

Now Accepting Nominations for the 2013-2014 CWBA Board of Directors

by Advocate Staff

Special Edition of *The Colorado Lawyer* Has Been Published

by Advocate Staff

The nominating committee for the 2013-2014 CWBA Board of Directors will soon be formed, so now is a great time to consider Board service.

Service on the Board offers a great way to promote the mission of the CWBA, which is to work to advance the interests of women in the legal profession and women and children generally. Board service also provides an excellent opportunity to enhance leadership skills by chairing one of the CWBA's committees. Visit our website at www.cwba.org/committees to learn more about CWBA committees and their activities. If you have an interest in serving as Chair of a particular committee, consider attending committee meetings and volunteering to help with committee work. To submit a nomination contact the CWBA office at (303) 831-1040 or execdir@cwba.org by December 31, 2012. ♦

The Special Edition of *The Colorado Lawyer*, dedicated to Women in Law, has been published! This edition of *The Colorado Lawyer* is dedicated to women and the law, and has been a year-long project coordinated by the Colorado Women's Bar Association. Articles are written by Colorado female attorneys, the authors include 12 CWBA Board members and 8 CWBA members. Articles are about practicing law as a women as well as legal issues that affect women in the community.

Congratulations to CWBA managing editors Shelly Dill Combs, Ericka Englert, and Doris Truhlar for their work on this special issue.

Visit www.cwba.org/news for the announcement and link to the special issue. ♦

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President's Letter: by Patricia M. Jarzowski Put Your "Skin In the Game" for Other Women Attorneys



Patricia M. Jarzowski,
CWBA President

"There is a special place in hell for women who don't help other women."

(Madeline Albright, Keynote speech at *Celebrating Inspiration* luncheon with the WNBA's All-Decade Team, 2006)

Women attorneys need sponsors in their firms. We need sponsors more than we need career coaches and more than we need mentors. What is a sponsor and how is this person different from a mentor? Mentors offer friendly advice. Sponsors pull you up to the next level.

(Harvard Business Review, "The Real Benefit of Finding a Sponsor, available at http://blogs.hbr.org/hbr/hewlett/2011/01/the_real_benefit_of_finding_a.html)

Coaches and mentors are still important but to make it to leadership positions and partnership positions women attorneys need a special kind of mentor – a champion.

"A sponsor is a strong advocate who has power and influence and uses that advocacy to produce positive career results for you. Sponsors publicly endorse your qualifications and take risks on your behalf, argu-

ing that you should move up to a higher compensation tier or urging their partners that you are ready for equity partnership or a significant leadership position. They alert you to opportunities and appoint you to key posts. Sometimes they call in favors, put pressure on colleagues, or put their reputation and credibility on the line for you." (Ida Abbot Consulting, "Coaching, Mentoring and Sponsorship," available at www.idaabott.com/publications/newsletter/issue-34/coaching-mentoring-and-sponsorship)

To sponsor a woman attorney in your firm you:

- ▶ Expand the perception of what a female attorney can do;
- ▶ Make connections to senior leaders;
- ▶ Promote her visibility;
- ▶ Open up career opportunities;
- ▶ Offer advice on appearance and leadership presence;
- ▶ Make connections outside the firm; and
- ▶ Give advice.

(Harvard Business Review, "The Real Benefit of Finding a Sponsor, available at http://blogs.hbr.org/hbr/hewlett/2011/01/the_real_benefit_of_finding_a.html)

The rate of women entering the partnership ranks has flatlined since

Continued next page

President's Letter

(Continued from previous page)

2008 and has hovered around 19% for the past four years. (National Association for Legal Career Professionals (NALP), "Law Firm Diversity Wobbles: Minority Numbers Bounce Back While Women Associates Extend Two-Year Decline"(2011).)

A 2011 study by the Center for Work-Life Policy, "The Sponsor Effect: Breaking Through the Last Glass Ceiling" explored what is holding women back from top leadership positions. What's been holding women back, the study found, "isn't a male conspiracy but rather a surprising absence of advocacy from men and women in positions of power. Women who are qualified to lead simply don't have the powerful backing necessary to inspire, propel, and protect themselves on their journey through upper management. Women lack, in a word, *sponsorship*." (Harvard Business Review, "The Real Benefit of Finding a Sponsor, available at http://blogs.hbr.org/hbr/hewlett/2011/01/the_real_benefit_of_finding_a.html)

If you're a partner in a law firm, with power and rank and significant influence on the decision-making process, ensure that a high-performing woman's work is noticed, ensure that she is put on key projects or client engagements, and advocate for her promotion.

