

The **Docket**

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DECEMBER/JANUARY 2021

A portrait of Tyrone Glover, a Black man with a beard and mustache, smiling. He is wearing a dark blue suit jacket, a light blue dress shirt, and a dark green patterned tie. The background is a light grey textured wall with a large yellow circle behind his head.

**TYRONE
GLOVER**
DBA PRESIDENT-ELECT

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FEATURES



12. Tyrone Glover

From undefeated MMA fighter to DJ to family man to attorney – get to know your new DBA President.

BY HALEY HEMEN

20. Manufacturing Legal Services

While the production industry has and continues to evolve, the legal profession has remained relatively stagnant. What can we learn from mass production?

BY ANTHONY PEREIRA

24. What I Learned About Life and Love from a Turkish Telenovella

What quarantine takes away, Netflix gives back. When you can no longer summer abroad, visit relatives or strangers in far off places, or plan to tick that bucket list, virtual sustenance is just a click away.

BY JULIE STERMASI

DEPARTMENTS

2. From the Editor

The DBA needs YOU!

4. Presidents' Letter

Kevin McReynolds and Tyrone Glover use their last joint message to delve into Colorado's emphasis on diversity, equity, and inclusion in legal education.

6. COLAP Wellbeing

Peak Performance and Stress Management: How Your Career is Like the Practice of Running
BY CARRIE BOWERS

8. MVL

The Fast Track to Early-Career First-Chair Experience
BY KYLE BRENTON

10. Briefly

Denver's holiday light displays have become a proud tradition

11. Why I Miss the Election

BY LASZLO SCOFFLAW

14. Cross-Country Travel with an Infant During COVID-19

BY KARL KUMLI

18. Santa's Perfect Present

BY ELIZABETH THARAKAN

22. Discovery Genie

BY DAN CULHANE

28. Law School Chronicles

BY BRANDON DASENT AND JOHNNIE NGUYEN

30. Legal Affairs

31. In Memoriam

32. 10 Questions with Javier Garcia



The DBA Needs YOU!

“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.” —Jack Welch

With this issue we celebrate the peaceful transfer of power at the DBA by passing the gavel to the talented A. Tyrone Glover. After sharing the duties of president with Kevin McReynolds since July, Tyrone will continue on beginning January 1.

But no president can do it alone. That’s why we invite you to consider becoming a leader at the Denver Bar Association. Applications are now open for various leadership positions throughout the organization. The DBA Nominating Committee will soon begin to consider candidates for President-elect, First Vice

President, Second Vice President (must be 37 or younger at commencement of term), three Board of Trustees, and several Colorado Bar Association Board of Governors positions representing the DBA for 2021–2022.

And your favorite magazine needs you too! *The Docket* Committee is seeking new members for the new year. *The Docket* Committee meets for lunch every other month (at the Denver Press Club when unimpeded by pandemics) to brainstorm, discuss article ideas, and steer the direction of this evolving publication. And we have a blast along the way!


For more information, or to apply for a leadership position, please visit denbar.org/About/Governance/Call-for-Ap-plicants.

For more information on joining *The Docket* Committee, please email me at cmcgarvey@cobar.org. 📧



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The nonprofit educational arm of the Colorado Bar Association and the Denver Bar Association

Diversity, Equity, and Inclusion in Legal Education

As our last joint message before the peaceful transfer into the Glover administration, we wanted to amplify the voices of some of the leaders of the CBA/DBA Presidents' Diversity Council about a project the Council has been working on with the Supreme Court's Continuing Legal Education Committee.

The Presidents' Diversity Council is comprised of the presidents of each of the diversity bar associations the Asian Pacific American Bar Association of Colorado, Colorado LGBT Bar Association, Colorado Women's Bar Association, Sam Cary Bar Association, and South Asian Bar Association of Colorado, as well as the Colorado and Denver Bar Associations.

Recognizing the need to act in support of the national movement towards racial justice, the Council took up the cause of helping modernize Colorado's rules to join the growing number of jurisdictions that have adopted a mandatory CLE requirement in the areas of diversity, equity, and inclusion. With that background, we'll let Sam Cary's president, Scott Evans, and CHBA's past and current presidents, Christine Hernandez and Annie Martinez, explain this effort:

EDI and elimination of bias, have been nationally recognized, as essential parts of a lawyer's education

Colorado is poised to join the growing number of states that require attorneys to gain competence in the areas of diversity, equity, and inclusion. Much of the foundation-laying for this expanded understanding of lawyer education stems from a 2017 American Bar Association resolution that created a model CLE rule calling for separate EDI training for all attorneys. If Colorado adopts the rule change currently being discussed, it will be the 11th state to implement such

a requirement. The Council is currently working with the Colorado Supreme Court's CLE Board to forward a proposal rule that will ultimately require approval by our Supreme Court justices.

Colorado currently requires attorneys to complete 45 CLE credits during a three-year reporting period, of which 7 CLEs are dedicated to ethics. The proposed rule change would create a EDI CLE requirement that would be *included in* (not in addition to) the 45 credits and would not become a separately tracked requirement until 2023. Colorado already offers a wide variety of CLE programming on diversity-related topics, making it easy for attorneys to fulfill this requirement.

The proposed EDI rule fits within our Courts' expanding recognition of EDI issues

Before the summer of 2020 changed the national discussion about racial justice issues, the Colorado Supreme Court had already begun championing diversity in our legal system. Sumi Lee was named head of Judicial Diversity Outreach for the Colorado Judicial Department, and the Colorado Judicial Institute and CBA joined with other bar associations and stakeholders to create the Diversity on the Bench Coalition. In addition to these efforts to improve the diversity pipeline and address structural issues in order to make the judiciary more reflective of our entire community, help ensure more diverse judicial applicants, the Court has also begun working on broader outreach on EDI issues.

Both our Supreme Court and the Colorado Court of appeals have issued public statements on their efforts to respond to the public's distrust in the country's legal system due to racial strife, as well as the affirmative steps Colorado's appellate courts are taking to support diversity.

In this same vein, the Colorado Judicial Ethics Advisory Board issued Opinion 2020-02 in direct response to the police misconduct and racial bias within our legal system authorizing judges and their staff to engage in activities that instill public confidence in the judiciary and promote access to justice for all.

In response to Opinion 2020-02, judges across Colorado have taken action. For example, Judge Don Toussaint in the 18th Judicial District created a multi-part program called "Initiative Criminal Justice Integrity," which provides judges specific ways to engage with the public and rebuild confidence in Colorado's judiciary which includes presenting judicial CLEs that discuss EDI issues in the context of sentencing, bond, probation, and other areas. Similarly, Judge Adam Espinosa of Denver County Court/President of the County Court Judges Association and Judge Paul Dunkelman of the 5th Judicial District/President of the District Court Judges Association created a four-part "Race and Justice" webinar series this year. The webinar was a safe place for judges to explore EDI issues and brainstorm solutions to problems the bench currently faces with regard to EDI, but was uncertain how to address.

EDI is about having an open and honest conversation for change

Though some may be hesitant or resistant to taking "implicit bias" training, proposed EDI rule encompasses more than just implicit bias training. Anti-racism CLEs would touch upon topics related to systematic racism in our legal system and how to dismantle them, while elimination of bias programming would engage attorneys in reevaluating their organization's hiring, retention, and advancement practices to ensure greater diversity and true inclusivity.

The Docket

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OUR MISSION

To educate and entertain the Denver legal community *without being sued!*

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WRITE FOR THE DOCKET: DBA members are encouraged to send story ideas, photos, tips, and articles for the *Docket* Committee's consideration. We are looking for content by Denver attorneys for Denver attorneys, focusing on trends, courts and practice management, in addition to opinion and satire pieces. Please send ideas and member announcements to Editor Charles McGarvey at cmcgarvey@cobar.org.

The editor has the right to accept and reject submissions at his discretion.

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DENVER BAR
ASSOCIATION

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Colorado is poised to join the growing number of states that require attorneys to gain competence in the areas of diversity, equity, and inclusion.

EDI CLE's are designed to educate as well as to promote healthy discussion and reflection. An important goal of EDI programming is to help us foster better relationships with our staff, our clients, our associates, opposing counsel, and the bench. When you have better relationships with your clients and coworkers, you are a better advocate and a better leader. Open communication lends itself to happier staff and better retention of diverse attorneys, which all leads to your organization's overall success.

The EDI movement helps protect society

The Presidents' Diversity Council took up this cause because its leaders know the responsibility and privilege our law license bestows upon us. The Oath we recite upon admission to practice states in part:

I will employ such means as are consistent with truth and honor; I will treat all persons whom I encounter through my practice of law with fairness, courtesy, respect and honesty; I will use my knowledge of the law for the betterment of society and the improvement of the legal system

EDI programming supports us all in fulfilling this oath: It works for the betterment of society and the improvement of the legal system—and it teaches us *how* to treat others with fairness, courtesy, respect, and honesty. The escalation of violence and greater access to information regarding racial injustice has left attorneys seeking ways to dismantle systemic racism in our society. We can start by becoming better educated and more understanding of these issues, so we may become better advocates for justice *for all, in all circumstances.*

The legal profession is not alone in recognizing the need to actively engage in EDI education. Licensing bodies for physicians, social workers, and other professionals have been including requirements similar to the one we propose, in their professions. Across the country, there is a movement to deliberately and explicitly state these types of expectations and include them in the profession's education.

Embracing EDI education sends a message to our colleagues who experience racism and bias: We hear you, we know it happens, and we as a profession will not tolerate it. It tells Coloradans that our legal profession is serious about taking steps to effect lasting change. It recognizes the dignity of disenfranchised communities. And it is a concrete action that will promote cultural competency and public confidence in our legal system.

Colorado's courts are already part of the EDI movement, and it is time for us, as a bar, to join them. ●

Kevin McReynolds

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A. Tyrone Glover, Jr.

Tyrone Glover, DBA President-Elect

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Christine Hernandez,
CHBA Immediate Past President

Scott Evans

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Bar Association President

Annie Martinez

Annie Martinez, CHBA President

Peak Performance and Stress Management: How Your Career is Like the Practice of Running

Full disclosure: I am not a runner. I find the idea of distance running somewhat baffling and frequently watch with bemused curiosity as my husband trains and prepares for his races: highly specific schedules, dietary changes, specialized socks, and sometimes, *shoes with toes*. I recently asked him what *is it* about running that he likes and how does he manage to not get bored or quit when the pain sets in? While some people say they enjoy running, his motivation is that “it’s good for him and he feels better afterward for having done it.” There is the immediate feeling of endorphin release when the body floods with natural pain relief, the feeling of accomplishment, and, particularly after a marathon, a sense of pride in doing something most people wouldn’t or couldn’t. He explained that it takes discipline and investment in one’s self and a desire for betterment. Forethought, training, and strategies are required to sustain energy, which is the most important element. It’s not about the finish line or who is behind you, but rather about the challenge of conserving and releasing energy at the right times. Running is thus a dedicated practice of self-knowledge that requires meticulous attention to details, planning, and practiced execution, going through both physical and metaphoric ups and downs. Sound familiar?

