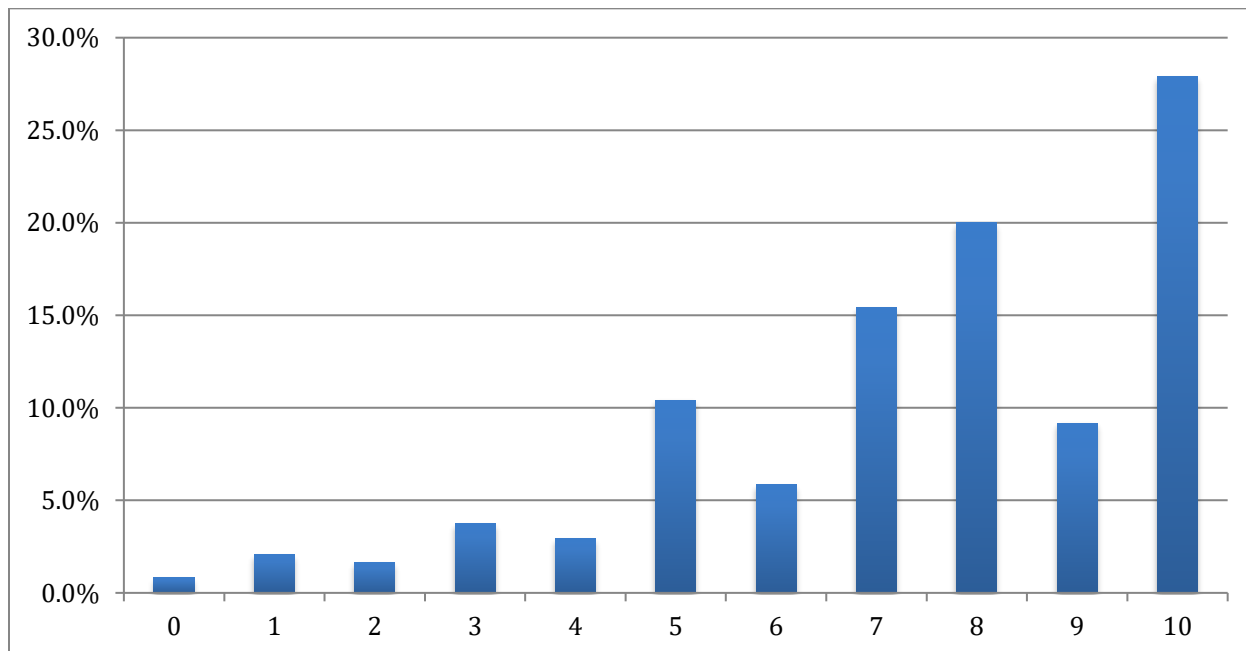


Table 26 Additional Comments on Experiences at CWBA

[Responses were coded and grouped according to the frequency of the themes. Overall, most comments listed these themes as obstacles to engagement or sense of belonging in the CWBA. Full list of qualitative responses available in Appendix.]

<i>Race/DEI</i>	<i>Sexuality</i>	<i>Geography</i>	<i>Politics</i>	<i>Expense events</i>	<i>Big Law focus</i>	<i>Other</i>	<i>Total</i>
11	4	2	4	2	3	13	39
28%	10%	5%	10%	5%	8%	33%	

Table 27 How many CWBA events have you attended either in-person or virtually in the last 12 months?

<i>How many CWBA events have you attended either in-person or virtually in the last 12 months?</i>	<i>Count</i>	<i>Percent of Data</i>
0	49	17.5%
1-3	161	57.5%
4-6	47	16.8%
7+	23	8.2%

Table 28 In-person CWBA programs are accessible to me:

<i>In-person CWBA programs are accessible to me:</i>	<i>Location</i>	<i>Timing of programs</i>	<i>Cost</i>
Not accessible	18.8%	10.5%	5.8%
Moderately accessible	39.0%	55.3%	37.2%
Accessible	42.2%	34.2%	56.9%
Count	100.0%	100.0%	100.0%

Table 29 Virtual CWBA programs are accessible to me:

<i>Virtual CWBA programs are accessible to me:</i>	<i>Technology</i>	<i>Timing of programs</i>	<i>Cost</i>
Not accessible	0.7%	4.3%	3.3%
Moderately accessible	8.7%	33.3%	24.7%
Accessible	90.6%	62.3%	72.0%

Table 30 What are the most valuable member benefits you receive from CWBA?

<i>What are the most valuable member benefits you receive from CWBA? (1=highest priority, 11=lowest)</i>	<i>Average</i>	<i>Median</i>
Networking/Referrals	3.15	2.0
Continuing Legal Education virtual	4.74	4.0
Continuing Legal Education in-person	5.99	5.0
Leadership training and opportunities	6.04	6.0
Volunteer Opportunities	7.26	7.0
Public policy	7.44	8.0
Annual Convention	7.61	8.0
Socials and holiday parties	7.88	9.0
Member listserv	8.28	9.0
Mentorship programming	8.54	9.0
Support for pursuit of judicial career	8.69	9.0

Judicial Endorsement/Due Diligence	9.20	10.0
Award nominations	9.90	10.0
Partnerships with other bar associations	10.43	12.0
Other	14.86	15.0

Communications

Figure 13 How regularly do you engage with the 1891 blog?

