

Colorado Supreme Court mandates diversity, equity, inclusivity training

By MICHAEL KARLIK michael.karlik@coloradopolitics.com

Apr 16, 2021



(Photo courtesy of the Colorado Judicial Branch)

Over objections that the programming constitutes "indoctrination," the Colorado Supreme Court on Thursday approved mandatory equity, diversity and inclusivity training for attorneys as a means of retaining diverse attorneys and recognizing systemic bias.

Colorado joins more than half a dozen other states that have a standalone requirement for EDI, as the training is known. It will become part of the 45 credit hours of continuing legal education (CLE) attorneys need to complete in a three-year period.

"The Supreme Court's action in adopting this rule sends a powerful message to our colleagues who experience racism, sexism, and other forms of bias: We hear you, we know it happens, and as a profession we will not tolerate it," said the Presidents Diversity Council, which includes the heads of the Hispanic, women's, LGBT and other bar associations, in a statement.

The rule change now requires lawyers to fulfill two hours of EDI training per reporting period, as part of the larger seven-credit-hour category of "professional responsibility." The EDI education should cover equal access to the legal system, representation of diverse populations, and the recognition or

elimination of bias in the legal profession.

Earlier this month, the justices held a public hearing and received hundreds of pages of public comments on the change. The majority of attorneys weighing in were supportive of the EDI proposal. Some, however, felt proponents were trying to impose a particular ideology that had little bearing on professional development.

"[I]t's wrong for the Court to use its rulemaking power to impose on Colorado attorneys a regimen of political indoctrination under the guise of continuing legal education," wrote one attorney.

Requiring EDI in Colorado gained traction after the 2020 racial justice protests following the killing of George Floyd in Minneapolis. The Presidents Diversity Council threw its support behind the idea of EDI education.

"Though some may be hesitant or resistant to taking yet another 'implicit bias' training, EDI CLEs encompass so much more," wrote Christine Hernández and Annie Martínez in December, the past presidents of the Colorado Hispanic Bar Association. "For example, a program on cultural competency could help you better connect and communicate with clients from different backgrounds so you can elicit the information you need to defend their case."

A draft version of the policy contained additional stipulations about the content of EDI training, which described eliminating barriers facing marginalized groups, explicit bias and "understanding ingrained and systemic structural biases in society." The Supreme Court justices omitted those provisions from the adopted rule.

For William Trachman, associate general counsel of the conservative Mountain States Legal Foundation, the changes made him more comfortable with the policy — albeit with some lingering skepticism.

"It's good to see they were responsive to some of the concerns about viewpoint protection," he said, referring to viewpoints that challenge the notion of implicit bias or that eschew the direct confrontation of disparities.

"The jury is still out, no pun intended, but certainly they realized they had significant exposure" to a legal challenge under the First Amendment, Trachman continued.

Hernández countered that the revisions still upheld the original vision of the EDI proposal, and disputed Trachman's concern that EDI would force a viewpoint on attorneys.

"I don't think any of the CLEs will be in that vein. It is about having open discussions about open discussions about these topics," she said. "It's not about pointing fingers at anybody. It's about conversation, education and how to be better attorneys."

This article has been updated to clarify the titles of the Colorado Hispanic Bar Association leaders.

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Diversity Fatigue Is Setting In, and Law Firms Must Fight It

"The DEI world can't just be the work of women and people of color. We are not going to see change and movement if it ends up being a people of color-only movement," one Big Law diversity professional said.

By Patrick Smith | June 22, 2021



Diversity fatigue—a cynicism or tiring of efforts around diversity, equity and inclusion—is real. It threatens the progress law firms are making around eliminating systemic racism and creating a more inclusive environment.

But in the process of facilitating systemic change, it's an obstacle leaders can overcome.

Industry experts, both inside and outside of law firms, have said they see signs of diversity fatigue popping up: increased cynicism around “performative” efforts; less interest in media coverage of the legal industry's lack of racial representation, and of the systems that exacerbate the problem; and less enthusiasm for discussion of potential solutions.

They also say that this has happened before.

Narges Kakalia is the director of diversity and inclusion at Mintz, Levin, Cohn, Ferris, Glovsky and Popeo. She noted that diversity fatigue has happened before when Big Law has attempted to make a prominent push in DEI efforts.