For almost two decades I have worked with honorable and self-sacrificing attorneys who have invested a tremendous amount of mental and emotional energy into their work. They got into the race to make a difference in the world, to assist others through difficult times, to take advantage of the income opportunities, or to challenge themselves. In some cases, their natural talent of understanding the

ins-and-outs of language allowed them to carve a niche for themselves that others admire, providing feelings of accomplishment and pride. The problem I have observed firsthand, both as a paralegal and later as a clinician working with members of the legal community, is that many of these dedicated attorneys neglected to pace themselves and engage in the necessary warm-up and cool-down of self-care and conserving energy. Basically speaking, many of them had burnt out, the way a runner might experience long term overexertion that leads to progression overload and accumulated fatigue.

Runners who are serious, not just performative, know injury and over-extension of joints, tendons, and muscles must be avoided at all costs. Lack of preparation, poor training habits, and insufficient recovery result in adrenal fatigue and acute injuries, according to an article in the February 2013 *Journal of Novel Physiotherapies*. Feeling plateaued may lead to eventual disinterest, as the rewards are no longer worth the effort, and runners may abandon their practice all together. For people who love running or the rewards of running, pushing themselves too hard wastes months of effort and training. Even worse, a serious injury could force you out of the running world for a long time, or even entirely.

Different than runners, I found that many of the stressed and burned out attorneys wouldn’t even acknowledge their depleted condition. Many regarded their stress levels, lack of work/life balance, and marriage troubles as almost a badge of prestige. Imagine if a runner bragged about how many injuries or the severity of an injury in such a way; it would be like bragging about a failure of preparation. The glorification of stress in the legal

profession, a myth that assumes that if we compromise our well-being it will improve our performance, is an antiquated and inaccurate narrative that has been disproved by science again and again, and yet many attorneys buy into this myth. If you are finding yourself continually exhausted, foggy-minded, lacking in patience with those around you, or feeling anxious or moody, then peak performance is impossible to reach. Neurologically speaking, when stress accumulates, it becomes harder to maintain both passion for your career and compassion for yourself and others. If you are going too hard, too long, and too much, you are at risk for burn out. Working 60 or 70 hours a week is not a sustainable situation, regardless of how many say they have done it for years. It begs the questions: how much of life have you missed out on during that time and what are your blood pressure/cholesterol/or cortisol levels like these days? The last thing you want to pursue is continual peak performance. It’s called “peak” for a reason — by definition it is not sustainable.

Also unlike runners, attorneys tend to be particularly *unhealthy* — especially when it comes to stress management and the prevalence of issues like depression (28%), severe anxiety (19%), and problematic drinking habits (attorneys are 3.6 times more likely to experience substance use issues, compared to the general public, according to Krill, Johnson, and Albert in the *Journal of Addiction Medicine*). Given the rates of stress, burnout, questionable coping mechanisms, and general dissatisfaction lawyers experience, I began to think about how running strategies could frame the importance of pacing, choice of path, and consistent practice habits in a legal career.

Some quick and simple strategies that lawyers can borrow from runners:

■ **Train up:** Don't jump into marathons or trail running — build up to them. If you have a trial coming up, or other deadlines with massive deliverables, don't wait until the last minute to get busy. Increase your workload slowly over the preceding weeks and ensure you are well-rested and fueled on the big day. Don't jump from 8-hour workdays to a solid week of 16-hour stints of manic production — you will just hurt yourself.

■ **Keep it light most days:** Runners can experience adrenal depletion if they constantly run at their peak. It's called "peak" for a reason — by definition it is not sustainable. Instead, know when to hold a solid, steady pace and when to rev it up.

■ **Listen to your body:** Where does it hurt? When is it harder to breathe? Being mindful of the signals your body is sending is key to mitigating stress. If you are getting sick, having chronic pain, or other issues such as anxiety, depression, mental fog, or mood swings, this is your body trying to tell you something. Chronic stress is likely to blame. Runners can't go at top speed for too long and your body likewise was not designed to endure long-term stress.

■ **Rest, Refuel, Recover:** The intense schedules, long hours, and the amount of sustained mental concentration that the legal profession demands means taking time off to recharge is a necessity, not a luxury. Get enough sleep, eat well, and maintain a habit of physical activity (it doesn't need to be running). Schedule time during each day to get outside or just move around a little bit. After large deadlines, trials, or other events, take a day of personal time to do something you enjoy. These breaks are essential to stress recovery and stress resilience.

■ **Examine the types of races you run:** Some sprint while others have a talent for long-distance. Like runners, knowing your strengths and abilities can guide you to an optimal career fit. Every practice area has its pros and cons, so examine whether you are experiencing a healthy balance of



challenge and intellectual stimulation with joy, interest, and reward. If not, and the difficulties are outweighing the benefits, you might want to look at what different practice area (or even career) might fit your needs, talents, and abilities better.

Training, prepping, or changing paths can be difficult, but not as difficult as bearing the burden of long-term mental and physical stress. Talents may be pre-determined, but skills are learned and habituated through practice. For lawyers and judges there are rewards, but the profession is ultimately one of service and hard work. If you are committed to doing right by your clients and the law itself, it is your duty as an attorney to keep yourself fit for practice: limber, rested, and fully hydrated for the road ahead. Not only will you enjoy your career longer and recuperate faster from the uphill parts, you will also have energy for other activities beyond the race path.

Committing to a lifelong career is like choosing running as a personal well-being

practice: there are strategies to enhance performance, prevent injury and burn-out, and keep your passion lit in order to reap the benefits of your practice. If you would like to discuss your practice strategies and burn-out concerns, please contact your Colorado Lawyer Assistance Program at 303-986-3345 or info@coloradolap.org to schedule a confidential consultation. 🌐

CARRIE BOWERS is the Program Manager for the Colorado Lawyers Assistance Program and is a Certified Addiction Specialist (CAS). She brings to COLAP not only a strong legal administrative background, but also the compassion and dedication necessary to help Colorado's legal professionals make the most of their lives and careers.

SARAH MYERS, executive director of the Colorado Lawyer Assistance Program, is the coordinating editor of this wellness series. Contact COLAP for free and confidential assistance at 303-986-3345 and info@coloradolap.org.

The Fast Track to Early-Career First-Chair Experience

New lawyers — particularly those working at large law firms — often find themselves trapped in a Catch-22: they can't get on-their-feet, client-facing, first-chair experience without already having on-their-feet, client-facing, first-chair experience. Volunteering for Metro Volunteer Lawyers offers a way out of this vicious circle. As MVL volunteers, new lawyers get the chance to have their own clients, take first-chair responsibility drafting pleadings and negotiating with opponents, and even stand up and examine witnesses and argue at trial (though, these days, perhaps via a videoconference). And for those lawyers who do volunteer, they can obtain this kind of high-quality, sought-after experience all while performing public service and doing some good in the world.

Below are just a few examples of early-career MVL volunteer lawyers who obtained priceless experience representing deserving, underprivileged clients. After graduating from the University of Colorado Law School and clerking for two appellate judges, **Alex White** joined the litigation practice at Davis Graham & Stubbs in 2017. In January of 2018, he agreed to take on an allocation of parental responsibilities and child support case through MVL. His client was a young mother seeking sole parental rights over her 2-year-old son and retroactive child support from the father. The mother had obtained protection orders due to domestic violence, but the case had dragged on for nearly a year before Alex got involved. When Alex took the case, the client had a permanent orders hearing scheduled in a month and Alex hit the ground running. He met with the client, reviewed the record, and ultimately negotiated what he thought was going to be a joint resolution with the unrepresented father.

It didn't quite turn out that way, though. The father ultimately backed out of the set-

tlement and Alex represented his client at a permanent orders hearing in district court in Jefferson County. He introduced exhibits, presented the mother's direct testimony, cross-examined the father, and argued the statutory factors to the court, all on the way to a complete victory for his client.

"It was the first time I introduced evidence through a witness. It was the first time I conducted a cross-examination. It was the first time I did a closing argument," observed Alex. In fact, "it was the first time I had been by myself in a courtroom with my client there." Alex had no prior experience in family law, but he was assigned a mentor through MVL, and while "there were certainly moments at which I felt a little underwater, I made it through. I put my head down and figured it out." Alex has since moved in-house with Vail Resorts, but his MVL experience will continue to serve him in good stead for years to come.

Alex's experience isn't unique. **Andy Ball** is a 2017 University of Colorado Law School grad and an associate at Faegre Drinker Biddle & Reath, LLP. Through his firm's long-time support of MVL's Post-Decree Clinic, Andy was able to take on a child support dispute, representing a mother seeking increased child support. The Denver County Department of Human Services had become involved, but after filing an initial motion, the case had languished until Andy came on board. He untangled the procedural posture and dealt with the DHS attorneys to move the case to a point where it was ready for decision. He met with his client for hours, discussed what he needed in terms of documents and potential testimony, and generally worked up the facts of the case.

Andy's case ultimately went to a mediation facilitated by Denver DHS. At the mediation, Andy represented his client in negotiations with the unrepresented father. It was "in a courtroom, even if we weren't

before a judge. It was a great opportunity for me to speak on my client's behalf and be an advocate for her in a setting that had real stakes." After a lengthy negotiation, Andy was able to convince the father to agree to a result that was very favorable for his client and the court entered his proposed order the next day.

"In a lot of my practice," Andy said, "I'm only one of several lawyers working on any given case and that means I'm very far from the final decision maker on things that translate into real action in the litigation." Volunteering with MVL "provided an opportunity for me to sit in the driver's seat." He had a mentor who "was there to make sure I didn't drive the car off the road, but I made the decisions on my own about how to talk to our client, how to respond in mediation, and how to navigate the court process."

And it's not just through full-representation referrals that MVL offers invaluable experience. **JD Schneider**, another Faegre BD associate, regularly volunteers at MVL's Post-Decree Clinic, providing legal advice on a drop-in basis. JD practices in patent litigation, in which "you're working on very large cases for very large corporations, so you don't get that exposure and that one-on-one, personal connection with a client. I think that's important for attorneys. It's a nice experience to have a real one-on-one connection with a client."


Tina Van Bockern, an associate at Holland & Hart, also volunteers at the Post-Decree Clinic: "I feel like even if I just spend an hour with a client, it's a big deal for them. It's their children, their livelihood, their ability to support themselves. With a comparatively small time commitment on my side, I can make a difference and help them in a way that uses skills that I have and they don't."