Put your "skin in the game" by pulling women up the leadership ranks. Women attorneys need sponsors to succeed. Be a champion. It will make a difference! ♦

▶ Save the Date ◀

36th Annual CWBA Convention
May 17-19, 2013
The Sebastian - Vail



A Timbers Resorts Hotel & Residences®

Vail, Colorado
<http://www.thesebastianvail.com>

Lathrop Nominations Sought

By Advocate Staff

Nominations are now being accepted for the CWBA's Mary Lathrop Award. The CWBA presents the Mary Lathrop Award annually to an outstanding female attorney who has enriched the community through her legal and civic activities. The Award recognizes the tradition begun by Mary Lathrop, an early woman lawyer in Colorado, who blazed many trails for other women in the profession.



Mary Lathrop

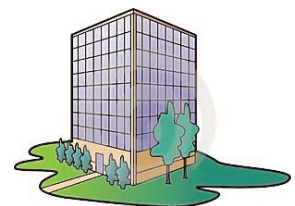
CWBA members are encouraged to submit nominations for the 2013 Lathrop Award, to be presented at the 36th Annual CWBA Convention in 2013. Nominations are due by October 31, 2012. Visit www.cwba.org/convention to download the Nomination Form, which includes background about Mary Lathrop, a more detailed history of the award, and a list of previous award recipients. Contact the CWBA's Professional Advancement Committee Co-Chairs, Jessica Brown (jbrown@gibsondunn.com) and Lisha McKinley (lisha.mckinley@gmail.com) should you have any questions or to submit a nomination. ♦

Office Space Available

Virtual and Real office space available for rent. Beautiful location, close to restaurants, plenty of free parking, spacious conference room, great highway access.

Available furnished or not, and available for immediate rental.

Please contact
Cherie Pyne at
(720) 273-8473
for more information.



The CWBA's First Legal Night

by Ryann Fogel, Legal Services Committee Co-Chair

For many years, Colorado Legal Services (“CLC”) and the Denver Bar Association (“DBA”) have held Legal Nights at El Centro de San Juan Diego on the first Wednesday of every month and at Mi Casa on the 3rd Tuesday of every month. Legal Nights provide free legal information and referrals to individuals and families who cannot afford the cost of legal services. These individuals are served on a first-come, first-served basis. The Colorado Women’s Bar Association recently formed a partnership with the CLC and DBA, and participated in its first Legal Night on September 5th.

The event was a great success! In addition to the volunteers from CLC and DBA, the CWBA was proud to have 5 members attend (accounting for approximately 1/3 of all volunteers). Volunteers were paired with translators and, if new, with other attorneys to conduct client interviews and provide legal information and referrals to walk-in attendees on a wide variety of topics, including immigration, family law, landlord tenant issues, consumer and credit problems, and employment issues.

From the Committee’s perspective, Legal Night truly reinforced the importance of giving back to our community. The number of individuals who were in need of legal services far exceeded the capacity of the volunteers and interpreters who attended. In fact, at least 30 individuals had to be turned away at the end of the night. The CWBA hopes you will join the effort in the future.

Legal Nights are always held from 5:30pm-7:30pm on the first Wednesday of every month at El Centro de San Juan Diego (2830 Lawrence Street, Denver) and on the third Thursday of every month at Mi Casa (360 Acoma Street, Denver) The CWBA is partnering with the CLC and DBA on November 7, 2012; February 6, 2013; and June 5, 2013. We are in need of legal volunteers, as well as Spanish translators for each of those nights. To sign up to volunteer, or for more information, contact CWBA Legal Services Committee Co-Chair Shelly Dill Combs at shelly.dill-combs@judicial.state.co.us.

The Legal Services Committee is also committed to letting members know about additional legal service opportunities. We have posted a variety of opportunities on our website at: <http://www.cwba.org/community/> We seek to promote legal service opportunities throughout the state and we encourage you to use the site as a resource to find the right legal service opportunity for you. ♦



Join CWBA members on December 19, 2012 for KUSA TV Channel 9’s “LawLine 9.” There are two shifts to choose from: 4pm - 5:15pm; and 5:15pm - 6:30pm. Channel 9 studios are located at 500 E. Speer Blvd (Speer and Logan - Southeast corner).

LawLine9 is a call-in ask-a-lawyer program that provides information on options, legal information based on brief descriptions of legal issues, and suggestions where callers may go for legal assistance. It is designed to aid understanding of legal issues and not designed to provide specific legal advice for individual circumstances. Attorney volunteers do not give out personal contact information and do not use their full name. Volunteer attorney's simply offer free legal information to callers. Caller questions generally touch all areas of law. Resource notebooks are available onsite that provide legal resources such as free clinics dates and locations, as well as numerous other referral options.

To sign up to volunteer, or for more information, contact CWBA Legal Services Committee Co-Chair Ryann Fogel at RFogel@mfhlegal.com. ♦

CWBA Programs Committee Announces Plans

by Michelle Meyer, Programs Committee Co-Chair

The CWBA Programs Committee is focused this year on increasing its outreach to CWBA members and non-members across Colorado. We have three events planned throughout the rest of this year and into 2013, and look forward to your participation.