“I do think it is real,” Kakalia said. “It is unfortunately named, I think. It isn't exhaustion for many, but rather cynicism. Maybe a bit of both. It is a phenomenon we see on and off over the years that tends to follow after an incident that puts DEI in focus, like the George Floyd murder. The machinery gets awoken by the incident.”

Then, after some amount of time, the momentum among the industry as a whole wanes, and even highly invested individuals can become disenchanted because of the lack of progress.

But that experience is different depending on where you sit, according to Michael Coston, CEO of Coston Consulting, which assists professional services firms in business development, marketing and DEI efforts.

“When I think of diversity fatigue, the first bucket I think about are the HR and DEI leaders that are subject to resistance and are being held accountable for progress,” Coston said. “The other bucket of fatigue is for the organization itself. People are fatigued about the discussion, mandates and increased interest in DEI because it doesn't mean anything to them.”

Coston said he understands the reasoning for this second grouping's reticence, but isn't overly compelled to be supportive of it.

“They are tired of the articles about DEI, tired of the panel discussions, all the workshops and are just fatigued by the discussion. I acknowledge that that exists, although I am not as sympathetic to that group,” he said.

And, Coston said, there is a third group that seems to show fatigue from these efforts: “the people who are part of underrepresented groups that have been lied to for so many years.”

“Looking at it at an industry level, they know that promises have been made and not kept,” Coston explained. “There is a fatigue that sets in knowing that the words haven't aligned with the actions. Sort of ‘here we go again.’”



Narges M. Kakalia, director of diversity, equity and inclusion at Mintz. Courtesy Photo



Michael Coston. Courtesy photo

No One Tires of Profitability Efforts

Yaw Ayim-Aboagye is a business development professional in the legal industry, currently with Orrick, Herrington & Sutcliffe. He also sees diversity fatigue setting in. But, he clarified, it's not that people are sick of the effort. They're sick of the fact that making even nominal progress has required so much effort.

"I think people get tired of the 'nowness' of it," he said. "We need to look at it not as an instance or a buzzword but rather from the perspective of setting up the right institutions to affect long-term change."

And that requires a plan. He used the example of how a firm or attorney might



Yaw Ayim-Aboagye, with Orrick. Courtesy photo

go after a large client.

"When you say you are going to chase a client, you don't just say 'I'm going to get Google,'" he said. "They have a plan."

The reason they have a plan is because landing a giant like Google and the financial rewards that come with that are part of a primary directive of a law firm: get business, make money.

In theory, as more legal departments call for measurable improvement in representation from their outside counsel, diversity initiatives should not be ancillary, but ingrained in the firm's mission.

So why isn't that happening?

"I don't know," Kakalia said.

"I think there is a difference between clamoring for DEI and doing the work for DEI," she elaborated. "For the people doing the work, the pendulum hasn't come to a rest. But the DEI world can't just be the work of women and people of color. We are not going to see change and movement if it ends up being a people of color-only movement."

That raises the question of how law firms became so white and male in the first place.

"In order to advance DEI you have to be listening," Coston said. "But you can't simply try to become more diverse and not ask yourself the questions around how you got where you are."

He added, "If you don't do the introspection and deal with your truths, you can easily fall into performative tactics because they are viewed as an industry-best standard instead of customizing strategies that are designed for your firm and your journey."

Allyship

Another issue that comes up when discussing diversity fatigue is the concept of allyship. In this instance, allies are someone who may not be directly involved in advancing diversity efforts—either because they're not actively participating, or they don't think those efforts will affect them personally.

"Some people think this isn't about them," Ayim Aboagye said. "But this doesn't happen in a vacuum. There is so much thought leadership that goes into making the message of allyship important. And it should be. Everyone has to play a part."

That won't be easy, he noted. For some people, jumping into these issues doesn't come naturally.

"If you are looking to change the paradigm so that daily conversations about diversity aren't necessary, you need to reverse hundreds of years of thinking. It can't be a buzzy answer that refutes a hundred years of thinking," Ayim Aboagye said.

But that doesn't mean it can't be done.

"I think everybody is on a different journey," Kakalia said. "Both individually and how they view their institutions. I see that in my work at Mintz. But people who haven't been involved can [get involved]. I have seen that in our partnership."