One thing all of these volunteers agreed on is that their respective law firms were

very supportive of their work for MVL. Tina reported that Holland & Hart “works around my schedule when I want to attend the clinic, supports that work, and recognizes my commitment in my evaluations and annual reviews.” For Alex, “I got plenty of congrats at the end of my case — partners were happy with me representing the firm in the community.” And for Andy, “Faegre treats MVL work just as it treats paying clients, and for younger associates the firm recognizes that these types of opportunities give us the chance to get experience and sharpen skills we don’t get in other matters. Everyone at the firm was very supportive.”

And to complement their can-do spirit, all of these young lawyer volunteers were given access to MVL-provided mentors with collective decades of experience in family law, as well as MVL-sponsored CLEs, and other educational activities. Alex worked closely with his MVL mentor, scheduling multiple meetings and calls, and having his mentor in the gallery during his hearing.

Andy worked with a FaegreBD partner, Todd Walker, who is a longtime MVL Post-Decree Clinic volunteer and has a wealth of experience through that program. Andy was also able to attend an MVL CLE on family law that featured a Colorado magistrate judge as a speaker. And Tina appreciates that when she volunteers at an MVL clinic, there is always an MVL staff member present who knows all of the ins and outs of the relevant area of law. MVL volunteers are always well-supported when they are venturing into a new area of law.

So if you are looking for real-world, on-your-feet experience working with clients and in court, give MVL a try. Contact Ivonne Esparza at iesparza@denbar.org, or visit the MVL website at denbar.org/mvl for more information or to sign up! 

KYLE BRENTON is an Assistant United States Attorney with the Department of Justice. Before joining the DOJ, Kyle practiced appellate litigation at Davis Graham & Stubbs and Childs McCune LLC.

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It's time to light the lights!



Eat your heart out, Clark Griswold! The Gay family of LaGrangeville, NY holds the Guinness World Record for the most lights on a residential property. With 601,736 lights covering their house and yard, a drive by the Gay house has become a holiday tradition in the area. And thanks to LED lighting, the display only costs them about \$350 in electricity each season.

Can't make it to Upstate New York this year? Well, you're in luck because nobody does holiday lights like Denver!

Zoo Lights at the Denver Zoo celebrates its 30th anniversary this year. Check out their display of over a million lights sparkling across 80 acres. Another Denver holiday tradition for three decades is *Blossoms of Light* at the Denver Botanic Gardens. Wander through a Thomas Kinkade painting come to life as the gardens are transformed into a winter wonderland bathed in the glow of artful light displays and curated music.

This year, Denver welcomes back The Mile High Tree. This brilliantly lit, 110-foot-tall immersive art installation will be on display in downtown until January 2 and is free for all to enjoy.

And, of course, the Denver City and County Building will be resplendent in lights every night from sundown until 10:45 p.m. through Jan. 24. The building will be dark on Dec. 21 for an annual community vigil honoring those who lost their lives while experiencing homelessness in 2020. 📍



"My estate plan is simple. I want to leave everything, in equal shares, to all the good girls and boys in the world."

Why I Miss the Election



I don't know what is wrong with people. For months I listened as everyone complained about the 2020 election. So many people expressed relief that it was over. They hated the endless political ads on TV, the deluge of intrusive texts and phone calls asking for your money or your vote, the tons of mail seeking the same, and the inability of the cable news networks to talk about anything else. These are not bad things. Personally, I love them all.

See, here's the thing. Being a curmudgeon I don't have many friends. Friends, hell — I have little contact with the outside world in general. I don't know why this is. Just because I yell at you to get off of my lawn and snarl at you when you get too close to me at the grocery store doesn't mean I am anti-social. It just means that I want you to leave me alone.

So the election is a wonderful affirmation of what a desirable person I am. During election season I get mail addressed personally to me, not just to "resident". I get phone calls from pollsters interested in what I think and what I am

going to do on election day. That's right, they want *my* opinion. I am flattered.

I get e-mails that address me as "Laszlo", not just some anonymous person who might profit by partnering with a Nigerian prince to bring three million dollars into the United States. And the political ads are the most entertaining things that appear on my TV. Not only do they provide highly accurate and unassailable facts about the candidates and issues, but they even invite me to call my elected officials personally, to tell them what I think about the important matters of the day. Like I said, that is darn flattering.

But the best part of election season is having people beg me for money. I have the power of the purse. I love that even the President of the United States (to say nothing of my U.S. senator and local elected officials) had to get down on their hands and knees and beg me for a paltry few dollars. This just proves that I am much more important than they are.

And this election had an added bonus. Even after the election was over and a

winner was declared, the presidential candidates kept asking me for money so that they could in one case try to prove that the results were fraudulently obtained, and in the other case prove that their guy was really elected. It was the gift that keeps on giving.

So, spare me your complaints about the election. I wish we had one every day. Elections only prove what I have been telling you all for years — that I am an important person, and the rest of you suck. 🗳️



Tyrone Glover, Denver Bar Association President

Tyrone Glover will start his term as DBA president ahead of schedule, taking the helm in January, responding to the vacancy created by president-elect Dan Sweetser, who became DBA's Deputy Executive Director. Glover will split what would have been Sweetser's term with current president Kevin McReynolds. That gives Glover 18 months instead of just 12 in office and he reports he is excited about having the extra runway, especially given the challenges the future presents.

This certainly has been a year of unprecedented challenges. "DBA's pandemic challenges have been similar to those in our profession," Glover says. "Being remote and virtual makes it difficult to engage our membership, but I have been happy with how we have handled the obstacles. Our Metro Volunteer Lawyers program remains strong. The virtual Barristers Benefit Ball was well attended and a success. The Continuing Legal Education branch of the CBA-DBA-CLE tree has been leading the nation in online trainings and programming. We have also become more effective in speaking out on issues related to equity, diversity, and inclusivity. I would also like to think that we have remained, and even improved, as a partner to our specialty bars, sections, and the greater CBA."

Glover acknowledges this will be a challenging time to lead the DBA. "We are in the middle of a pandemic on the heels of the largest social justice movement I have seen in my lifetime, and we have a big change of leadership nationally. I am stepping into the middle of this. But what I have seen thus far in both our legal and greater community is the ability to come together and meet these challenges head on. Not only have I witnessed the DBA grow stronger internally as an organization from these times, but our external partnerships have also strengthened. And

so, I believe we must be committed to not just self-preserve, but to step-up and lead. I think that is what the moment demands. We must use this time for self-reflection regarding what can be done differently or better — and then we must commit. We must commit to press forward together. That is what I hope to accomplish — a robust and united bar marching forward together towards a strong and bright future for our community."

Glover is just the man to meet such challenges: before taking on law school, he was an undefeated MMA fighter with a foundation in jiu jitsu. "I wouldn't characterize it has a career," he says, "it was more of a quest, like some cliché, yet iconic 80's movie. I traveled to unfamiliar places to meet great tests, emerging stronger and better equipped to ultimately take on the bigger challenges of the world." He has found that lessons he learned from his days competing as an MMA fighter still guide him in being the most effective advocate.

Dreams of glory aside, the law was always something Glover had been interested in. "Early on I saw the law as a tool for change. All my heroes were seeking to change laws, whether it be through courts or legislatures, it was a way to change society for the better. The law for me was the framework that needed to be dealt with in order to give society the ability to move towards a more equitable future." Glover grew up surrounded by and learning about the great women and men who boldly and bravely attempted to change our collective condition for the better — from his great-great grandfather debating in a 1902 article whether the new constitution of Virginia would be beneficial or detrimental to the Colored man ("surprise, it was detrimental," says Glover), to his own parents. His mother desegregated her local high school and

has been involved in education policy advocacy most her life and his father was the only Black medical student in his class. As a doctor, he continues to mentor medical students of color.

On a flight back from Japan following his toughest and highest-profile MMA fight to date, Glover reflected on his accomplishments and what the next several years would look like. "On that ten-hour flight I evaluated what exactly I wanted out of my current path and the prospect of going back into the gym to train around the clock to pursue championships and milestones for my own self-glorification just did not excite me. I found myself returning to the values that my family had instilled in me and thought of ways that I could give back and make a difference outside of the ring." Once stateside, he prepared his application for law school.

"I visited the CU Law campus and spent the day with a bunch of admitted students and law professors, including the first person I met in Colorado, Supreme Court Justice Melissa Hart (then Professor Hart). On the way out of town, I stopped in Denver, walked around downtown and went to the Black Americans in the West museum and thought to myself, huh, I could see myself sticking around here. Denver had a buzz to it — it's almost like I could feel it growing around me. I wanted to be on the ground level of that growth. It seemed like a city that was really getting things done. And so, I worked in Denver throughout law school and by the time I was a 3L, I decided that, similar to my family who set out on their own path landing in California, I was going to put my roots down in Denver, Colorado."

Glover recalls the rigor of his early time on the job. "I was a new public defender and I had a jury trial set nearly every week in the month of August. Everyone told me that the [trials] wouldn't all go — some

would plead, some would get dismissed, some would get continued. Nope. They all went, and I ended up trying a case three out of four weeks in my second month on the job.” The hectic, punishing schedule “reconnected me with my fight days. Standing across the ring from someone, it dawns on you — this guy is about to walk over here and try and incapacitate me with every bit of strength he can muster. In fact, he has been training for 12 weeks, and before that his entire life, to do just that. As a trial lawyer representing individuals, it’s the clients’ lives that hang in the balance. I was there fighting for them, for their lives, liberty, and livelihood. I knew it was imperative to channel the icy calm and preparation I had as a fighter to weather the challenges ahead and make sure my clients always got the best version of me. This was not a job; it was a profession and I needed to show up accordingly every day and on every occasion.”

Glover feels fortunate to be in a place where the legal community is so involved and engaged. In Denver, “we have many bar associations and organizations to choose from. Whether it’s by group, practice area, or issue, there is probably somewhere for you to go.” For Glover, the DBA’s role is to be a good partner to these other organizations. “We need to be inclusive of the many stakeholders that make up our community. I would like to expand our engagement with our partner bars and organizations because I think that will be key to us all leading effectively through such a tough time. DBA’s Board of Trustees is very active and involved and I think we have done an excellent job recruiting people from many diverse backgrounds to serve. Our leadership looks like Denver — and we are trying hard to make sure that continues.”

When not practicing law, Glover has been riding out the pandemic doing workouts inspired by his martial arts training. He also fly fishes and DJ’s, albeit now virtually. “But mostly, it has been just hanging out with my family and watching my three kids grow up.”