“Power of Professionalism” Ethics CLE – October 30, 2012. Janet Drake, Senior Assistant Attorney General for the Special Prosecutions Unit for the Colorado Attorney General’s Office, will present a one-hour ethics continuing legal education program on the Principles of Professionalism recently adopted by the Colorado Bar Association and the Denver Bar Association’s Professionalism Coordinating Council. The Council incorporated existing principles of professionalism into a single guide intended for legal professionals throughout the state of Colorado with the goal of increasing integrity throughout the legal profession.

The ethics CLE program will be sponsored by and held at Brownstein Hyatt Farber Schreck, LLP, 410 Seventeenth Street, Suite 2200, Denver, CO 80202. The CLE will also be presented as a webinar in order to reach as many participants throughout Colorado as possible. Please keep an eye out for additional program details.

**Brownstein | Hyatt
Farber | Schreck**

CWBA Holiday Party – December 6, 2012.

The CWBA’s annual Holiday Party is scheduled for December 6, and the law firm of Haddon Morgan and Foreman, PC has graciously agreed to host the party once again this year. The CWBA will host a charitable organization at the party and we look forward to your help supporting a good cause. As always, this year’s Holiday Party promises to be a fun event and a great opportunity to share holiday cheer with your friends and colleagues.



HADDON
MORGAN
FOREMAN

NITA Program – February 2013 (tentative dates of February 23 & 24, 2013). The CWBA and CWBA Foundation will sponsor a fabulous two-day NITA trial skills program to be held at NITA’s office in Boulder, Colorado.



The program will feature award-winning faculty, including prominent local practitioners and judges, in a fun and action-packed two-day program intended to hone trial advocacy skills through NITA’s venerable learn-by-doing method. This program is a great way for CWBA members to experience NITA at a substantial price discount. Space will be limited, so please stay tuned for further program details and information about registering for this great program.

Visit us at www.cwba.org/cwba-calendar for details about upcoming events, registration information, and to register online for CWBA events. ♦

Elizabeth A. Starrs Sworn In for the 2nd Judicial District

by Advocate Staff

In a courtroom full of leaders representing Denver’s legal community, members of Colorado’s judiciary, friends, family, and colleagues, Elizabeth A. Starrs was sworn in as a Judge for the 2nd Judicial District of Colorado on September 7, 2012. The CWBA and CWBA Foundation extend heartfelt “Congratulations” to Liz on this notable achievement. ♦



Newly Sworn-In Judge Elizabeth A. Starrs (center) with current and former CWBA Board members.

CWBA Names Rep. B.J. Nikkel as Legislator of the Year

by Sarah Chase-McRorie and Monica Rosenbluth, Public Policy Committee Co-Chairs

The CWBA Public Policy Committee is busy planning the CWBA's Annual Legislative Appreciation Breakfast, to be held on December 11, 2012. This event is a great opportunity to help recognize and honor legislators who have supported the CWBA's legislative efforts on women's issues, including children, families and related legal matters.



Rep. B. J. Nikkel

This year's CWBA Legislator of the Year, Rep. B. J. Nikkel, a Republican, has served residents in the Loveland area since 2009. Because of redistricting, Rep. Nikkel is not running for re-election this November, but she won't soon be forgotten. State Representative B.J. Nikkel has left an indelible mark on Colorado history.

During her tenure at the capitol, Rep. Nikkel has been a stalwart supporter of juvenile justice and child welfare issues, and in 2012, she co-sponsored House Bill 1271, which overhauled the state's 20-year-old juvenile direct file system. HB 1271 has since been signed into law, and limits the filing of juvenile cases directly into the adult system only to instances of egregious felonies like murder and violent sex offenses and even then, routing of the case to adult court can only occur after a hearing. Throughout the highly contentious legislative battle, Rep. Nikkel remained committed to her bill, despite pressure from powerful lobbies within her own party.

Rep. Nikkel will also be remembered for her historic "yes" vote on the civil unions bill in 2012, which died in a special session over the summer. Her "yes" vote on the bill this year was described by Governor Hickenlooper as essentially "calling the question," resulting in the convening of the highly-charged special session. Even though the bill failed this year, Rep. Nikkel says she voted with her conscience to support the bill, because it's the right thing to do, and because it will provide more protection for committed couples and their families. Rep. Nikkel has also said that she believes conservatives will come to realize that the

civil unions bill aligns with their social values and that the bill will pass in Colorado.

While at the capitol, Rep. Nikkel served on the House Judiciary Committee and in 2011 was elected to the post of Majority Whip for the House Republican caucus, a distinguished leadership role. Rep. Nikkel has for years been actively engaged in her northern Colorado community, serving on

the 8th Judicial District nominating and performance review committees, in addition to penning a weekly column for the *Fort Collins Coloradoan*. She also served as district director for former Congresswomen Marilyn Musgrave in the 4th Congressional District.