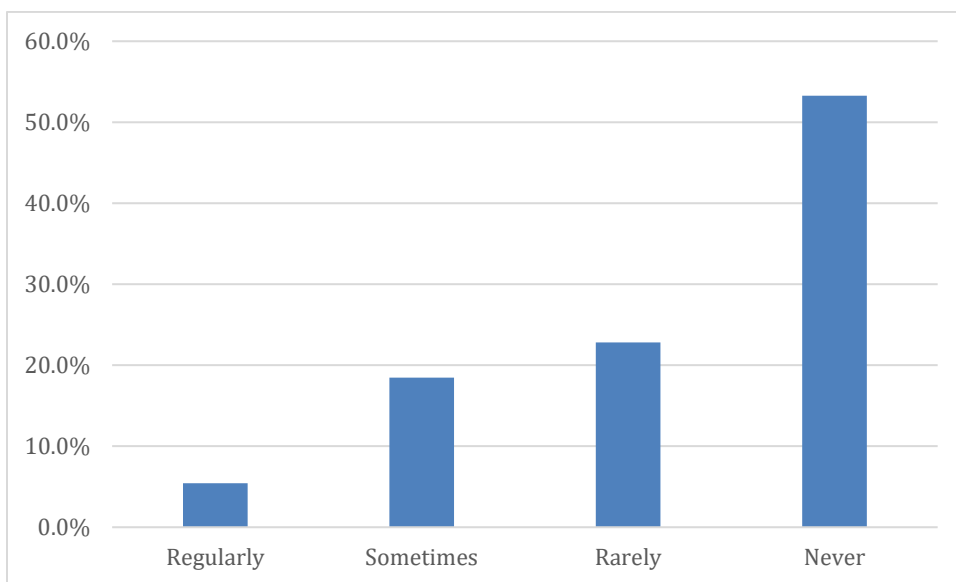


Figure 14 *When you visit our blog, do you?*

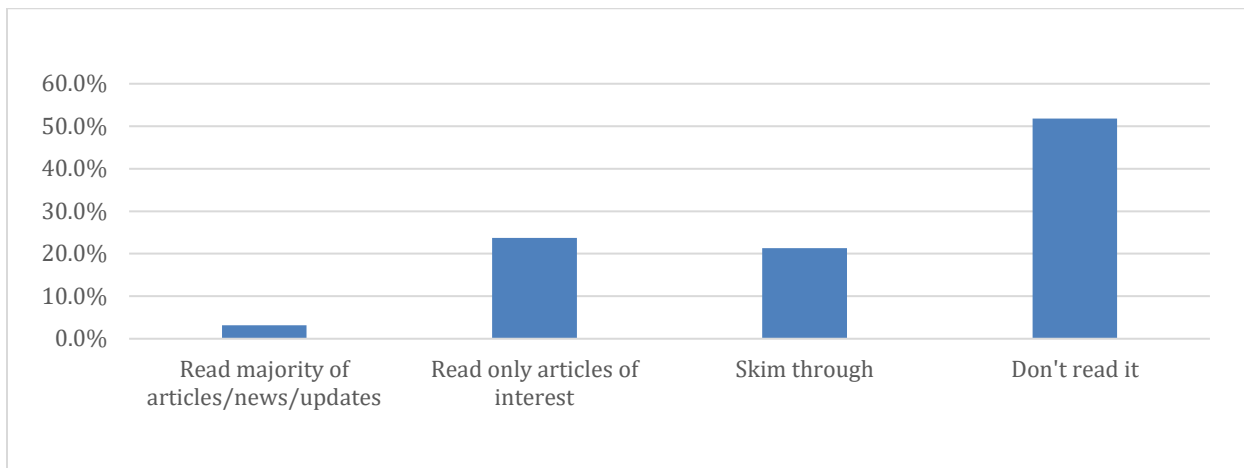
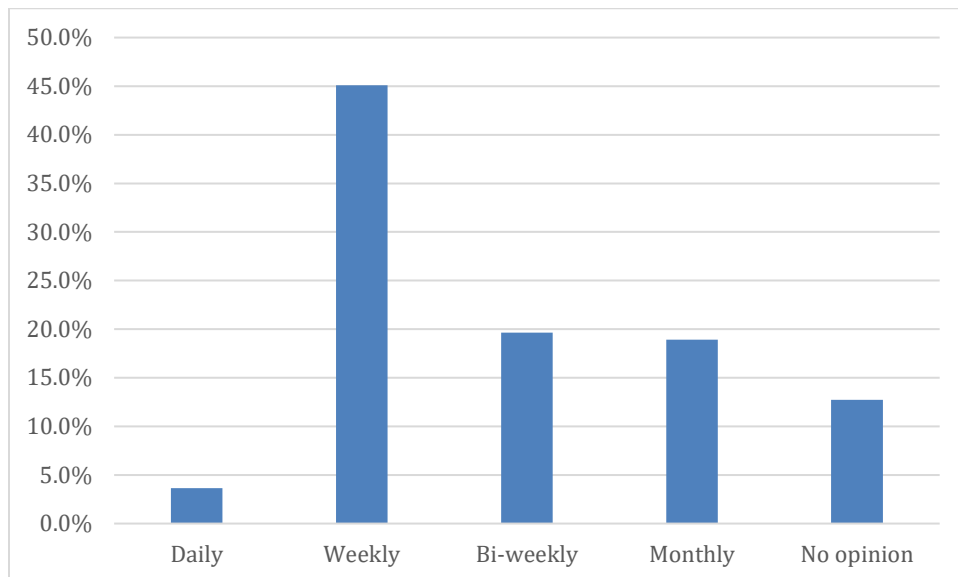


Table 31 *What type of content would you like to see in our blog?*

Top Themes	
Colorado women in legal profession	Practical tips on practicing the law
Women’s leadership	Wellness

Table 32 *How often do you prefer to receive communication?***Table 33** *Have you served in a leadership position within CWBA in the last five years?*

No, I have not served in a leadership capacity with the CWBA	226	84.0%
Serving on the CWBA Board of Directors	31	11.5%
Chairing a CWBA Committee	21	7.8%
Serving as a CWBA officer (i.e., on its Executive Committee)	12	4.5%
Leading a CWBA Task force or work group	11	4.1%
Serving on the CWBA Foundation Board of Directors	8	3.0%

Table 34 Are you interested in a leadership capacity in the future?