His wife, Kate Stimson, is a criminal defense lawyer and named partner at her firm Stimson Stancil LaBranche Hubbard. “Mutual lawyer friends set us up after she saw my picture in an Inn of Court booklet. When we met, I was doing mostly corporate transactional law and so I credit her with getting me back on track towards social justice-oriented work. She had been a state and federal public defender and was defending men facing the death penalty when we first met. She helped inspire me to practice in areas that are important to me, personally. Glover and Stimson have three young children: Hendrix, 5, Alexander, 2, and Maya, 2. “Yes,” says Glover, “twins.

We had a two-year-old and then had two more. It is definitely a handful, but my kids are awesome.”

Looking ahead, Glover admits, “I am not sure what the future holds. I am growing and practicing in the areas I want, leading a great organization, and raising a wonderful family. I am good, personally, with just being in that present. Which is why now is a great time to focus on the broader future — the future of our society and profession — a future that is bigger than me.” One thing is sure — that Glover is undoubtably up to anything coming at him. Tyrone currently practices civil rights and criminal defense with Killmer Lane & Newman, LLP. 🍷

Of Family, Quarantine, and the Space Between: Cross-Country Travel with an Infant During COVID-19

This article was written following family travel to see relatives during August of 2020. While I can confirm that no one within our party or with whom we interacted was or became ill, it is important to realize that this kind of travel and other nationwide increases in gatherings has led to the increases in case numbers we see between the end of the summer and press time in December of 2020. If I had to do it again, knowing what I know now, I am not sure I would have made this trip. The individual risk to my family, as you may read, was low. But the societal risk that travel like mine helped to increase has and continues to undermine efforts to control the pandemic. Since mid-August we have been home, and will be until this is over I hope you and yours are safe and well.

Suitcase, 49.5 pounds. Double check that, yep, 49.5 pounds. Work bag, three computers — one for personal use, one for work, one for my wife's work — along with snacks, water bottles (empty as always), and enough charger cords to wire up a small town. Diaper bag, stroller, car seat, and additional snacks for the little one. Oh right, the little one.

Just like that we're loaded and away. If you only saw this part of the show, it would look like any other time a young family has driven their newest addition to the airport to go visit grandparents, aunts, uncles and cousins. But this is the era of COVID. Nothing is normal, and we are feeling only as prepared as we can be. The dice are cast and we are off into the void.

This trip was agonized over for weeks. Would we go, should we go, when was the last time we saw my wife's family? When might we have the chance to see them again? Thoughts of logistics, from personal protective equipment for adults and in-

fants to how we would manage meeting family, consumed the time and thought that usually go into planning adventures and making dinner reservations on a trip like this. A week before takeoff my wife drafted an email. Her whole family lives in New England and we were about to fly in with a beautiful baby girl, who had not met most of them yet. Our daughter was born in November of last year and my wife's parents came to visit her around the holidays. But aunts and cousins? Hadn't met any of them yet. When we planned this back in the before times, we envisioned taking two weeks around the fourth of July to run all over the Northeast seeing friends and family, introducing other babies to ours and even handing off the kiddo so we could have a night away. Then COVID pulled the rug out from under those plans. This should be fun, right?

We pull into the departure curb at Denver International's Terminal West and pour out of the car like a combination of

circus clowns and the Clampetts. Stroller, car seat, massive rolling suitcase, all the things we so carefully Tetris'd into the vehicle not an hour ago now spill forth onto the sidewalk in front of the terminal. That's when I really notice the first change. The sidewalk is empty. I grew up in the Denver area. But besides my immediate family, relatives were spread between both coasts. As a nine-year-old airplane enthusiast when DIA opened I was very excited, until I realized the drive was much longer. Since that first trip to DIA, twenty-five years ago, I had never seen the terminal drop-off area as empty as it was on the first day of August, 2020. The wind blew stiffly off the continental divide and across the city to kick up small dust devils between us and the only other group of travelers on the curb: another family, nearly a hundred yards down the sidewalk from us, busily unloading a few weeks' worth of supplies in matching black suitcases. As the public address system said the same thing it has for so long that I can quote it from memory, it seemed oddly out of place. "Passenger drop-off is for immediate loading and unloading only, no waiting." Are we having fun yet?

Trundling inside, the strange sensation that we were traveling through the Twilight Zone persisted. Printing the bag check ticket and lugging our one massively oversized, but perfectly weighted, rolling suitcase up to the counter to check, the woman behind the counter seemed genuinely interested to see us. She and the other attendants at the counter gathered around to make enthusiastic faces at the tiny human in my wife's arms. One of them even thanked us for bringing her, the highlight of her day she said. I genuinely

didn't know what to say and mumbled a quick thank you. Asking if we needed help with the stroller or car seat, I informed her we would gate check both, but noticed as the two baggage throwers standing off to the side relaxed back into their seats. They had come nearly to standing at the mere prospect that we might need their help, and seemed a little let down that even these new parents, struggling under the weight of way too much brightly colored plastic, had enough room in this newly empty airport to walk their stroller all the way through security. We said thank you to everyone who looked our way, these folks risking exposure to a virus that has put such a heavy hit on travel workers already, so that we could see our family. I felt awkward about being there but set off to the concourses anyway. Flying out of Concourse A has its advantages. I have always liked the ability to walk to or from the gate over the bridge between the A gates and the terminal, but now it seemed like the only reasonable option. Further crowding the trains when we didn't need to be using them seemed just rude to our fellow travelers. As we hiked over the bridge across the first taxiway, I noticed the boneyard. More Frontier and Spirit planes than I had the time to count as we hiked by were parked, like cars in the adjacent economy lot. Unneeded and unused. Grounded by COVID.

We had decided that walking to our gate would make social distancing easier, in fact it made it the default. On our trek across the bridge we passed two other

This trip was agonized over for weeks. Would we go, should we go, when was the last time we saw my wife's family? When might we have the chance to see them again?



humans, a flight team by the look of them, walking in the opposite direction. They quickly hopped on the moving sidewalk, putting one more barrier and a few extra feet between us and we nodded to one another. It was the kind of nod that that you might exchange with someone walking the other way in a snowstorm. The kind that says “yep, I see you out here struggling too.” Are we having fun yet?

The plane was less than a third full and the space to distance ourselves from others left me with the feeling that if this was standard, flying was probably no more risky than a trip to Costco. (Turns out this is not the standard, coworkers who have traveled have reported full flights and minimal spacing. We were simply lucky.) It may not have been fun, but it was very nice.

Flying into Boston Logan has always been one of my favorite airport experiences. The approach generally takes you low over either Boston harbor or the ocean just outside the harbor, and you see nothing but water beneath the plane until the last few seconds of the descent, when in quick succession you fly over the rock jetties, a strip of grass and the end of the runway before touching down. I have enjoyed it since I was a kid coming to visit my grandparents. Logan Airport itself is always a different matter. An ancient airport, it often feels cramped and labyrinthian to navigate. Add to that the tight passenger pickup areas and it has never been my favorite place to get through after landing. But this time, as you might expect, was different. We had plenty of room to move through the terminal and finding our checked baggage was quick and painless. This was such an oddity that even with an infant I had argued against checked baggage for fear of being trapped forever in Logan’s baggage claim area. I was again feeling uneasy at how empty Logan felt. Luckily, the state port authority had thought of my discomfort and devised a brilliant solution. Taking advantage of the drop in travelers, the agency had begun work on a number of road projects throughout

the airport campus, including passenger pickup. So, even with the nearly vacant feeling of the terminal inside, outside on the curb, traffic was as much of a snarled, honking, angry mess as ever. Are we having fun yet?

Piling into my in-laws’ car, we slowly worked our way through the construction and cone zones onto the highway and headed north. Boston, MA has a special spot in my heart. I have family in the area. I went to law school at one of the five law schools in the city (no, Harvard is in Cambridge, there are five law schools just in the city of Boston). I dated and married my wife here, I began my legal career here. Aside from the Front Range of Colorado, it is the only place I have really considered to be home. On any usual trip we would drop in on friends, stay with old classmates, eat at our favorite seafood places, and maybe get to a ballgame. Not this time. With friends sick from COVID, businesses shuttered, and a travel restriction on people coming from outside of New England in place, we press on to the New Hampshire state line. My wife and I gaze out at the Boston skyline, no more accessible than watching the opening credits of any of your favorite gritty Boston based movies. Dropkick Murphys play in my head. Are we having fun yet?

As we cross into New Hampshire, my wife’s home state and little slice of Colorado-style attitudes in New England, I am settling into the idea of quarantining for the next few days. New Hampshire, like Colorado, is a split state. People commute into Boston for work doing everything from hauling trash to teaching and researching at world renowned institutions. People also live in places where the nearest grocery store is nearly an hour’s drive away. Guns are as popular as mountain bikes and fantastic restaurants are frequented by women in flannel and men wearing socks and sandals. It’s really not strange to me that a girl who grew up here is so comfortable in Metro Denver. My in-laws have a beautiful place, on a dirt road, surrounded by a land trust, a

mere forty minutes from a grocery store. Here we settle in to morning walks and slow internet to see if we came down with the virus while trying to get here. Are we having fun yet?

Actually, YEAH! We are! This place is wonderfully quiet. There are little logging roads to hike with the baby, and my mother-in-law is the only person I know who can make home cooked gluten free meals that are just wonderful. Ponds and trees abound in a way that still leaves this Mountain West kid scratching his head after all these years. To walk through a place with this much green and this much water in Colorado, you have to be above 9,500 feet. The first few days glide by. I find an old plastic slide in the shed, clean it, reassemble it, remove every last spider and ant, set it up for the little one to play with. She does not care, have you seen this drink coaster?

After three days in quarantine we venture out to the local clinic for a COVID test, and a few hours later, grandma dancing the kid around the parking lot while we get swabbed, we are told we should have results in 24-48 hours. If the test comes back negative, we can see everyone else. But for now, we wait. Are we having fun yet?

Sure! We can swim in the lake down the road from the grandparents! Although we try to show up at the end of the day to reduce interaction with other people. We walk and we discuss the lives we were living before a pandemic brought it all to a halt, what we want to do when it’s over, and what we’re doing to stay just a little sane.

Result day! Get a call from the hospital that my test is negative. Just waiting for my wife’s results but the call doesn’t come. Waiting the rest of the day seems more agonizing than I thought it would be. Is there a glitch? Why hasn’t she been called? Do we need to be more worried than we already are? Are we having fun yet?

Finally, the call. Both negative. And armed with these results we are now able to carefully set up times to see friends and family, from a distance, with masks as necessary, outdoors, and for short

periods of time. Not as fun as it should be to catch up with some of our favorite people, but it is still very good for the soul. And now we get to introduce the kiddo to her cousins!

