

# Diversity & Representation

## *in Colorado's Legal Profession: Milestones*



### 1990s

The Colorado Supreme Court and the Colorado Court of Appeals establish the Colorado Appellate Courts Diversity Internship Program, renamed the Lorenzo Márquez Appellate Externship Program, which gives underrepresented student groups the opportunity to gain experience working with judges in the state appellate courts. Today, between the two courts, the program brings around 25 diverse externs to the Carr Courthouse each spring. Judge Márquez was the first Latino judge on the Colorado Court of Appeals. Two decades later, in 2010, his daughter, Justice **Monica Márquez**, became the first Latina on the Colorado Supreme Court.



### 2007

The deans of the University of Colorado Law School and University of Denver Sturm College of Law—**David Getches** and **José R. (Beto) Juárez Jr.**—form the Deans' Diversity Council, which works with members of the Front Range legal community to promote diversity in law school admissions and in hiring, retention, and advancement of lawyers in corporations and law firms. This landmark diversity initiative involves the commitment and support of the managing partners of many of Denver's most prominent firms, members of the state and federal judiciary, the U.S. Attorney for the State of Colorado, and the Colorado Attorney General.



### 2007

A group of legal leaders, including Deans Getches and Juárez, establish the Center for Legal Inclusiveness. The nonprofit works to promote diversity in law school admissions and to encourage and educate legal employers in the hiring, retention, and advancement of lawyers in the public and private sectors.

1990s — 1993 — 2000 — 2007 — 2014



### 1993

23 Denver law firms sign the original Colorado Pledge to Diversity, declaring their commitment to diversity in the legal profession.



### 2000

The Colorado Pledge to Diversity develops its flagship 1L Summer Clerkship Program, which today connects legal employers with diverse 1L students from the University of Colorado Law School, University of Denver, and the University of Wyoming for paid summer clerkships. During summer 2020, the program matched 32 diverse Colorado Law students with legal employers for paid summer clerkships.



### 2014

Judge **Christine Arguello** launches Law School... Yes We Can, a four-year, college student mentoring program that advances inclusiveness in the legal profession by helping students from Colorado high schools gain the skills, experiences, and networks they will need to succeed in law school and as lawyers.



**2015**

U.S. Magistrate Judge **Kristen L. Mix** ('85) creates and launches the Public Interest Diversity Internship/Externship Program to provide opportunities for diverse students to gain experience working with public sector organizations, including courts, nonprofits, government agencies, public defenders' offices, and district attorney's offices. This fall, 26 Colorado Law students are participating in the program as interns or externs.



**2019**

Colorado Law hosts Journey to JD, a one-week residential program for 20 rising high school juniors from across Colorado. Taught by Clinical Professor **Colene Robinson**, students from a variety of backgrounds, particularly those that are underrepresented in the legal profession, gained a basic understanding of the legal system and were empowered to explore the possibilities of a career in the law. The program is possible thanks to a partnership between the Center for Legal Inclusiveness, Colorado Law, and several generous sponsors.



**May 2020**

The Colorado Bar Association (CBA) and the Colorado Judicial Institute (CJI) announce the CBA/CJI Diversity on the Bench Coalition, a communitywide effort to comprehensively address a lack of diversity among Colorado state court judges. Dean Anaya is a member of the coalition's coordinating committee.

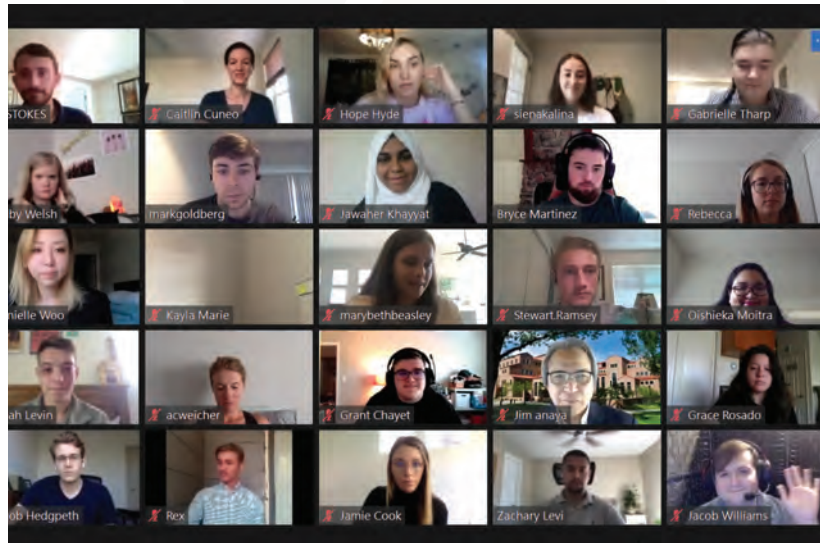
**July 2020**

Dean Anaya launches the Anti-Racism and Representation Initiative.

2015 — 2017 — 2019 — 2020 — 2021

**2017**

Dean **S. James Anaya** establishes the Leaders in Law and Community (LILAC) fellowship program, which addresses diversity in the broadest sense by recruiting and developing law students from backgrounds underrepresented in legal education and in the legal profession. To date, LILAC has awarded 22 full scholarships to students from backgrounds underrepresented in the legal profession and who demonstrate indicators of success such as community leadership, perseverance, and the ability to problem solve and think critically.



**August 2020**

Colorado Law welcomes its most diverse class ever, with 36% students of color.