	Are you interested in a leadership capacity in the future?	%
Yes	39	17.3%
No	82	36.4%
Maybe/Need more information	104	46.2%

Table 35 I know how to pursue a leadership role within the CWBA?

I know how to pursue a leadership role within the CWBA:	Count	Percentage
Agree	9	23.1%
Somewhat agree	13	33.3%
Disagree	17	43.6%
	39	

Table 36 Are there any CWBA programs that are not as successful as they could be? If yes, please identify the program(s) and any thoughts as to how they could be more successful.

Top Three Issues:

1. Too many events/programs
2. Overburdening volunteers/ governance
3. Financial performance

Selected Comments:

<p>Financially, there are many missed opportunities related to our events, such as convention. The profitability is nowhere close to where it should be for an organization this well established. Our board is also too large with committees with overlapping responsibilities that could be consolidated. For example, the programs committee could be eliminated entirely, making the other committees solely responsible for planning programs related to their topic.</p>
<p>I think some of the new programs are very successful but I wish there were more variety of some of the timings, like the on what grounds. While it's a hard time to meet for government and trial attorneys, it's great for many other members. Just hard to gauge to everyone can get the opportunity to participate. I really appreciate the efforts to find a wide variety of events and timing so that everyone can at least participate in some events over the year. The CWBA does this better than any other bar association in Colorado, in my humble opinion.</p>
<p>I think we should reconsider the frequency with which we conduct the Mary Lathrop and judicial awards.</p>
<p>Less events with more focused energy would make them better and likely increase attendance.</p>
<p>Please find a better platform for the listserve to make it more usable. See, e.g., CBA</p>
<p>Sadly, the Storming series was not successful this past year due to low registration numbers. This was very unfortunate as it looked to be a great event. I would like to see fewer events or events be more spread out, and provided at a lesser cost for participants, so that turnout at critical programs like this will be sustainable.</p>
<p>The chapter programs. See previous comments.</p>
<p>These are volunteer positions, it should be thoughtfully considered how much of each program lands in chairs and committee members. Avoid giving tasks to check a box and give tasks that are meaningful and purpose driven as a win win to both organizations and individual</p>

Table 37 CWBA Weaknesses

Top Three Issues:

1. Cost of events/CLE
2. Overburdening volunteers
3. Too many events/programs

Selected comments:

Broad engagement from members
Can be expensive
Communication, judicial due diligence is overwhelming for chairs , connection with members
Lack of CLEs (free or not, but definitely free), lack of free networking opportunities (even if members had to pay for their own drinks, just getting people together at a brewery wouldn't cost anything), lack of recognition of diverse members (which awards does the professional advancement committee nominate our members for, and how do they hear about members to nominate), lack of members of color
Overburdens volunteers
Overwhelming programming
Planning events with diversity bars
Too many events
We stretch ourselves too thin trying to do everything
costs , elitist attitudes, DEI struggles , lack of focus on the broader interests of women in the community, particularly marginalized groups
diversity; too many events - feels overwhelming
doing too many things
lack of diversity
over-programming
still not inclusive enough; so many committees it is sometimes hard for members to be aware of all that is going on. I felt more informed as a board member but not so much as a member
too many events and not enough in smaller jurisdictions
value for transactional attorneys
waste people's time with things that are not engaging
working with diversity bars

Table 38 Opportunities for the CWBA

Top Three Issues:

1. Expanding networking opportunities
2. Build relationships/networks with other bars (esp. affinity bars)
3. Reduce programming

Selected comments:

Expand and encourage membership/mentorship/networking
Expand network for women it celebrates
Financial in improving profitability of events
Honing the programs that best serve its mission and members
Intersectionality
Narrow its focus
Restructuring will be good
We have such a deep bench of fantastic members. We could be doing some amazing CLEs or partnering with other bar associations on them but we're not. That's a big missed opportunity.
be strategic about events that emphasize quality over quantity as well as inclusion
collaborate with other bar associations , DEI growth across the organization/ committees
coordination with other bar associations, diversifying leadership (including geographic diversity from across the state), and an incredibly strong public policy team
focus more on relationship building among members
increasing diversity
we can refocus to accomplish 5 goals each year instead of trying to accomplish 20 smaller goals

Table 39 Potential Challenges for CWBA

Top Three Issues:

1. Volunteer burnout
2. Inefficient governance
3. Diversity and inclusion

Selected Comments:

Burnout of members and it's Board
Busy lawyers as the backbone of the organization
Inclusion
It may be getting tough for the Board with so many committees and the more committees the harder to communicate/collaborate across the organization. Not sure how we best find ways to collaborate without multiple committees reinventing the wheel.
Lack of diversity , lack of free events for members.
People are too busy to become involved
Recruitment
Value proposition/focus of mission
Younger generations are less and less concerned about sex & gender disparity in the workforce
competing with other bar associations
creating opportunities for women in the restructuring
diversity in membership
entrenched ideas and practices, reputation for not being very diverse or welcoming
increasing diversity
navigating the post-pandemic, zoom-centric world
too many chefs in the kitchen - need more streamlined leadership

Figure 15 Are you interested in participating in a strategic planning focus group?