Going to see my sister-in-law takes us to a suburban neighborhood just south of Portland, ME. Blocks from the water. They have only just moved in, boxes are piled in corners and sleeping arrangements are still a work in progress, but it is a wonderful, welcoming place. And so close to the ocean it should be nice and cool. It should be. Days of ninety-degree heat and high humidity follow, while our child learns to sleep without air conditioning. It's a slow learning process. Are we having fun yet?

You bet! There are now three little girls all getting to know each other and insisting that the adults remember that the ocean actually is ... right there! They go to the beach, they steal one another's toys, and

the differences between 9 months, one year, and two and a half are totally amazing to someone who hasn't really interacted with small children since he was an only slightly bigger child.

Other members of my wife's family stop by for distanced hellos. My wife put together a long email to the entire family, detailing our travel plans, potential exposure levels to the virus, preventative measures we were taking, and asking that everyone reach out so that we could plan how and where to see people safely. Coordinating with family is a lift at the best of times; flying 2000 miles during a pandemic with a baby everyone wants to meet feels kind of like planning our wedding again. Are we having fun yet?

It's a strange, exhausted kind of fun. Wading into the ocean with a 9-month-old is kind of a magical experience. She is excited and chilled but refuses to come out until her lips are turning

blue and dad's shoulders are aching from swinging her through the waves time and time again. This vacation is never what we expected, it was harder than we anticipated, yet in many ways it was more than we would have asked for in terms of connection with those most important to us. There were no trips to old haunts or long fireside chats over beers. Those things will have to wait until we collectively traverse the challenges of COVID, social restrictions, and a general sense that things are coming apart at the seams. But we had lots of fun.

And I cannot wait to travel in the normal world again. 🌍

KARL KUMLI is a Colorado native and graduate of Northeastern University School of Law. He practices as an Associate with Jackson Kelly in the Workplace Safety and Health, and Labor and Employment groups.



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	1	2 AM	3	4	5 PM	6
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14	15	16	17 AM	18 AM	19 AM	20
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Santa's Perfect Present

By Elizabeth Tharakan



The best part about working in a busy mountain law firm this December is the annual office holiday party. Of course, everyone adheres to reasonably appropriate standards of behavior, given that attorneys are regulated by the Model Rules of Professional Conduct. The partners award bonuses to the associates. Partners roast turkey, duck, chicken, chestnuts, or the managing partner. The associates imbibe eggnog and flirt with each other if they are single — and maybe even if they aren't. Some attorneys bring plus-ones who would much rather be at home on the couch curled up with a movie. Or a book. Sometimes the attorneys themselves would be more comfortable in front of a fireplace curled up with books.

That's because most attorneys have an affinity for reading and writing. This affinity got them through the countless casebooks required in law school. Some attorneys are more on the nerdy side than others. I once gifted a former supervisor with *The Reflective Counselor*, a collection of law-related vignettes, but he found it too cerebral and exchanged it for Strunk and White's *The Elements of Style* (which would have been a better gift because I often edited his memos and corrected his grammar). When I interviewed for my current job, I saw a copy of *A History of White People* on my future boss's desk, which made sense because civil rights law is his passion. If it weren't an interview, I would have mentioned less highbrow literature on the same theme, namely *Stuff White People Like*, which recommends coffee, roller derby and North Face fleeces. With coronavirus making everything go virtual, lawyers look smarter and more professional over a Zoom chat if they have books behind them. One of my friends knew he'd hit it off with his new attorney after taking a look at a bookshelf and seeing many of his favorite statistics books there.

What else can you gift a lawyer? Well, office supplies are a practical gift. You can give someone personalized "Esquire" stationery. Or a tumbler mug. Or a calendar with daily meditations reminding the lawyer in your life to take it easy. Or an invitation to a free Colorado Lawyers Helping Lawyers session, which is a weekly support group for lawyers who have any sort of well-being issues — but which I think is a fantastic place to network and talk shop in a candid but confidential space. Or soaps, candles, lotions, and jewelry.

The Christmas season is just as much about giving gifts as receiving them, though. Some lawyers find it rewarding to volunteer at soup kitchens, homeless shelters, and places at which they minister to the neediest by giving out pro bono legal services. Lawyers give their time, their money, and their innermost selves to the causes about which they care. The opportunity to give back during the most wonderful time of the year may be Santa's perfect present. 🎁

ELIZABETH THARAKAN is an attorney, journalist and adjunct professor at the University of Denver.



MANUFACTURING LEGAL SERVICES

By Anthony Pereira

Any customer can have a car painted any color that he wants, so long as it is black.” While the Industrial Revolution brought many new techniques and tools to allow for mass production, it took innovators like Henry Ford to embrace it. Ford’s quote about his Model T popularized the concept behind mass production: sacrifice customization, but make a better, stronger, faster product and do so efficiently. The mass production of the automobile allowed Ford to offer his product for less. However, he was not working harder for less money; Ford was crucial in Americans achieving a 40-hour workweek.

Even if the legal field adopted mass production techniques, providing legal services is not the same as manufacturing a car. Every customer and each case are unique. When buying a car today, you would scream if the salesperson said the car only came in black. You’d expect to be able to choose the color of your car. Customers expect more, and we as a profession can provide more today. When adopting practices from the production industry, one might look to a more recent case study: computers.

If you purchased a computer during the 1990s, you’ve probably heard of Dell computers. A feature of buying a Dell was that you could customize the specs that you wanted. You could choose your microprocessor, storage capacity, RAM, graphics card, and more. Dell produced a massive quantity of these made-to-order computers by having a framework into which they plugged in the personalized components.

Mass customization proved successful for Dell because it produced an individualized product resembling the services lawyers provide their clients. Compare mass customization to using a template to draft a motion that you have drafted 100 times before, instead of drafting it anew each time. Sure, Dell could utilize economies of scale that solo and small firms cannot hope to achieve, but mass customization principles are achievable in a legal practice.

The manufacturing industry was not satisfied with just producing mass quantities and was not satisfied with just producing customized goods. They continue to evolve and adapt to become more efficient. 3M (known for products like Scotch tape, Post-Its, and sandpaper) used “Lean Six Sigma” to increase production, reduce waste, and increase sustainability. 3M provided quality products at a lower cost while going green by being efficient with production methods.

In the early 2000s, Lean Six Sigma was conceptualized by Barbara Wheat, Chuck Mills, Mike Carnell in their book *Leaning into Six Sigma: The Path to Integration of Lean Enterprise and Six Sigma*. While I do not know what happened to the other five sigmas, achieving the sixth one is essential. This production technique aims to achieve a constant flow between steps without wasted processes (“Lean”) and improve the output quality by reducing variations in the steps (“Six Sigma”). Why not look inward at your practice and your business model to determine critical resources, what profitable clients look like, and what value-added services you provide?

As lawyers, we are skeptical and trained to differentiate one case from the next. One might think that Six Sigma applies to

manufacturing, but not service-based industries: not so fast. In 2012, Ayon Chakraborty and Kay Chuan Tan published “Case study analysis of Six Sigma implementation in service organisations” in the *Business Process Management Journal*. They looked at service companies in the UK (hence the spelling of organisations). They discovered that many service organizations introduced a Six Sigma program to map critical processes essential to customer satisfaction. The key benefits of introducing Six Sigma programming into a service industry come from reducing the number of non-value-added steps in providing service and transforming “from fire-fighting mode to fire-prevention mode.”

An example of these principles working to make clients happy is that a “large insurance firm” was experiencing all-time low customer satisfaction. So they implemented Six Sigma principles and in less than five months they were saving money and increased customer satisfaction. It may be as simple as happy client, happy life.

While the production industry has and continues to evolve, the legal profession has remained relatively stagnant. Now the law office business model evolved some, going from states capping legal fees to a billable hour model in the 1960s. While the billable hour seems fair, it too is 60+ years old and might be outdated. A lawyer from the 60s would have many of the skills needed to practice law today. Of course, that attorney would benefit significantly from using a Dell, but the basic principles of a law practice are the same.

I am not trying to be Jerry Maguire with a heartfelt memo to the legal profession that there is a better way, nor am I Billy Beane (*Moneyball*) saying it is all about the sabermetrics. However, I work with Metro Volunteer Lawyers, and I see many low-income families that cannot afford an attorney. People not being able to afford an attorney might result from their circumstance, the economy, or it might be caused by the legal profession not adapting to meet needs. However, until pricing for legal services is within the public’s means, we cannot achieve access to justice.

I am fortunate that 100% of the legal services I provide are pro bono and most of my work is finding volunteer attorneys to assist low-income clients with part of their case. While thankful for this opportunity, pro bono work is only one part of the solution. I am fully aware that all other attorneys have a business to manage, but we can improve law practice to provide higher quality, more affordable legal services by being efficient. Perhaps by analyzing and innovating the law practice, we can provide a car, a computer, a post-it, and legal services affordably. 🍷

ANTHONY PEREIRA works for Metro Volunteer Lawyers, the pro bono arm of the DBA. He operates and improves MVL’s Family Law Unbundled program helping low-income families with their family law cases. He understands that many of his peers are not fortunate enough to have 100% of their work be pro bono, but encourages all attorneys to volunteer, at least a little. He would be happy to talk with anyone interested in volunteering about the best way for them to get involved.

Discovery Genie

Is Committed to Improving Colorado's Legal Community

By Dan Culhane

Discovery Genie started in 2017 to solve a major problem for my firm: producing emails and attachments in litigation was too time-consuming — and therefore too expensive — for the cases I handled in my solo practice. Three years later, building on partnerships with the Colorado Bar Association, Casemaker, Clio, and many other companies and organizations, Discovery Genie has much bigger goals: creating a level playing field for firms and practitioners of all sizes, and improving access to justice by dramatically reducing the cost of discovery — the most expensive phase of most lawsuits. We would welcome your participation in this project.

Small practices often face structural challenges in litigation, particularly when the adverse party is represented by a bigger firm with more resources. Even though the rules urge courts to scale litigation proportionally to the size of the case and amount in dispute, what happens in the real world is determined by the substantial

number of discovery requests permitted by the Colorado Rules of Civil Procedure — which allows high-resourced litigants to overwhelm a smaller adversary with excessive discovery requests and/or producing a giant haystack of data in which to hide the relevant needles.

Technology can help and Discovery Genie is invested in being an effective part of the solution.

Through an integration with Casemaker — an outstanding legal research platform free to members of the Colorado Bar Association — you can now combine a review of your evidence with legal research. This combination, which Discovery Genie and Casemaker call “get the law, get the facts,” helps you create a comprehensive index linking your evidence to your legal authority. By adding color coding to Discovery Genie's Excel-compatible index, you can tie your legal arguments to the evidence supporting your argument. You can also color-code your index to highlight other

categories of documents — such as exhibits you plan to use in a deposition.