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Dentsu GC Simon Zinger wants 'General Counsel Oath' to set common global standards for behaviour

[Ben Edwards](#)



Simon Zinger is seeking a 'shift in awareness and behaviour' among general counsel

Dentsu Aegis Network general counsel Simon Zinger has launched a global initiative to encourage legal and compliance leaders to commit to an oath to drive positive changes across the profession, their organisations and society.

The '[General Counsel Oath](#)' is inspired by the Hippocratic Oath and is designed to build on existing professional and ethical rules by focusing on personal behaviours that support social justice and other progressive issues.

Senior in-house lawyers who have signalled their support for the initiative include Jonathan Leiken, chief legal officer at Diebold Nixdorf, Tim Devine, general counsel at Detroit Land Bank Authority, Lee Reichert, chief legal and government affairs officer at Molson Coors, and Emma Swain, head of legal at Unlimited Group.

"This is a much needed initiative at a critical time," said Thomson Reuters chief legal officer and company secretary Thomas Kim [in a LinkedIn post](#). "I am all in."

Zinger said: "My goal is to raise awareness about the Oath so that general counsel and other legal and compliance leaders, no matter where they are in the world, commit to the oath and translate that commitment into action. Their commitment would naturally be followed by a shift in awareness and behaviour – which should then lead to the broader intended consequence of positively impacting organisations and society."

The oath is broken down into sections covering leadership, diversity and inclusion; social impact and pro bono; internal clients; external parties; and personal behaviour, and then outlines a series of rules that GCs are expected to follow.

For example, under the leadership, diversity and inclusion pillar, the oath calls on GCs to be alert to acts of prejudice, discrimination, exclusion or micro-aggression – whether intentional or unintentional – that are directed towards their team or others in their

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organisation, and to speak out against such behaviours and encourage their team to do the same.

Zinger hopes the oath will create a common global standard that encourages GCs and other legal and compliance professionals to go beyond offering legal and compliance expertise and become leaders and role-models on issues related to diversity, equality, inclusion, pro bono work and other actions and education related to anti-racism.

In-house legal and compliance leaders are encouraged to take the oath and raise awareness of their pledge across their team, organisation and professional network.

The initiative is supported by the Minority Corporate Counsel Association, Washington DC-based GC membership group AdvanceLaw, the Women's Law Center of Maryland and the Maryland State Bar Association.

Zinger has been at London-headquartered global advertising giant Dentsu since 2003 having previously been assistant GC at Vivendi. He has also worked in private practice for Baker McKenzie in San Francisco.

His initiative follows the formation of the US grouping GCs for Law Firm Diversity in 2019 after 170 US general counsel and corporate legal officers signed a letter calling on law firms to improve their diversity record; [their European counterparts following suit in March of that year](#).

In January, The Black General Counsel 2025 initiative to double the number of black general counsel at Fortune 1000 companies [launched its official website](#).

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How Attys Hope To Prevent Recession-Era Diversity Mistakes

By **Michele Gorman**

Law360 (June 18, 2020, 6:32 PM EDT) -- "How do I look for a new job during COVID-19?"

"How do I know the firm is telling me the truth about their financial stability?"

"How do I talk to my law firm partners about how I'm feeling in the wake of George Floyd's death?"

These were some of the questions submitted anonymously by lawyers participating in the Metropolitan Black Bar Association's "Support for Black Law Firm Associates" webinars amid the ongoing pandemic and the civil unrest over Floyd's death in Minneapolis, said Anta Cisse-Green, president-elect of the MBBA.

The organization recently created the series, which featured BigLaw partners as panelists, in response to black attorneys' concerns over how the economic downturn stemming from COVID-19 could undermine diversity efforts in the legal profession, as firms across the globe for weeks **enacted cost-cutting measures** such as furloughs and layoffs.

While we made incremental but painfully slow progress with respect to the hiring, promoting and retaining of minorities and women in the 2000s, we took several steps backwards after the Great Recession when we took our eyes off of this important goal.



Joel Stern

CEO of NAMWOLF

The virtual series is one example of how legal organizations are creating initiatives to try to prevent diversity efforts from moving to the back burner as firms and in-house departments begin to emerge from the pandemic and reassess their budgets and priorities.

As a slew of firms in recent days **have recognized Juneteenth** to commemorate the end of slavery in the United States and promote racial justice, some have also implemented programs focused on supporting lawyers in marginalized groups with their career development.