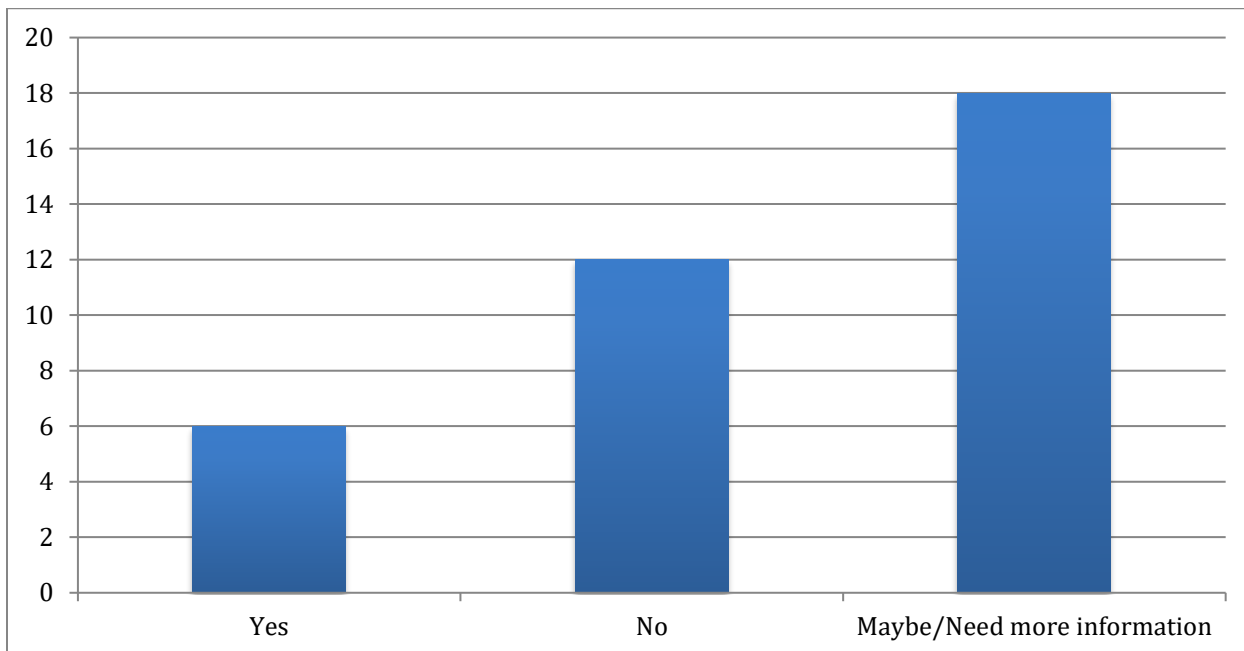


Figure 16 How likely are you to renew your CWBA membership?

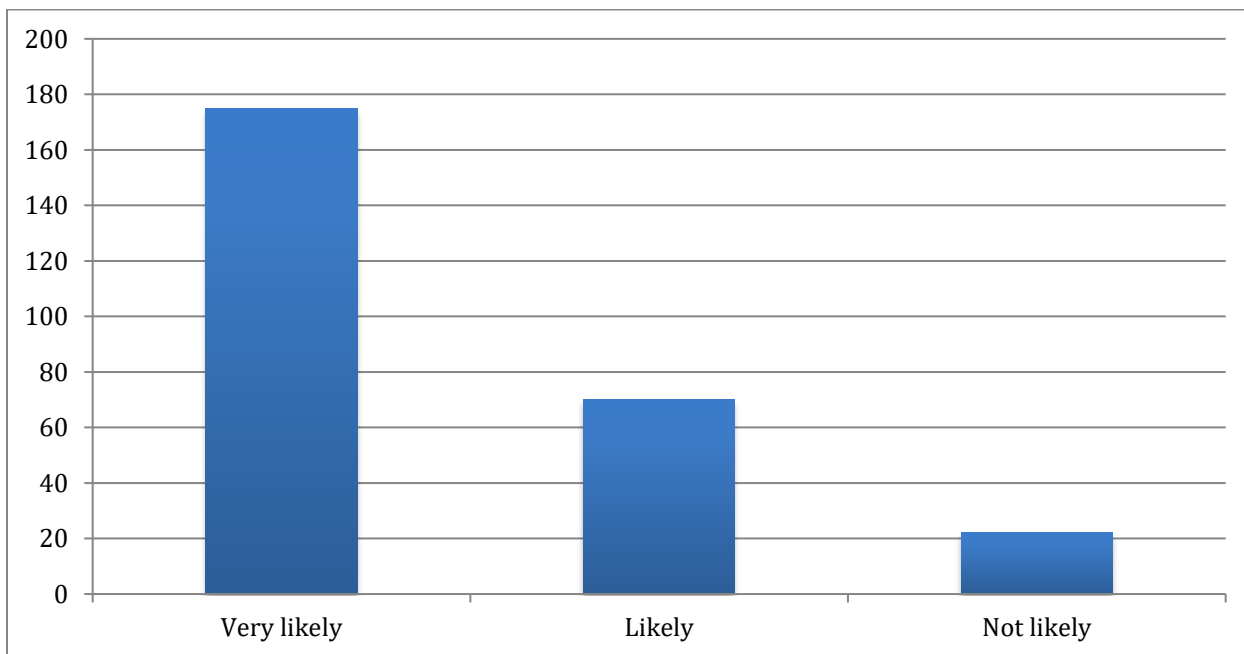


Table 40 What is the Value of CWBA Membership?

Membership Value:

1. Support work of organization
2. Take advantage of CLE/networking
3. Too expensive/dues too high

Selected Comments:

A key reason I keep up my membership is to support the work you do for young attorneys who are often isolated or need encouragement.
As nearly retired person, dues are somewhat high , but I love the organization and want to stay a member as long as I can.
Being as isolated as I am, my membership in CWBA helps keep up my spirits and my commitment to progress for women and children, as well as those in the community who are most vulnerable and who need our support. Because many of us have challenges that our legal brothers don't have yet (face it all the childcare and emotional labor is on us, even after all these years...) CWBA is there for us in a way that our ordinary bar associations can't be. I participate in organizations and committees here in Colorado and in California but I find the social and political environment in Colorado a bit more challenging although we've done a lot to widen it's horizons. CWBA is where I feel most at home, most welcome and most empowered.
Despite my constructive feedback, I want to see the CWBA be a force for good and a leader within our legal community. I think our membership is incredibly powerful for advancing women in the profession and we are only just starting to truly tap into this potential through policy action and organizing.
Great group of members
I am assuming that being a member of CWBA will be more valuable after graduating law school. To date, it has been of very little value.
I am moving to the Grand Junction area and would like to stay engaged. Is there a chapter there?
I don't totally feel like i have a space because I am a solo/partner. I would be interested in helping develop that.
I have to pay any bar membership fees myself, as a non-profit/public service employee, so generally have not maintained memberships, but sometimes attend events.
I haven't been able to access much of the programming, although I would like to.
I hope this year's convention address the concerns raised at the group coffee chat at the end of last year's convention. Less focus on wine and mummies, more focus on the strengths women bring to the profession.
I renew my membership primarily to support the work , not for benefits to me personally.