The result is a game-changing roadmap of your case, allowing you to leverage your time and resources. The index goes a long way to offsetting the advantage a big firm may have because of its ability to allocate more resources to the case.

Along the same lines, Discovery Genie has integrated with Clio, a practice management suite offered to CBA members at a discount. By linking your Discovery Genie account to a Clio account, when it is time to jump into discovery, you can send an automated request to your client to gather and upload the relevant data directly into Discovery Genie, which will then notify you that your client's information is ready to review. When you finish your review, your production and your comprehensive indexes are uploaded directly into Clio's document library. Discovery Genie is honored to be named a finalist in Clio's 2020 Launch//Code competition, which awards a \$100,000

prize to the company creating the best integration with Clio.

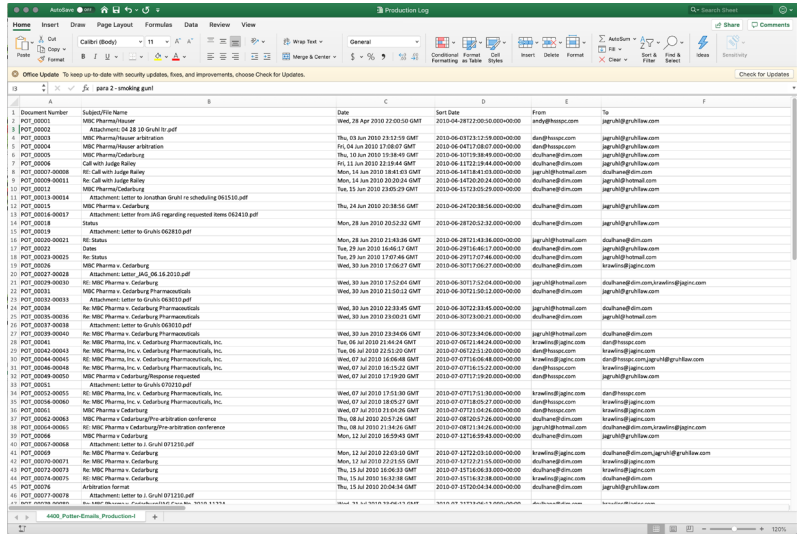
These integrations and buildout of discovery-related tools are just the beginning, however. In the meantime, Discovery Genie is partnering with the Colorado Bar Association (through the Solo Small Firm Practice Section and the Modern Law Practice Initiative) to research how asymmetry in firm resources affects practitioners in small firms and to develop recommendations and best practices to minimize these disadvantages.

Discovery Genie is equally committed to increasing access to justice. One of the major factors that prevents lawyers from taking on marginal and/or pro bono cases is the high cost of firm resources — especially attorney and paralegal time — to represent clients in small cases. Because most lawyers cannot justify investing professional time into low dollar-value cases, often people with small disputes have no access to competent legal representation. Discovery Genie's platform dramatically reduces the time it takes to review and produce documents, which reduces the cost of any civil case. But Discovery Genie is committed to offering its platform at a discount — including for free in appropriate pro bono cases — to allow lawyers to take on cases and clients who need and deserve legal representation.

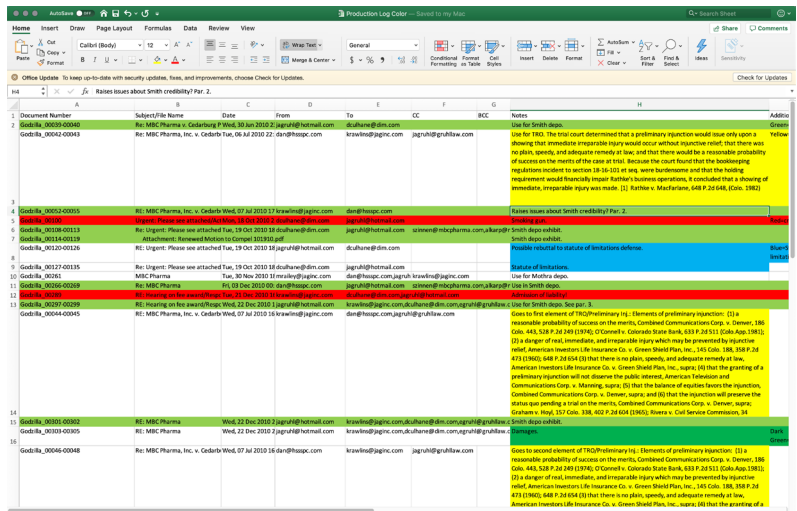
Discovery Genie is partnering with the Colorado Bar Association and a number of organizations that connect attorneys with pro bono opportunities. If you are interested in discounted or free use of Discovery Genie for cases that increase access to justice, please contact us at (303) 872-2410, or at Dan@DiscoveryGenie.com. Please also reach out if you'd like to get involved with our level-the-playing field initiative.

We at Discovery Genie are very proud of our Colorado roots and are dedicated to improving the practice of law in our home state. We thank our Colorado legal community for the support and encouragement as we have built our company from its modest origins to our partnerships with leading legal organizations and technology providers and beyond.

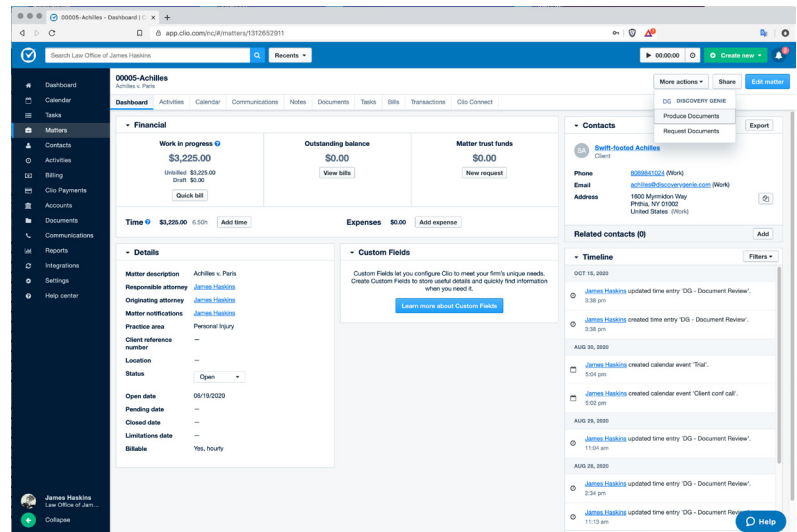
DAN CULHANE is a Denver lawyer and founder of Discovery Genie.



Discovery Genie combines the metadata from your documents with your notes, legal research, and other information into an Excel-compatible roadmap of your case.



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Discovery Genie seamlessly integrates with Clio, combining Clio's practice management system with Discovery Genie's eProduction platform. Learn more at DiscoveryGenie.com.



What I Learned About Life and Love From a Turkish Telenovella

By Julie Stermasi

What quarantine takes away, Netflix gives back. When you can no longer summer abroad, visit relatives or strangers in far off places, or plan to tick that bucket list, virtual sustenance is just a click away.

I pace myself.

Sometimes, the stories from a late night binge spill its longings into the morning, and it seems best to return to an unfolding tale at breakfast, if but for a fraction of an hour, to inspire the day. At other times, it is a token trophy for moving life forward by a sliver, while walking underwater in opposing currents that don't follow moon cycles like everybody else. You can go there anytime quickly and safely to feed your soul.

This is how I stumbled upon the saga of a tight knit group of friends and lovers in Istanbul. *Love Me As I Am* seduced me into wanting connection, cozy slippers, black seeded bread and

savory köfte, which would be sizzling in my kitchen right now if I could just find some sumac.

Then, I felt a longing for the sea and the smoky aromas of life on its edges — but better still — I succumbed to a vicarious feast of refreshing core values. Ancient Anatolian customs spilled like clear water over me just as I was feeling parched.

What was served up was something more than escape; this was deeper than the exotic sounds of a language pregnant with feeling and the lull of a romantic Ottoman city by the sea. Legendary Turkish hospitality offered fresh insight into what may have gone missing in our era of distance and discord.

This is what I learned, and I feel better already:

It's for the sake of Humanity.

Acts of Humanity define and support all of us, and they are invoked everyday. This is because we are human, and we all

suffer and struggle, and strive for love and happiness, in the same ways. It follows that we should be there for one another.

Ayshem arrives alone in Istanbul for her university studies from the village of Akcaabat, and Haluk-Abi implores his classmates Fahriye and Seda to close the deal on offering her a room; the roommates ask, “are you talking about the girl with the red suitcase?” “I don’t know her name!” he exhorts, “I speak in the name of human kindness!” It doesn’t matter who she is exactly, it is only necessary to know that she needs assistance. She is you, she is me. He swings her busted red suitcase up to his burly shoulders and gets her to class on time.

When someone comes to your aid, you may insist you are ok and don’t need anything, but they insist back that it is no bother and you do. Besides, says Metin to the stunning Aylin, getting the car started again is not a favor for you, dear Cleopatra, it is “for the sake of Humanity.” She rebukes him so often, but he will skip a test and risk his scholarship to be at the hospital overnight when she accidentally (maybe on purpose) takes too many prescription pills.

You might let a student who only had enough cash for one cup of tea, lay their head on the table of your darkened restaurant overnight. You will spend on a taxi to accompany an upset friend home to safety, even if you have no money left for getting back after that. The sake of Humanity drives one’s interactions with others who are managing the trials and tribulations of daily life.

Love and Honor are paramount.

People that love each other are called “lovers,” because they are perpetually engaged in the act of loving one another.

Love can happen instantly, but it plays out slowly. That’s how you know it’s real.

If you are young and married a classmate one afternoon to ward off another marriage arranged by your uncle, you don’t consummate that marriage just because a paper says you can. You wait. And wait and wait. Only then do hidden feelings, accidental alliances, and major adjustments have room to breath. That is how you honor marriage, love, yourself, and each other. Time makes space for what is true.

Ayshem’s father Nail Usta returns to his village on his wedding day to make peace with his wife dead 20 years, before he feels totally free to commit to the hip and worldly Eda. Maybe he could have saved that for another time so as not to dampen Eda’s joy and anticipation, but there you go — she understands and loves Nail for his deep values. Love and Honor are worthwhile, if not always easy.

“There is immortal love, but no immortal lovers. It’s a mortal life, so let’s not fight” declares one classmate to another. Even in the hallways at college, you know that the people flowing past you might buoy you up in a clutch, because, as Tolga reminds Zeyno, “if you have a problem, moral or material, I am here as your friend to resolve it.” This is how you honor and love the people that are going through the same experience as you.

Character matters.

Young Deniz is upset because his proposed father-in-law does not approve the engagement with his daughter, considering Deniz graduated Architecture school but has not yet landed a job.