In addition to deeming Juneteenth **a firm holiday**, Seyfarth Shaw LLP last month launched The Belonging Project "to proactively combat the effects of the COVID-19 pandemic on inclusion and diversity in the profession," according to its website.

The initiative offers professional development resources for diverse attorneys and law students, including webinars on topics from personal brand and career success to mock interviews and resume help.

"As a profession, we must double-down on our efforts during this challenging time," Kori Carew, Seyfarth's chief inclusion and diversity officer and leader of the initiative, said in a statement. "We cannot allow this current crisis to set back our progress on inclusion and diversity."

The MBBA, Seyfarth and others are trying to avoid repeating the mistakes made following the 2007-2008 global financial crisis, when some diversity numbers fell and only recently started to recover.

While the legal profession "made incremental but painfully slow progress with respect to the hiring, promoting and retaining of minorities and women in the 2000s, we took several steps backwards after the Great Recession when we took our eyes off of this important goal," said Joel Stern, CEO of the National Association of Minority & Women Owned Law Firms, or NAMWOLF. "The metrics show this clearly. This was a mistake that we do not want to see repeated."

Anytime there are furloughs, pay cuts and the like at law firms, there is a reason to be concerned that women will be affected disproportionately by these measures.



Danielle Allison

CEO of Ms. JD

Between 2009 and 2019, the proportion of African American associates increased just from 4.66% to 4.76%, according to the National Association for Law Placement's 2019 Report on Diversity in U.S. Law Firms **published in December**.

As NALP Executive Director James Leipold said in the report, it's "somewhat of a tragedy that it has taken more than 10 years to achieve such a meager benchmark, and it is notable that the number remains well below five percent."

African American attorneys made up just under 2% of law firm partners in 2019, up from 1.77% in 2009, the report found. During that time, the proportion of Asian partners rose from 2.2% to 3.9%, and the proportion of Latino partners from 1.7% to 2.5%.

Even before the pandemic, the legal profession was "already in a bad position with respect to diversity and inclusion numbers," said Cisse-Green, who's also associate general counsel of development and director of legal operations at NYU Langone Health. "It's very clear that whenever we are in a financial crisis, that's the first thing that goes."

And the picture is not much brighter for women, who according to the **2019 Law360 Glass Ceiling Report** make up more than half of law school students but continue to be underrepresented at all levels of a typical firm.

The NALP report found that between 2009 and 2019, the percentage of black women who are law firm associates had actually fallen from 2.9% to 2.8%. Also, fewer than four of every 100 firm partners are women of color, and fewer than one of 100 are African American women, according to the NALP.

"Anytime there are furloughs, pay cuts and the like at law firms, there is a reason to be concerned that women will be affected disproportionately by these measures," said Danielle Allison, CEO of Ms. JD, an organization that supports aspiring and early-career female attorneys.

Among Allison's concerns are whether the pandemic could hinder women's ascension to equity partnership, cause them to fall further behind in achieving pay equity with their male peers, and increase women's representation in part-time employment as they care for their children and aging parents.

"Of course, with all of these considerations, the implications for women of color is likely to be even more alarming based on the outcomes of the 2008 recession," Allison said.

To try to avoid the same mistakes and continue to support their community, Allison and the other leaders at Ms. JD quickly shifted most of their programs to virtual platforms as coronavirus cases soared earlier this year.

You can't invest in initiatives like the Mansfield Rule, and then pull back one year, and then invest again. It has to be a sustained, continuous investment in time and money and in energy or it doesn't work.



Caren Ulrich Stacy

founder and CEO of Diversity Lab

For example, the next version of its Determined to Rise academy for middle school students who might be interested in law careers will be a free online workbook accessible to girls across the country, Allison said.

The organization also launched a webinar series to help female attorneys with topics including parenting and cultivating relationships while working remotely, as well as how nonblack attorneys can support their black peers.

And to help fill the professional development gap as many summer associate programs **take place virtually and don't last as long** this year, Ms. JD plans to share an online course with firms that includes topics for associates on legal writing, financial management and LinkedIn best practices.

"I do think that we've been able to really transition with the times right now, and that's something that we really pride ourselves in," said Maleaha Brown, chair of Ms. JD's board of directors.

It's this overall awareness and strength of certain programs that keep some people optimistic.