I think CWBA membership is essential for every woman attorney!
I think I probably don't see as much value as I could because I don't attend as many events as I could. I do get frustrated that events are fairly expensive (\$35-50 each, on average) on top of dues.
I think it's a great organization for women lawyers and Colorado attorneys are lucky to have it
I think there is such a diversity of income levels, practice areas of law, that to me, it is overwhelming thinking of hundreds of women at a gathering and me not having anything in common with them or and not knowing anyone.
I understand why you need to charge dues, but the price is a stretch for me as a young government lawyer with significant student loan payments.
I would like to see social events that cater to retired or inactive attorneys. I think there are quite a few of us and no events are directed at us.
It is a fair price.
It is critical to have strong women's bar in Colorado. CWBA is doing a fantastic job! Please keep it up! Sincerest thanks!!!
It is expensive for judges to be involved in multiple diversity bar associations.
It is too expensive
It is valuable and far better priced than the CBA, but as salaries stagnate and childcare costs rise it is more challenging.
It would be more valuable if programs and events were more accessible.
It's frustrating to pay an annual fee and then have to pay for every event to attend.
Kind of hard for me to justify as a lawyer working in public policy as I recall a lot of the "value" was litigation or judicial support based.
Membership fees are substantial for attorneys who work at small firms like mine. I pay my own dues and I don't get sufficient value for what I pay, but I recognize that my level of engagement is low.
Most valuable bar association I belong to
The CWBA classes and listserv are extremely valuable to me as I would not have any other means of learning about many of the topics you offer in your classes. And the listserv is interesting because we get to see the questions and responses. Love it!
There are so many organizations and dues for each. Especially now when it is no longer tax deductible if you are a W2 employee. I may be more likely to be a continuous member if my dues was a monthly amount that just continued year after year.
Unless changes are made to reflect neutral support of all women and transparency to insure this occurs, I will not likely remain a member.
Voluntary bar associations have to very clearly offer their members a benefit. I'm consistently disappointed there are fewer free CLE opportunities .

We need to focus on providing members value , not just continually asking people to join or renew
Where's the Board member of a "greater Colorado" in the leadership section?
Wonderful organization - amazing women (met at convention 2022 and virtual events)

Table 41 How likely are you to recommend CWBA to a colleague?

<i>How likely are you to recommend CWBA to a colleague?</i>	<i>Count</i>	<i>Percentage</i>
Very Likely	128	47.4%
Likely	92	34.1%
Undecided	34	12.6%
Unlikely	11	4.1%
Very Unlikely	5	1.9%

Appendix

Table 42 Full Comments - Please share additional thoughts you may have about the mission here.

<i>Please share additional thoughts you may have about the mission here. CWBA Mission: To advance women as leaders in the legal profession and the interests of women generally.</i>
"the interests of women generally" is a bit generic for my taste
All women (not "women generally")
Feels pretty vague
Great program
I am saddened to hear that the CWBA will dissolve the Legal Services Committee for the 2023-2024 year. This Committee provides pro bono legal services and information to women, including critical Know Your Rights presentations that advance the interests of women. The Committee has also historically supported women and children with donations and legal services in ways that advance our mission. While I did not apply to chair this committee and understand the need for dedicated leadership, I had planned to stay involved with this Committee and champion its work. I'm sad to see this change.
I don't feel like there is a space for more conservative views. I don't like that CWBA strongly supports abortion rights. I would like to be part of the organization, but feel ostracized for my pro-life views.
I don't love this! More female leaders in the legal profession doesn't necessarily mean more equity or even better outcomes for women specifically.
I find that competitiveness and cattiness continue in the organization.

I take great objection to the way the sexual harassment at the SC level has been handled. I consider it the same old same old where everyone looks the other way or sweeps it under the rug. No action but not even a lot of lip service.
I think CWBA does a good job of advancing women but does not give enough attention or credit to solo practitioners and women in small firms.
I think CWBA focuses more on advancing women as leader, rather than focus on the interests of women in this profession.
I think it would be helpful to add reference to women as lawyers and leaders in the community.
I think sometimes we have mission creep. We do a lot of excellent legislative advocacy work but sometimes it's around children's issues, for example. And we should, but maybe we need to expand our mission. If not, then I think we need to drastically narrow the scope of what we do.
I think the mission reflects the advancement of women as leaders, but I think there needs to be more intentional work around "interests of women generally." Specifically, I think some of the programming needs to reflect the diversity of women.
I think this is generally the truth. I think whatever you can do to connect more with law students would be great!
I think this organization fails to fulfill its mission
I think this works because we help woman lawyers advance to get jobs and awards.
I think we should add interests of women and children generally
I value the perspectives brought to the organization by past presidents and "nuts and bolts" approach to addressing issues and educating and equipping female lawyers on how become strong leaders, role models and mentors in many aspects of life and the legal profession in particular.
It is a good organization but not mutually supportive of women practitioners.
It would help if there was a mentorship program and it paired more senior attorneys with younger ones.
Mission seems focused on one political slant and not needs of all women considered
More opportunities need to be available to women and clients in southern CO
Not everyone in the law is going to be a leader.
Nothing to add
Nothing to add.
Please lets continue Zoom events for those of us who love to participate but cannot leave home office due to disability.
The CWBA fails to support qualified female candidates for judgeship opportunities despite its proclaimed mission to do so.
There are opportunities but it seems limited. It is way too big to make meaningful connection.
When did we drop the interests of "children?" Wasn't the mission originally focused on the interests of women and children?
Women, underrepresented people, and those communities in need
You advance politically liberal principles - you do NOT advance the interests of all women
maybe it's time to revisit the mission and add some language about intersectionality?

