

CBA

CODACC



Colorado
Diverse Attorney
Community Circle

WHAT IS CODACC?

The Colorado Diverse Attorney Community Circle (CODACC) Program seeks to build a community for diverse Colorado attorneys.

CODACC invites diverse attorneys throughout the state to find their fit within the CBA and in the greater Colorado legal community, which includes exploring CBA programs and opportunities and making friends and business contacts who they would not have otherwise met. Through a mix of intimate and open-to-the-public retreats and other networking events, CODACC will train participants in core Racial Justice, Equity, Diversity, and Inclusivity competencies that they can share with CBA members, colleagues, employers, family, friends, and the broader community. Additionally, CODACC will promote mentoring opportunities for diverse attorneys and open doors for diverse attorneys to take more leadership positions at work and in their communities.

Colorado

The whole state of Colorado—not just the Front Range. We strive to assemble and gather a geographically diverse class who bring experiences and perspectives from all over Colorado.

Diverse

Attorneys from different backgrounds and experiences, especially those from historically and currently marginalized populations.

Attorney

Attorneys in private practice, government, judicial, and in-house who practice across a wide range of legal areas from different geographic locations.

Community

Participants are invited to explore and find a place to belong within the Colorado legal profession — and to develop diverse and allied friendships and business contacts who they would not have otherwise met through their employers or other legal community groups.

This program strives to promote mentorship, networking, and business and practice development opportunities that benefit the class participants and the legal community at large.

Circle

Circles can be proactive, to develop relationships and build community, or reactive, in response to wrongdoing or struggle. This program provides participants and allies a forum to listen and speak to one another on the topics important to them in their professional and personal lives, and those experiences that have shaped who they are.





GET TO KNOW CODACC

How do we bring diverse attorneys together to build community?

Accepted applicants come together for the CODACC Class Year inclusive of:

- Three Retreats
- Monthly Mentoring Pod Meetings based in Racial Justice, Equity, Diversity, and Inclusivity (REDI) content. Participants listen to a podcast prior to meeting in their peer-led mentoring pod and answer discussion questions posed to them.
- Regular Networking and Affinity Events (REDI and CLE activities) open to the public
- Public Service Opportunities

Goals for CODACC Class members

The program year will be equally divided to address Racial Justice, Equity, Diversity, and Inclusivity (REDI) competencies to provide more history, knowledge, and tactics for addressing each. Participants:

- Will train in how to present REDI-related CLEs, and the CODACC program will open doors for such presentations
- Will create lasting relationships with other class members that facilitate mentorship and networking opportunities
- Are encouraged to take more leadership positions in the workplace, CBA, community, and in their own practices

“Being a member of the inaugural class of the CODACC program gave me the opportunity to meet and connect with more diverse attorneys in the Colorado legal community that I might not have had the opportunity to meet otherwise. During our monthly meetings with our small groups where we discussed very deep and thought-provoking topics, it felt like we had known each other for years because we were able to share our backgrounds and experiences in a vulnerable, safe, and comfortable way. CODACC has equipped and empowered me with tools and first-hand stories from others’ experiences to keep pushing the boundaries to encourage diversity in the legal field for me and my peers now and those that will be joining us in the future. I found a community where I feel deeply known, seen, and heard.

Leilani Argersinger, Class of 2022
Dorsey & Whitney, LLP
Pronouns: she/her/hers

WHAT PARTICIPANTS ARE SAYING

Chelsea Marx, Class of 2023, Otten Johnson Robinson Neff + Ragonetti PC

Pronouns: she/her/hers

My participation in the CODACC Class of 2023 was tremendously affirming for me personally and professionally. The conversations and connections I made in CODACC, empowered me to incorporate my passion for equity and inclusion into my professional identity and to recognize my unique experiences are an asset in private practice, not something I have to hide. By providing the space for me to share my story and learn from the stories of others, CODACC helped me find a community of diverse colleagues, now friends and allies, from across practice areas and across Colorado.