Diversity Lab founder and CEO Caren Ulrich Stacy is one of those people, as her organization continues to encourage the legal industry to affirmatively consider underrepresented lawyers for leadership roles and promotions through its Mansfield Rule.

In 2017, Diversity Lab — which uses novel ideas to try to boost diversity and inclusion in the industry — launched the Mansfield Rule project, requiring participating firms to show that candidates considered for leadership spots included at least 30% women and attorneys of color.

Each year, the organization makes improvements to the initiative. For the upcoming version, it's adding a "certification plus" designation that asks firms to ensure at least 30% of the attorneys staffed on matters resulting from formal pitch meetings are from historically underrepresented groups, Ulrich Stacy said.

Now, 95% of the firms participating in the most recent Mansfield Rule certification have renewed for the next version, called the Mansfield Rule 4.0, and 20 more firms have joined the effort, she said.

The effort has grown from 42 firms in its first year to 115 now, said Ulrich Stacy, adding that she hasn't yet released the firm names.

The growth "tells me a lot about firms' continued commitment," she said. "They understand that you can't invest in initiatives like the Mansfield Rule, and then pull back one year, and then invest again. It has to be a sustained, continuous investment in time and money and in energy or it doesn't work."

There are also plans to launch a midsize firm version, as well as expand the initiative into the United Kingdom, she said.

Elsewhere in the legal industry, Stern and others at his organization are encouraging leaders not to put diversity efforts on the back burner with the launch of its #WhyNAMWOLFNOW campaign.

As part of the effort, which began in mid-March, NAMWOLF has beefed up its social media presence and shared on its website public letters from in-house leaders at high-profile companies such as Verizon and Morgan Stanley. Those leaders call on firm managers to continue to prioritize diversity and demand that fellow in-house counsel hire women- and minority-owned firms for legal work.

Some say these efforts go above anything that took place in the aftermath of the financial crisis.

"My view is, back in 2010 you didn't have general counsel [tell] the law firm, 'Lower the rates, make it cheaper and keep [diversity and inclusion]," Stern said. "I just don't think D&I was part of that

messaging. I think it is today."

But Stern cautioned firms and in-house departments against "the call to action without action," and stressed the importance of creating strategic, long-term programs built around their words to ensure that diversity and inclusion is baked into their culture.

If diversity and inclusion is "treated as philanthropy or hobby or nice to have or 'we'll do it because our people want us to do it,' it will fail and it will send a worse message to your people than if you had done nothing at all," he said. "The law firms and the corporations that are successful are the ones that can show progress during good times and bad times."

--Additional reporting by Aebra Coe. Editing by Brian Baresch and Michael Watanabe.

Mansfield Rule Firms Top Rivals in Adding Diverse Leadership (2)

By Allie Reed

April 15, 2021, 11:49 AM; Updated: April 19, 2021, 3:47 PM

- Mansfield firms grew diversity in management faster, Diversity Lab says
 - Nearly 120 firms commit to using applicant pool that is 30 percent diverse
-

A legal incubator says law firms that adopted its approach for hiring women and people of color four years ago have diversified their management committees at a faster rate than those that haven't used the method.

The Mansfield Rule early adopters had people of color in 10.5 percent of partner ranks in 2019, compared with 9.1 percent at other firms, according to analysis released Thursday by the incubator, Diversity Lab.

The 41 firms that were early adopters of the rule are "increasing diversity in top leadership and are significantly outpacing similarly sized non-Mansfield Rule firms in doing so," the Lab said in a statement.

The Mansfield Rule requires firms to consider applicant pools that are at least 30 percent women and people of color for senior associate positions and partnerships, leadership positions, and equity partner promotions.

Nearly 120 firms have adopted the rule since its creation at a 2016 Women in Law Hackathon hosted by the Belvedere, Calif.-based Diversity Lab, which aims to boost diversity and inclusion in firms.

Leaders have advocated for more diversity in Big Law for decades but have made little progress. The death of George Floyd and social movements surrounding it are increasing pressure on firms to adapt.

People of color accounted for 10.2% of all partners at major firms in 2020, and women comprised 25.1%, a National Association for Law Placement report found earlier this year.

"We've had decades of pledges and decades of people confirming that they want to do something different and better as it relates to diversifying their firm," said Caren Ulrich Stacy, Diversity Lab's founder and chief experimentation officer. "Unfortunately, those pledges often lack teeth. There's very little transparency or accountability past signing the pledge."