Table 43 Full Comments - Optionally, as it relates to the statements above, you may provide any additional comments or details about your experience with the CWBA.

<i>Optionally, as it relates to the statements above, you may provide any additional comments or details about your experience with the CWBA.</i>
As a 1L, I don't have enough knowledge/experience of CWBA to have an opinion about many of the above items.
As a woman of color who doesn't practice law in a big firm, I feel like I don't fit in.
As someone who practices in the Central Mountains, I don't feel like I am able to fully engage with and enjoy all the benefits of CWBA membership, since the majority of events and opportunities to network occur in the front range.
CWBA appears to be homogeneous in terms of white and heterosexual. Also, I think there needs to be continued focus on offering events that don't include or center around drinking alcohol.
CWBA has ZERO tolerance of conservative opinions
CWBA leadership seems so together and I am not.
Clique oriented, small group in power, bipoc views often overlooked or tokenized
I am new but I don't see many events that promote diversity. Would love to see more
I attended a CLE a few months ago with a panel discussing women as partners at law firms. I was disappointed by how cagey they seemed when discussing compensation. There is a lack of transparency. I have no idea whether I would make ten percent more or ten times more if I became a partner. I can't assess issues of pay equity because I don't know what is typical. It would be helpful to have data by gender, age, experience, practice area, region or location, in-house or law firm, etc.
I do not have much since I am just a law student, but I am honored and excited to be part of the CWBA.
I enjoy the CWBA programming, but I am unlikely to ever go to conference because of both cost and time constraints.
I feel like in the past few years it's become somewhat of a polarizing environment with political ideologies. Being a female attorney is hard enough and the stresses of feeling pressured to accept certain opinions and ideologies is uncomfortable.
I feel very out of place as someone who comes from a "non-traditional" legal background. From this, I mean someone who is not employed at a big law firm. While the majority of CO attorneys are NOT employed at big law firms, the culture that dominates at CWBA is one that reflects an assumption that members have CWBA dues and registrations paid for them by firms and access to request sponsorships from big firms. As a non-profit attorney, that is not my experience and I often feel uncomfortable and somewhat unwelcomed at events I can't afford to pay out of pocket. I also feel that the CWBA has done great work advancing DEI initiatives, but that we can do much more, and think more critically about how our work, particularly within public policy, advances privileged positions and perspectives. This may be inherent to the fact that we advance the status of women attorneys, rather than just women, broadly. This is not a critique of the public policy leadership - they have done an amazing job in the years I have been a part of the CWBA. It is more the conversations I've heard that arise at public policy meetings and where our priorities end up after these discussions. Policies that primarily impact women of color, for example, seem somewhat sidelined in favor of policies that advance the interests of disproportionately white women from higher income levels (which, I assume is also the majority of the makeup of CWBA's membership). I'd like our work in the community and at the legislature to reflect a prioritization of policies that positively impact the most disenfranchised women in Colorado.
I felt I did not have a real understanding in areas I do not personally experience. In my perception from the outside, I believe the CWBA does incorporate DEI practices, but I think it is important for you to base your understanding on those with personal experience.
I love this organization!

I miss the events in the Tech Center.
I really got a lot out of the program with Jessica and the program with the Denver law firm that does sexual harassment
I think the CWBA focuses too much on "diversity" rather than the day to day lives of female lawyers--straight women with families trying to navigate a largely male profession.
I think the CWBA often lacks a non-white perspective. I don't think this is purposeful, but I do think it is systemic.
I think the CWBA should be seen as not alienating men when advancing its interests, and I think we do that.
I think we need to give more support and attention to women practicing law and trying to raise a family. Particularly single mothers. Also not every woman is going to be a partner in a big law firm with funds to have child care and a partner who could support the family should that big law practitioner choose to take time off to raise her children. We must recognize that most women are not this privileged. Also we need to pay attention to those women who are forced to leave or choose to leave the practice of law because of their responsibilities. We need to figure out how to support these women better and to bring them back without judgment when they are ready. Also we need to help and understand those women who choose public service rather than big law and support their needs as well. We also need to fight for and support the number of women leaving the bench and try to figure out why and force the government to pay attention to this problem. There is still a strong sense of mysogony running through the judicial branch and in the performance commissions, sadly even those with women on the commission who should know better but don't support women on the bench. This must change
I would like more opportunities outside of the metro area. I think the "on what grounds" discussions look great but it is hard to be available at 8:30 during normal business areas
In recent years the organization appears to have put effort and resources towards attracting a diverse membership.
Less of a tolerance towards people with more conservative viewpoints. There is an assumption that all members share the same political philosophy, Democrat, big government, left leaning media.
My experience has evolved over the last several years and the organization has become more collaborative with other affinity groups. I'd like to see more of that.
My involvement the last several years has been limited, so I can't really judge the DEI work except that I see more diverse women at the convention and in cwba leadership positions.
My only real contact with CWBA is via the listserv. I see the women members of CWBA to be affluent, career minded, and members of the "silk stocking" law firms.
Opportunities to socialize/network with other members is important. My answers reflect the CWBA as distinct from my local CWBA organization. The local organization does a relatively good job of satisfying that goal. I wanted to emphasize that my responses are about the state organization, not the local one.
The CWBA has always felt focused on white women. I think that is just now starting to shift a little.
The CWBA has done a great job focusing on programming on sexual orientation and gender identity. However, there is still room for growth with programming centering on diverse voices. There are a lot of women of color practitioners and judges that should be highlighted and provided with opportunities to present and be recognized for their career trajectories.
The CWBA is far too Denver centric and does not serve all women in a neutral manner. The morals and values of those in positions of leadership seem to drive the organization based on their perceptions of other which may or maynot be accurate. These leaders are well intended, but the result is opposite the mission of the organization. We need to find a way to overcome this issue.
The reason I no longer belong to CWBA is that they do not waive dues for persons who have been practicing more than 50 years. The CBA does and I am a member of the CBA.
The virtual events were very cliquish and a lot of the committees feel the same way.
What happened to the mission statement re: advancing the interests of women AND children under the law?