Susan Minamizono, Class of 2022, Levin Sitcoff Waneka PC

Pronouns: she/her/hers

CODACC fosters an incredibly safe and supportive environment for legal practitioners who identify as a member of a marginalized group, and I was especially moved by the thoughts and sentiments of allies who were integral members of our inaugural class. I will forever cherish the connections I made across Colorado as part of this phenomenal community circle!

Spencer Rubin, Class of 2022, Bryan Cave Leighton Paiser LLP, CODACC Co-Creator

Pronouns: he/him/his

It's been amazing to see the growth of CODACC at the CBA, since the program's inaugural year in 2022. Through our retreats, I have been able to watch participants learn so much about the different identities of attorneys with whom they practice in the State, including how to address inequities and historical injustices for people of historically underrepresented backgrounds. Through our Mentoring PodPods, I have seen friendships and business contacts grow amongst the participants in each pod; they build a great amount of trust with their colleagues and truly rely on them for career advice. Through our public CLE offerings, I have seen attorneys not participating in CODACC be able to learn important REDI concepts from our CODACC and affiliated faculty.

Victoria Dorn, Class of 2023, Keller Dorn Law

Pronouns: she/her/hers

As a Latina immigrant who is also the first attorney in her family of immigrants, I cannot stress how much CODACC has meant to me. The legal profession is already an incredibly difficult field and it can be even more difficult when you are a member of a marginalized group.

Finding CODACC was like a breath of fresh air after over a decade of being an attorney- I was able to connect with other attorneys in different practice fields who have faced some of the same obstacles and biases as I have and it means so much to know I am not alone in these experiences. I think of the deeply impactful conversations my pod had every month and how sharing our experiences as attorneys and as people supported me and brought me so much joy during exceptionally difficult periods over the past year. I am so proud to be a part of CODACC and will continue to be a part of it as long as I can.

Thomas Morales, Class of 2023, Holland & Hart LLP

Pronouns: he/him/his

As a first-generation college graduate and attorney, CODACC was especially valuable in connecting me with other attorneys from similar backgrounds, so I could find the support I needed to grow as person and a professional. Additionally, the program gave me the confidence and encouragement to continue work to become a leader in my professional community and contribute my unique experience to Colorado bar. Even as this year's program winds down, I am confident the sense of belonging and community will remain for

Esther H. Lee, Class of 2022, Fox Rothschild LLP

Pronouns: she/her/hers

CODACC far exceeded my expectations. CODACC introduced me to a network of incredibly talented diverse attorneys I never knew were out there. Having a platform and an outlet to explore my cultural identity and openly share stories with my amazing small group was uniquely introspective and powerful. In a profession (and State) where diversity is sparse, CODACC gave me a sense of belonging.

Elizabeth Salinas-Van Orman, Class of 2023, Messner Reeves LLP

Pronouns: she/her/hers

CODACC has been without a doubt one of the most fulfilling, compelling, and educational programs I have participated in. The Racial Justice, Equity, Diversity, and Inclusivity materials and topics discussed were captivating and the presentations by the guest speakers were phenomenal and truly inspiring. Hearing other diverse attorneys and judges talk about their personal experiences was eye-opening and a humbling experience. The retreats were fun and provided a safe environment to meet and bond with other exceptional attorneys of diverse backgrounds I would not have otherwise met. I highly recommend CODACC!



BECOME A SPONSOR

Benefits to Sponsors of CODACC

- Fostering a community-building program for diverse attorneys around the state
- Opportunity for a representative of your organization to participate in CODACC Class of 2024
- Direct access to a network of diverse attorneys and allies
- Logo recognition on CODACC materials including CLEs and conferences
- Gain valuable insights and access to EDI/REDI programming and materials

THANKS TO OUR 2023 SPONSORS



GET IN TOUCH

Please contact Amy Sreenen at asreenen@cobar.org to apply for the program or become a sponsor.

The 2024 Class application will be available December 1, 2023.



<https://www.cobar.org/For-Members/CODACC>



asreenen@cobar.org