Mazhar consoles him: “what really matters is a person’s character — to be a gentleman, to know how to behave. Is it more important,” he asks, “what job you have, or who you are, I mean, do you care about the envelope — or the letter in it?”

Wait, being a man is about Character somewhere? Where they serve savory kebabs and apricots, and you know that the letter is better? Çok iyi—great! Buy me a one-way ticket!

It follows then, that promises are a thing. It was often said that “a word, once spoken, can never be recalled.” Yes, this can cause problems, like when you lose hope that your lover will ever return, and while grieving that loss you ask another girl to marry you. When your true love unexpectedly shows up five years later, you need another glass of tea.

Breaking promises is not really a thing. When Sevinch finds Mazhar in an emotional good-bye hug with Rehan, she runs away in her big white wedding dress. Betrothal, over. But the debonair and highly sought after Mazhar does not remove his ring before he has made amends, for “we need to fix Sevinch’s broken honor.” Damn.

You try not to hurt others on purpose. The lovable ragamuffin Nezhil once said to his ebouillante beloved, “Nezhil may make mistakes, but he doesn’t do harm to anyone.” You may not always have your act together, but you keep it kind. It’s the human code.

Humanity starts early.

No one in Turkey thinks to prop up a phone in a baby’s crib to keep an infant soothed or entertained. If you are five or seven years old, you are not debuting tik tok videos on the coffee table for an audience. You draw, go hide and seek, do homework, or play in boxes with your friends when the family estate is being foreclosed by a ruthless capitalist.

A child does not know how to use a phone or the Internet. They watch people, not things, and they get their cues from real events and interactions.

If you’re little and sit with adults when they chat and have coffee you will be rewarded for your patience with the Art of Conversation. After that, you can learn how to make coffee and cookies yourself, and where all the cups and dishes go.

You consider it a gift when your parents bring home a poor girl from the village so she can attend school and be your new sister. You love her and are happy to give up a room of your own to share one with her. If you are bored at a restaurant together, the grown-ups send you off to another table by yourselves, where you can play “how to order from a menu.” They do this with a look. Yes, kids can read glances as well as specials.

Appreciate one another daily.

Being grateful has become vogue in popular culture for some time now. But Turks have been doing it next level, forever. Gratitude is not about an individual pausing to remember what they,

themselves, have. Gratefulness, Turkish-style, is about expressing appreciation for one another in every moment — endearments and compliments are voiced, at every opportunity, to all who cross your path. This gratitude is interpersonal, relational, and elevates everyone around you.

Whether you are young or old, plain or good-looking, sweet or sour, your being is lauded with words that remind you you are seen and appreciated. To grab someone's attention at a shop, you may say the equivalent of "Sir, Sweetheart," or Miss, Honey," or "Hey, Beautiful, Little One." When someone serves you a meal they either prepared themselves or simply transferred from take-out to a plate, you always say "bless your hands." Thank you for this wonderful meal, and bless your hands for bringing it to me.

Likewise, at the end of a conversation or meeting, when each party is about to return to their previous activity, everyone wishes one another this: "may you have ease, may it be easy." You are sent on your way back to work or the task at hand with a final reminder that someone is wishing you well. This is positive energy, shared on the run.

Fruit is a snack, and other revelations.

A stop at the grocery store on the way home from work, means you arrive home with two bags of fruit. That is all the marketplace can tempt you into impulse buying — apples, oranges, plums, pears and some lemons for the tea.

After guests have finished a meal and gather in the salon on velvet couches, someone pops back into the kitchen and reappears cradling a huge bowl of fruit, with a paring knife balanced beside it. Apples and oranges are carved up and split and offered to one another like good advice.

Frayed nerves caused by life's nagging issues, or idleness, may be instantly relieved by peeling pistachios or tangerines. Popcorn was eaten once, six years into the saga (episode 83) when friends gathered to watch a movie at home on a television that had been wheeled out on a cart for the event. Seriously, why does anyone need a TV when there are relationships to resolve and sweet surprises to plan?

Fruit is dessert, too. Cake and a bucket of ice cream appeared exactly zero times in three long seasons. The only pie ever debuted was in Reyhan's nightmare, where the vindictive girl who tried to steal her lover succumbed to jealousy and threw some in her face during pastry class.

We should always nourish and care for one another.

Kinship is assumed, respect is mandatory.

Turks are in the habit of referring to both strangers and friends as family. When you speak to the Starbucks guy, you call him "brother." A classmate you only know by name is still a sister to you, and you tack on "aunt" or "uncle" to the ends of the names of elders. In doing so, kinship and connection are underscored, and you are related thus — by Humanity — to all who may cross your path. No one should ever feel alone, because she has brothers and sisters, mothers and fathers and aunts and uncles all around her, everyday.

Haluk-Abi means "Haluk-big brother." He is everyone's brother, and he'll stop and serve you emergency tea in a glass, help you sleuth for good real estate, break his car to chase kidnapped grooms, and chain himself to any protest you may have.

These strangers and friends alike, both near and far, may always be engaged to help, support or rejoice with you. It is a given that you are connected. It doesn't matter if your lives are different or your views diverge or you bleed for different football teams, because you are part of this greater human whole. Kindness and community do not require a prerequisite affiliation based on similar status or beliefs. It's not tied to a church or a neighborhood or what you do for a living.

This is what family really means — if you are a person, ipso facto, you are never really alone. You have people. You have community. You can figure things out together, count on one another, walk through tough times side by side, and repaint an entire apartment in one day instead of three.

When Omer is disowned for running off with Ayshem, he is not left hanging with the loss of a father. Disinherited from millions? So what — he can call his father-in-law "Baba-jem" (precious father) and they slip into the father/son relationship with ease and comfort, love and respect. Being a father to this new groom happens naturally, and all the affection and expectations of fathers and sons snap into place with ease.

When Melda betrays her adoptive brother by conspiring with his arch enemy, then stabs the arch enemy for renegeing on an illicit quid pro quo, her brother still offers her a job at his new firm. He respects his family's responsibility for taking her in long ago, and won't relinquish her to a hard life alone. The respect you would show to blood relatives inures to strangers, half sisters and acquaintances via the cloud. The cloud of Humanity.

You are not a drop in the ocean. You are the entire ocean in a drop. — Rumi

Ayshem's lecture on the concept of infinity was an ode to her father's love, but it was a great lesson to absorb for Humanity as well: "infinity is something that is boundless or endless, and take anything out of infinity and it will be infinity again." We are a part of an infinite Humanity and there is infinite Humanity in each of us. Even if we've suffered disconnection from that essential truth, we can be made whole again.

While we have this time and space to think as our lives are disrupted, and racial and political discord divide us, perhaps the best way to nourish and value each other is to remember that we are all connected, bound by a common Humanity and containing within us the universal self. If we respect one another, act with honor, exhibit good character, love deeply, show support, and have compassion, we can survive and flourish.

As the series finally comes to a close, the blazing sun sets over the minarets which reach high into the sky like aspiration. Turkey's moon, a sign of time, the seasons, fast and feast, next to its five pointed star of light and knowledge, offers us all illumination on what really matters — love, honor, and the sake of Humanity.

May it be easy. 🍷

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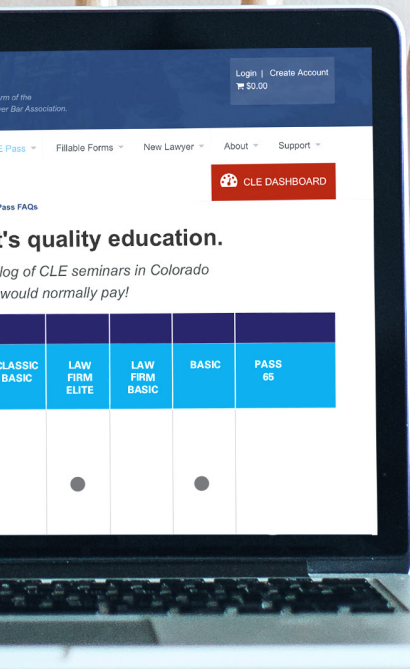
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Making the New Year Different

I have been reflecting on New Year's resolutions lately. If I'm being totally honest, I couldn't say what my resolution at the beginning of 2020 was (although it was probably quite generic, along the lines of being kinder to strangers and going to the gym more frequently). I am sad to report that these resolutions have not been achieved, since squinting at people from afar with a mask on doesn't quite achieve the same thing as a kind smile might, and gyms have been either closed or greatly limited.

2020 has been a rough year. From a pandemic now entering its third devastating wave to a highly contentious election which has revealed the deep fractures in our nation, it has been easy to feel discouraged about life in general. This is probably worsened by the feelings of isolation, the inability to connect with people the same way—be it at school, work, or socialization—and the loss of simple pleasures like the arts or just going to see a movie. When we have a lot of time on our hands and are surrounded by negativity, it can be easy to fall into a sense of hopelessness. Of course, we haven't only had bad news: promising vaccines are on the horizon and the world is still spinning, but always seeking the silver linings can become exhausting.

So instead of writing a piece about how things will get back to normal and we'll all appreciate life more because of this experience (even though I hope both of those are true), I'd like to write about intentionality in our everyday lives. As I was thinking about my failed resolutions, for reasons partially out of my hands but partially my fault, I realized that I was so quick to abandon my goals once they became difficult instead of buckling down and accomplishing them in spite of the difficulty. Because of the difficulty of the year, I should have made a greater effort to be kind in the small places where it was possible; because we were all stuck at home for so long, I had ample time to find other ways to work out.

If a New Year's resolution were easy, then there would be little benefit to its accomplishment. But as I was thinking about this, I realized that resolutions should also be specific. Instead of telling myself that I'll be kinder, I might say that I will strive to be kinder to people when they are being unkind to me, or to always be pleasant even when I'm having a bad day. In a lot of ways, it's tempting to treat 2020 as an aberration, and to say to ourselves that we'll just transfer our failed resolutions over to 2021. That was certainly my plan: to add a little specificity and try again. And if you have found the right resolution, then you absolutely should do that.

But for me, I'm not so sure my resolutions were the right ones. While kindness and taking care of yourself are both important, they also can be commenced immediately. In the past few weeks as we were entering the third wave, I began taking the time to be kind where I could and to go for runs or work out at home. These improvements to my life, though immensely beneficial to me and to others, do not require a new year to commit to. A good New Year's resolution should be something that takes the lessons learned in the past year and implements them into your life.