With the Mansfield Rule, Diversity Lab provides firms a measure of accountability, as well as “a community of like-minded firms who are equally committed” to diverse hiring practices, said Lisa Kirby, chief intelligence and knowledge sharing officer.

Mansfield firms increased the diversity of their partner nomination committees by 4 percent, according to Diversity Lab’s report. Diverse lawyers hired at Mansfield firms move into partnership ranks at a higher rate than they did before the rule was implemented, the report said.

The Mansfield Rule also boosted representation for women lawyers in leadership positions and partnership at early-adopting firms, according to the Lab.

“As a clear positive trend for the legal profession, broader data from 2007 to 2019 show that both Mansfield and non-Mansfield firms are making upward, steady progress with regard to women in leadership,” the report stated.

Since the Mansfield Rule was created, Diversity Lab has expanded the program to include LGBTQ+ lawyers and those with disabilities. The Lab does not yet have data to measure the impact on these groups, Stacy said, though firms have changed their job postings and messaging to be more inclusive.

(Updates headline on story published April 15 to clarify diversity group studied.)

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EDUCATION**

Rules 250.1, 250.2, 250.6, 250.9 and 250.10

Rule 250.1. Definitions

(1) – (13) [NO CHANGE]

(14) “CLJE Regulations” refer to the Continuing Legal and Judicial Education Committee’s Regulations Governing Mandatory Continuing Legal and Judicial Education.

Rule 250.2. CLE Requirements

(1) CLE Credit Requirement. Every registered lawyer and every judge must complete 45 credit hours of continuing legal education during each applicable CLE compliance period as provided in these rules. The 45 credit hours must include at least seven credit hours devoted to ethics~~ethics~~professional responsibility. ~~Failure to comply with these requirements in a timely manner as set forth in these rules may subject the registered lawyer or judge to a fee, a penalty, and/or administrative suspension.~~

(a) Beginning January 1, 2023, the seven credit hours devoted to professional responsibility must include the following:

i. At least two credit hours in the area of equity, diversity, and inclusivity, and

ii. At least five credit hours in the areas of legal ethics or legal professionalism.

(b) Failure to comply with these requirements in a timely manner as set forth in these rules may subject the registered lawyer or judge to a fee, a penalty, and/or administrative suspension.

(2) – (8) [NO CHANGE]

Rule 250.6. Accreditation

(1) [NO CHANGE]

(2) Criteria. For an activity to be accredited, the following criteria must be met: (1) the subject matter must directly relate to legal subjects and the performance of judicial duties or the practice of law, including professionalism, leadership, equity, diversity, inclusivity, wellness, ethics, and law practice management, and (2) the activity must be directed to lawyers and judges. The CLJE Office will consider, in accrediting educational activities, the contribution the activity will make to the competent and professional practice of law or administration of justice.

~~(3) **Ethics.** For an activity or portion within an activity to be accredited as “ethics” it must deal with the Colorado Rules of Professional Conduct, the Colorado Code of Judicial Conduct, similar rules of other jurisdictions, the ABA Model Rules of Professional Conduct, the ABA Model Rules of Judicial Conduct, or legal authority related to any of the above specified rules.~~
Professional Responsibility. For an activity or portion of an activity to be accredited as professional responsibility it must address legal ethics, legal professionalism, or equity, diversity, and inclusivity as these terms are defined in CLJE Regulation 103.1.

(4) – (7) [NO CHANGE]

Rule 250.9. Representation in Pro Bono Legal Matters

(1) Maximum Credits. A registered lawyer may earn a maximum of nine CLE credit hours during each three-year compliance period for providing uncompensated pro bono legal representation to indigent or near-indigent persons, or supervising a law student providing such representation. ~~Ethics~~[Professional responsibility](#) credit may not be earned under this rule.

(2) – (5) [NO CHANGE]

Rule 250.10. Participation in the Colorado Attorney Mentoring Program (CAMP)

(1) One-Year CAMP Program. A registered lawyer or judge may earn a maximum of nine CLE credit hours, two hours of which will count toward the [legal ethics portion of the professional responsibility](#) requirement of C.R.C.P. 250.2 (1), for successful completion of the one-year CAMP program curriculum (pursuant to C.R.C.P. 255) as either a mentor or as a mentee.