When I first started out I felt sort of overwhelmed going to events and didn't really feel like there was a space for me so despite my interest, I struggled to feel like the events and "networking" were worth my time
Would like more CLEs on Business management, stress management, managing cases, managing Employees, life...and less about inclusion and diversity. Diversity and Inclusion should be part of the former implicitly.

Table 44 Full Comments - What could the CWBA do better?

As a former board member, I was surprised at how little the CWBA impacted me once I left the board. I feel somewhat like it is just another legal organization. Having events and CLEs help with the connection.
As a licensed lawyer who does not practice law, have opportunities for those of us that don't practice law to get together.
Assist all women attorneys with legislature for equitable job consideration. Equal pay, time off, opportunities for advancement and consideration for child bearing tim
Be more collaborative with other diversity bars. I feel like we can accomplish even more if we work together.
Be more inclusive and welcoming at events to those who are not as connected or trying to find a place to fit in.
Be more inclusive of new people.
CWBA fails to walk its talk. It does a lot of CLEs and talks about the state of affairs but offers little action. CWBA has failed to provide advocacy or support for women who are being marginalized. The organization has also been missing on significant topics such as the issues with the CO SCT. CWBA refused to support female candidates for the federal judiciary and has only issued tepid statements of quasi support for women up for other key roles. It is difficult to support or take seriously an organization as important as CWBA that will not step up to advance and support its own members.
CWBA feels heavily corporate-based. Most of the events are held downtown, at law firms. This makes many events inconvenient or inaccessible to many lawyers in the greater metro area and beyond. There is little networking opportunities available for government-based lawyers, as the focus falls so heavily on private practice.
CWBA feels like it does too much. Board members are burned out and there's a lot going on. It's almost impossible to keep up with everything that's happening, which in turn makes communication with and inclusion of chapters really difficult. CWBA needs to get pretty clear on what it does well and turn its attention to those things. My guess is that most members would prefer more free CLEs and also networking events. We should also keep up with public policy and judicial endorsement, but there are so many other things we do that maybe we just don't need to do.
Continue to diversify programming.
Continue to strive to not have a one size fits all approach to meeting members' professional needs.
Continue with hybrid events. Sometimes it's hard to get downtown from my work and it's nice to still participate online.
Create new avenues for engagement. Maybe CWBA Coffee Breaks (quick online chats), more volunteer opportunities, dinner groups.

Creating opportunities for non-women, non-members to support us (a lot of male peers want to be involved or support us but feel that they are stepping on our toes).
Diversify more. It feels like there is more focus on everything but criminal law.
Early on calendar of events perhaps
Encourage more BIPOC women to be part of leadership and also actively seek out BIPOC women that can share their stories and success.
Encourage more judges (female and male) to join and be active with CWBA
Events
Finding ways to engage attorneys outside of Denver. I practice in Southern Colorado. We don't have enough attorneys in my area. I wish CWBA would help encourage and support rural practitioners. We have such a huge need for skilled attorneys throughout rural Colorado!
Foster leadership and involvement among new lawyers. I think this is such a formative time to show new lawyers the value of the CWBA so that they commit to the organization for the rest of their career and beyond.
Foster opportunities for more meaningful connection
Have events that are easier to attend for people outside of the metro area either by zoom over lunch or on weekends
Have objective and entirely transparent methods of determining whom and what they do and do not endorse.
I am an ally and I wish there were more places for me to learn how to be a better ally.
I do not attend that many events because the topics aren't that interesting to me so I am hoping for more diverse and inclusive topics in the future.
I do not see a lot of activities from local Women's Bars
I don't know; I think you're awesome already.
I joined to connect with other moms who are attorneys, I'd like more focused networking for moms who are attorneys, particularly of younger kids. It's hard to make parent friends and I'd love to find other moms who are attorneys to connect with.
I like how the CWBA has been narrowing its focus. When participating in committees, it's too much work and pressure for busy lawyers. The CWBA tends to try to do too much and it burns out people who want to volunteer but are busy with work and raising kids.
I think the CWBA could simplify the number of events. Although many of them seem interesting, it can often be overwhelming to choose what events to attend and to fit into your schedule.
I think there is a huge loophole in employment law and other areas of the law protecting women from mistreatment by judges they appear in front of. This is in regards to appropriate breaks, pumping, inappropriate comments, sexual advances, making attorneys stay past 5pm [when family obligations begin], forcing attorneys to appear before 8 am [when daycare/school drop off is implicated], etc.
I would appreciate smaller-group opportunities for building relationships, networking, etc. Large networking events feel impersonal and forced to me.
I've really enjoyed the additional hybrid programming and webinars. With long commutes and children, it makes my active participation in the CWBA much more attainable.
I've tried for a decent amount of time to think of something, but I can't.