Please "save the date" and plan to join us on December 11th, from 7:30am to 9:00am at the offices of Holland & Hart, 555 17th Street, Suite 3200, Denver, as we honor Rep. Nikkel's spirit and determination in advancing thoughtful public policy by naming her as the CWBA Legislator of the Year. ♦



**It is fast and easy to renew your
CWBA membership online, at
www.cwba.org/renew.**

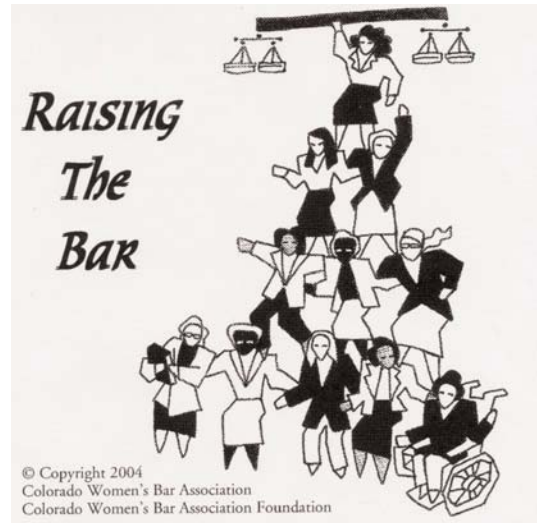
The CWBA's 2012-2013 membership year is well underway. If you have not already renewed your membership, we hope that you will renew today! Your membership is important - whether you join a Committee, attend a CWBA program or event, or attend the annual CWBA Convention, your membership is vital and supports our mission.

Contact the CWBA office at execdir@cwba.org or (303) 831-1040 should you have any questions.

“Raising the Bar” Event Honored Trailblazers

by Advocate Staff

On September 6, 2012, the CWBA Foundation held its 7th Annual "Raising the Bar" Dinner at the historic Brown Palace Hotel & Spa. Almost 400 attendees helped us honor the "Second Wave:" women who continue to raise the bar after the first generation of women trailblazers. Honorees included: Judge Christine M. Arguello (U. S. District Court Judge for the District of Colorado), Anne J. Castle (Assistant Secretary for Water and Science, U.S. Department of the Interior), Leslie A. Fields (Faegre Baker Daniels), Carrie L. Thompson (Colorado Public Defender, Colorado Springs, Colorado), Doris B. Truhlar (Truhlar and Truhlar LLP), and Gina B. Weitzenkorn (Mills & Weitzenkorn PC).



Our thanks to Emcee Stephanie Riggs, and to Videographer Tamara Banks, as well as to everyone who attended the event. We offer special thanks to event sponsors, whose support was vital to the event's success as well as to the ongoing work of the CWBA Foundation. The CWBA Foundation was established in 1988 and works to implement the charitable and educational work of the CWBA, that is, to promote the advancement of women in the law, and to protect and promote the welfare of all women. ♦

2012 CWBAF “Raising the Bar” Honorees



Judge Christine M. Arguello



Anne J. Castle



Leslie A. Fields



Carrie L. Thompson



Doris B. Truhlar



Gina B. Weitzenkorn

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The Advocate is published quarterly by the Colorado Women's Bar Association. The deadline for articles is the 1st day of the month prior to the publication month. *The Advocate* staff reserves the right to edit any material submitted for publication.

Submit articles or comments to the CWBA, Attention: *Advocate* Editors, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002, or to execdir@cwba.org.

Send change of address notices to Executive Director, CWBA, 6870 W. 52nd Avenue, Suite 125, Arvada, CO 80002. Phone: (303) 831-1040; Fax: (303) 539-3994; e-mail: execdir@cwba.org.

Visit our website at www.cwba.org

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The Colorado Women's Bar Association
Membership Reception

**Join us for the annual CWBA Fall Membership Reception,
offering a great introduction to the CWBA and its committees.**

Meet members of the CWBA's Board of Directors, and talk to Committee Co-Chairs to learn more about the work of CWBA committees. Get to know other CWBA members, and enjoy an evening of camaraderie with friends and colleagues.

Bring a friend. Tell a colleague. Invite a student.

Monday, November 5, 2012
6:00 p.m. – 8:00 p.m.



Jonesy's EatBar



400 E. 20th Avenue, Denver, CO

*Only \$19, includes appetizers and a drink; convenient parking meter or surface lot parking.
(See the flier in this issue for all of the details and registration information.)*

For more information about CWBA events and activities, visit the CWBA website at www.cwba.org, or contact the CWBA office at (303) 831-1040.

REGISTER ONLINE FOR CWBA EVENTS at www.cwba.org/cwba-calendar.