(2) Six-Month CAMP Program. A registered lawyer or judge may earn a maximum of four CLE credit hours, one hour of which will count toward the [legal ethics portion of the professional responsibility](#) requirement of C.R.C.P. 250.2 (1), for successful completion of the six-month CAMP program curriculum (pursuant to C.R.C.P. 255) as either a mentor or a mentee.

(3) CLE Credit Participation Criteria. To receive CLE credit hours as a mentor or mentee:

(a) – (b) [NO CHANGE]

(c) Mentors may participate in a CAMP program, one mentor relationship at a time, as often as they wish, but may receive a maximum of nine total CLE credit hours, including a maximum of two [legal ethics credit hours of the professional responsibility requirement of C.R.C.P. 250.2 \(1\)](#), per compliance period.

(d) – (g) [NO CHANGE]

(4) [NO CHANGE]

Rule 250.1. Definitions

(1) – (13) [NO CHANGE]

(14) “CLJE Regulations” refer to the Continuing Legal and Judicial Education Committee’s Regulations Governing Mandatory Continuing Legal and Judicial Education.

Rule 250.2. CLE Requirements

(1) **CLE Credit Requirement.** Every registered lawyer and every judge must complete 45 credit hours of continuing legal education during each applicable CLE compliance period as provided in these rules. The 45 credit hours must include at least seven credit hours devoted to professional responsibility.

(a) Beginning January 1, 2023, the seven credit hours devoted to professional responsibility must include the following:

- i. At least two credit hours in the area of equity, diversity, and inclusivity, and
- ii. At least five credit hours in the areas of legal ethics or legal professionalism.

(b) Failure to comply with these requirements in a timely manner as set forth in these rules may subject the registered lawyer or judge to a fee, a penalty, and/or administrative suspension.

(2) – (8) [NO CHANGE]

Rule 250.6. Accreditation

(1) [NO CHANGE]

(2) **Criteria.** For an activity to be accredited, the following criteria must be met: (1) the subject matter must directly relate to legal subjects and the performance of judicial duties or the practice of law, including professionalism, leadership, equity, diversity, inclusivity, wellness, ethics, and law practice management, and (2) the activity must be directed to lawyers and judges. The CLJE Office will consider, in accrediting educational activities, the contribution the activity will make to the competent and professional practice of law or administration of justice.

(3) **Professional Responsibility.** For an activity or portion of an activity to be accredited as professional responsibility it must address legal ethics, legal professionalism, or equity, diversity, and inclusivity as these terms are defined in CLJE Regulation 103.1.

(4) – (7) [NO CHANGE]

Rule 250.9. Representation in Pro Bono Legal Matters

(1) Maximum Credits. A registered lawyer may earn a maximum of nine CLE credit hours during each three-year compliance period for providing uncompensated pro bono legal representation to indigent or near-indigent persons, or supervising a law student providing such representation. Professional responsibility credit may not be earned under this rule.

(2) – (5) [NO CHANGE]

Rule 250.10. Participation in the Colorado Attorney Mentoring Program (CAMP)

(1) One-Year CAMP Program. A registered lawyer or judge may earn a maximum of nine CLE credit hours, two hours of which will count toward the legal ethics portion of the professional responsibility requirement of C.R.C.P. 250.2 (1), for successful completion of the one-year CAMP program curriculum (pursuant to C.R.C.P. 255) as either a mentor or as a mentee.

(2) Six-Month CAMP Program. A registered lawyer or judge may earn a maximum of four CLE credit hours, one hour of which will count toward the legal ethics portion of the professional responsibility requirement of C.R.C.P. 250.2 (1), for successful completion of the six-month CAMP program curriculum (pursuant to C.R.C.P. 255) as either a mentor or a mentee.

(3) CLE Credit Participation Criteria. To receive CLE credit hours as a mentor or mentee:

(a) – (b) [NO CHANGE]

(c) Mentors may participate in a CAMP program, one mentor relationship at a time, as often as they wish, but may receive a maximum of nine total CLE credit hours, including a maximum of two legal ethics credit hours of the professional responsibility requirement of C.R.C.P. 250.2 (1), per compliance period.

(d) – (g) [NO CHANGE]

(4) [NO CHANGE]

Amended and Adopted by the Court, En Banc, April 15, 2021, effective July 1, 2021.

By the Court:

**Monica M. Márquez
Justice, Colorado Supreme Court**