Include and respect “diverse” views. i.e. I feel Dobbs was properly decided but I am made to feel like a pariah because I have that opinion.
Inclusion both racial and geographic
It would be amazing if the CWBA had more opportunities and programming for attorneys working outside of the Front Range/metro area.
Keep fighting for equity for women, all women, in all facets of the law.
Less emails.
Less in your face on controversial topics such as gender identity and making a lot of programming centered on that.
Less, more-focused events
Lots
Make sure that all generations are equally welcomed and supported
Make the convention more accessible. Going to the mountains is fun, but not realistic for all financially and also can be hard for working parents (despite childcare options being offered). I tried to book the convention hotel room not long after it was announced and there were no rooms with the group available. I think we should make it easier for all to participate without it being a burden.
Maybe include technology CLE's or tutorials? That's what I struggle with most.
Maybe, maybe, develop "groups" from within the group so lawyers could connect on a smaller basis and maybe easier to connect in a smaller group of lawyers with similar interests.
Mingling more. It feels like leadership are all friends with each other and don't really reach out to other members at events.
More DEI work.
More EDI training
More activities w other bar associations to promote diversity, speakers, law practice management, cles
More development and celebration of solo and small firm practitioners.
More focus on intersectionality and issues that face women with identities that fall within multiple traditionally marginalized groups
More programming highlighting the contributions of women from underrepresented backgrounds to the legal profession and our community.
More programs and events outside of Denver or allowing for virtual attendance.
More programs for women in larger firms about client development, time management, retention and diversity.
More small group opportunities to meet and work with other women in the industry.
N/A
Not be so polarizing. Allow for other viewpoints.
Offer more programs with virtual attendance options for those of us who aren't in the front range.
Plan events with diversity bars
Please consider providing more networking events. Once a month happy hours? When I can't make one of the big events, it feels like I am out of luck for half a year.
Please see prior comments in this regard.

Provide more affordable options for membership and event attendance. These feel inaccessible to women just starting their careers, particularly those going into public interest.
Provide more opportunities for new members to get integrated.
Provide opportunities that don't require a drive to Denver or the mountains.
Publicize outside the legal profession how great women lawyers are.
Reaching communities outside Denver/metro area
Recognize that some women are more interested in social justice and helping their communities than making partner.
Recognize the diverse population in the CWBA and not everyone has the financial ability to participate in some programs or travel to participate, or even get time off of work as it is NOT billable time.
Recruitment of men members.
Scheduling events so they are not competing with each other.
See above
Somehow get younger racially diverse attorneys involved even though they can't necessarily see themselves in current leadership and membership.
Sometimes I think we are spreading ourselves too thin and could consider focusing our mission and programming.
Support its judges
Support the retention of women judges. The current process is subjective & unfair. The CWBA can immediately support the retention of talented women judges in many ways. For example, we can ask our members to make a commitment to fill out a survey for every women judge that they appear in front of. The survey only takes about 10 -15 minutes. In the long run, the CWBA can advocate for a change to have fair and objective retention process. Women judges who work harder and perform better face discrimination in the retention process. Statistically, women judges unfairly get lower survey scores. The CWBA has worked hard to get women lawyers appointed to the bench but we have not focused on getting women judges retained. Women judges who are members of the CWBA do not feel truly supported in terms of action & not just words.
The CWBA has taken some of their best programming bit far. For example, the storming series.
The CWBA is an amazing network and value, for those in the Denver area or those who can easily attend week night events in Denver. As a long time member, that connection and network has been so important to me. I recently moved away from the Denver area and have been very disappointed with the lack of chapter activity and the lack of engagement of the chapter. It's been non-existent, even after emailing the rep to talk about how I could be involved with the chapter. I was basically told to look out for events, for which there has been none. This is a huge missed opportunity for the organization and one I didn't fully appreciate until I moved up here. NoCo is growing rapidly and I know there are plenty of female lawyers up here who would love that community connection.
The Colorado Bar association gives free membership to people who have practiced over 50 years. The CWBA does not. That is why I am no longer a member of the CWBA.
The additional costs to attend events has always been a point of frustration for me.
The law student to member pipeline. Focusing not only on referrals on the listserv; utilizing a chat type function with channels for litigators/policy makers/etc. Free CLEs

<p>The only events I have been to have been mostly law students and very junior attorneys. Having practiced for 13 years, I do not find much support from or connection with these women. While I recognize it's important for me to mentor and give back, I already mentor several younger female attorneys and did not join the CWBA looking for more mentorship opportunities. I would attend more events if the event provided opportunities to network and connect with women who are in a similar place in their career as I am.</p>
<p>There is a lot of focus on the Denver metro area. As someone who lives outside that area, I feel like most programs and networking opportunities are not available to me.</p>
<p>There is not much effort to include Jefferson county women lawyers.</p>
<p>Too many women, mothers, are struggling with housing in Colorado and the nation. Would love to see more proactive and aggressive efforts to help with our housing crisis. It is getting worse, not better. Last year, legislation passed that allows police to live outside the areas they serve because THEY can't even afford housing. So, ironically, the police who are charged with "clearing" the homeless can't afford housing in the same area. The hypocrisy, the growing number of homeless women and mothers, is out of control. It seems to me that women lawyers, especially those who are mothers, could be one of the strongest advocates for solving the problem. Yes, you're up against a national culture based on property ownership (land and people), but who better equipped and armed to take it on than a force of women lawyers? Bits and pieces of token legislation isn't working. We need real change and just seems to me, if women lawyers aren't taking the lead, who else is left who can take on the establishment and solve this? Anyway, would love to see more on tackling the housing problem.</p>
<p>Unsure</p>
<p>Well, I do have some book suggestions: Song in a Weary Throat by Pauli Murray and The Bonobo Sisterhood. Also the documentary film on Pauli Murray is wonderful. I'd love to share these stories with my colleagues in CWBA. They continue to inspire me .Because most of us have limited our recreational reading due to professional and family obligations, books on tape and Audible books are great companions. It would be wonderful if we could share our ideas on these stories.</p>
<p>You are doing a great job connecting and supporting women in our profession, in the courts and legislature and in our communities. Thank you.</p>
<p>as a mid-career professional I would love more opportunities for somewhat formal/structured mentorship and sponsorship from more senior professionals to help me take my career to the next level</p>
<p>lower cost for individuals who don't have firm support</p>