It requires us to be intentional about it. To really ask ourselves how we grew this year, and how we might go about continuing that growth in the coming year. It was an uncomfortable process for me because that kind of self-reflection can be difficult, especially in a year like 2020. At first, I thought to myself that I hadn't really learned much of anything besides how little I appreciated the simple joys our lives afford us. But then I considered how I had grown in diligence and patience from the struggles of taking classes and working remotely, and how I had found new ways to maintain friendships beyond meeting up for lunch or some coffee.

The problem with resolutions, and with personal growth in general, is that we often want to take the easy way out—but we don't improve as people when things are easy, we are pushed and make ourselves better through struggle. This year has certainly had a little too much struggling for me, but I also believe it has made me better. It has highlighted how fortunate I am to be studying still, and the importance of giving that back to the community in whatever ways I can. It has helped me to accept just how little I can control in this life, but has made me appreciate the agency I do have all the more.

We all know this year has not been easy, but as we look hungrily and desperately to the future, I think it is important to remember that a vaccine alone will not return things to normal on its own. We should strive to make things normal, yes, but we should also strive to make things better. In so doing, we should ask: what have I learned from this pandemic, and how can I apply that to life even when the COVID threat has disappeared?

I will be making every effort to be kinder and hit the gym, but, more importantly, will be mindful of the most important lesson I have learned from all this: we are far more resilient than we feel like we are or think we are, and, when we depend upon one another and trust one another, there is nothing we cannot accomplish. 🍷

BRANDON DASENT is a 3L at the University of Denver Sturm College of Law. He can be reached at bdasent20@law.du.edu.

The Resilience of Law Students During the COVID Era

My name is Johnnie Nguyen, I am a 3L at the University of Colorado and I currently serve as the only law student on the American Bar Association's board of governors. After law school, I will be joining Lewis Brisbois Bisgaard & Smith's Denver office as a commercial litigation associate.

Last year, I was the national chair of the ABA's law student division. During my tenure, my council and I passed numerous ABA policies addressing student debt, diversity, access to justice, and so much more. We also tackled mental health through national fundraising and lobbying Supreme Courts to destigmatize mental health questions in attorney character and fitness applications. These issues have always been vital to the law student population.

But this year, law students are facing a new wave of issues (notice how I avoided using the word "unprecedented"). Law students are adjusting to an online education (can you imagine 1Ls getting cold-called


on Zoom?), cancelled and postponed bar exams, virtual moot and mock trial competitions, the "O" in on-campus interviewing going from "on" to "off," summer associate programs cancelled, post-grad job offers rescinded, and more. What's worse, most student's tuition rates have either remained the same or increased.

But, as our lord and savior Michael Jordan (the hooper, not the actor — but he's cool, too) once said, "Obstacles don't have to stop you. If you run into a wall, don't turn around and give up. Figure out how to climb, go through it, or work around it." Michael Jordan's advice holds true for this wave of law students as we are one of the most resilient, tenacious, and trailblazing generations. And when we become attorneys, we will serve our clients and the public interest with the utmost grit.

I am proud of this generation of law students. I've seen them tread through thousands of pages of case law yet some-

how still find the time to volunteer as legal observers during Black Lives Matter protests. I've seen them spend weeks crafting the perfect law review note yet still find the time to complete their pro bono public service pledge hours. I've seen them interview with six law firms in the span of two days while still finding the time to help 1Ls comprehend *Pennoyer v. Neff*.

If you see or know a law student, I ask you to provide them some support. Buy them a bougie latte. Offer to connect them with someone in your network. Ask them how they're holding up. Or, just give them a figurative pat on the back and let them know that they've got this. It will go a long way, and it will be something they remember to pass on when they become attorneys.

If any readers would like to connect and chat about how you can help law students, please feel free to reach out to me at Johnnie.Nguyen@colorado.edu or [linkedin.com/in/nguyenjohnnie](https://www.linkedin.com/in/nguyenjohnnie). 

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Changes

1 Wells, Anderson & Race, LLC is pleased to announce that **Lindsay M. Dunn** has joined the firm as an associate attorney. Ms. Dunn's practice focuses on civil litigation, extra-contractual insurance defense, insurance defense, insurance coverage opinions, and other civil matters.

2 Pesch Law Office PC is pleased to announce **Amber Hill Anderson, MA** establishing our new Dispute Resolution Division. Ms. Hill offers virtual mediation services for: Family law cases, pre-litigation services, small claims matters, property disputes, neighbor conflict, property management issues, HOA claims.

3 Moye White LLP is pleased to announce **Courtney A. McShane** has joined the firm as an associate in the Real Estate Section.

4 **Kendra Yates** is thrilled to join the CBA-CLE as a program attorney. A Colorado native, Kendra grew up in Highlands Ranch, Colorado. Kendra obtained her undergraduate education at the University of Colorado and graduated from DU Law in 2013. Prior to working for CBA-CLE, Kendra spent seven years working as a Deputy District Attorney with the 18th Judicial District, primarily in Arapahoe and Douglas counties.

5 CBA-CLE welcomes **Ben Skeen** as a program Attorney. Ben was born in Denver and grew up in Littleton. He graduated from DU Law in 2008, and immediately started work at Skeen & Skeen, P.C., a boutique bankruptcy litigation firm founded by his parents, where he stayed for 12 years. Prior to law school, Ben considered becoming a Secondary English Language Arts teacher, and in the last year, began working part-time as a guest teacher at an alternative, credit restoration high school in Denver.

6 Ireland Stapleton is proud to announce that **David Manush** has joined the Firm. A litigation attorney, David's practice focuses on construction law and professional liability matters. He provides strategic counsel and defends architects, engineers, and general contractors in state and federal court.

7 Moye White LLP is pleased to announce **Bobby W. Dishell** has joined the firm as an associate in the Real Estate Section. He previously served as a law clerk and law student intern at the firm for 15 months while completing law school.

8 Nixon Shefrin Ogburn Drew, P.C. is pleased to announce that **Rodrigo Lugo** has joined the firm as an Associate. Rodrigo will focus his practice on medical malpractice, employment law, financial litigation, personal injury, HOA and property issues.

9 Nixon Shefrin Ogburn Drew, P.C. is pleased to announce that **Stephanie Losching** has joined the firm as an Associate. Stephanie's practice focuses on medical malpractice, health and hospital law, construction, premise liability, homeowners association matters, commercial litigation and employment matters.

9 Beltzer Bangert & Gunnell LLP is pleased to announce a



new hire **Michael Zehner** academic and professional focus has been in construction law. He grew up working for his father's heavy civil construction company, eventually as a project manager for large clients.

10 Beltzer Bangert & Gunnell is pleased to announce **Marshall Graham** as an associate attorney and graduate of University of Denver Sturm College of Law. During law school, Marshall volunteered over 250 hours with the Veterans Advocacy Project assisting United States military veterans obtain disability compensation and discharge and reentry code upgrades.



Good Things

▶ Cooley moves its Colorado Office – Cooley is moving to Denver. The firm has operated its Colorado office out of Broomfield but will soon have a floor in the 40th Story building at 1144 15th street.

1 Litigation attorney Julie M. Walker has been elected to the Boulder Ensemble Theatre Company's Board of Directors.

2 Judge Gary Jackson has been named the 2020 Greco Award recipient by the County Court Judge Association. The Anthony Greco Award was named after the late Judge Anthony Greco, who was appointed to the Denver County Court bench by Mayor McNichols and served from 1970 to 1984. The award was named for Judge Greco to recognize county judges who exemplify the traits to which all judges should aspire.

3 Moye White law firm is pleased to announce associate Bobby W. Dishell has been elected to Colorado's Regional Transportation District (RTD) board of directors for District D, which covers south Denver, stretching into Englewood and other nearby suburbs.

11 Higgins, Hopkins, McLain & Roswell is pleased to announce that **Carin Ramirez** has joined the Firm as Special Counsel. Our practice will continue to focus on Construction Law and General Civil Litigation.

12 Beltzer Bangert & Gunnel is pleased to announce **Emily Hayter** as a new hire. Emily is a Wyoming native who has lived most of her life in Colorado and has a Bachelor of Science in Engineering (Civil Specialty) from Colorado School of Mines.

13 Beltzer Bangert & Gunnel is pleased to announce **Kaylyn Little** who joined BBG in August 2020 as a paralegal in our litigation group. She is a Colorado native that is looking forward to expanding her career into construction law.

14 Beltzer Bangert & Gunnel is pleased to announce **Ashley Everling** who recently joined our team as an Administrative Assistant.

▶ Merchant & Gould hires two associates in Denver Office. **Kristen M. Geary** associate, works in a variety of fields from software to life sciences, preparing secure patents and litigating on behalf of clients' rights. **Matthew M. Metcalfe**, associate, focuses on patent prosecution, helping businesses secure patent protection for their intellectual property.

15 Moye White LLP is pleased to announce **Patrick Akers** has joined the firm as an associate in the Trial Section.

In Memoriam

David Little

April 23, 1934 – September 25, 2020



David Cottrell Little, J.D., peacefully passed away with family by his side at his family property of 80 years in Englewood, CO, on September 25, 2020.

A third generation Colorado native, David was born in Denver to Dorothy Jane Cottrell and Joseph Francis Little, J.D. He married Mary Paula Plank Little in 1956, the love of his life, who preceded him in death, in 2016. He is the third of four siblings; Joanne O'Kane, Betty Starbuck, (deceased), and Marian Reardon (deceased). He is survived by his five children, David (Marcee), Mick (Tricia), Sharon McMonagle (Patrick), Christopher (Christy) and Greg, 11 grandchildren, two great-grandsons, and many nieces and nephews. A graduate of Regis Jesuit High School in 1952, David was graduated from Santa Clara College in 1956. He earned his law degree from the University of Denver in 1959. He was President of the Cottrell Clothing Company, a family owned business, for many years. He was a life-long member and a former President of Cherry Hills Country Club. David began his legal career in 1959 as a Deputy District Attorney for the city of Denver prior to establishing the law firm of Montgomery Little with its roots in 1965. As an accomplished litigator, he was known as the lawyer's lawyer. David was highly respected for his ethics and commitment to the rule of law. Many state and local bar associations lauded him with their highest honors, awards, and accolades. 🕊️

If you are a DBA member and you've moved, been promoted, hired an associate, taken on a partner, received a promotion or award, or begun service on a new board, we'd love to hear from you. Talks, speeches, CLE presentations and political announcements, due to their sheer number, cannot be included. In addition, *the Docket* cannot print notices of honors determined by other publications (e.g., Super Lawyers, Best Lawyers, etc.) again due to volume. Notices are printed at no cost but must be submitted in writing and are subject to editing and space available. **Send all notices to Jessica Espinoza at jespinoza@cobar.org. Announcements will be placed on a first-come, first-served basis.**



Javier Garcia

Children's Program at Rocky Mountain Immigrant Advocacy Network (RMIAN)

EDITOR'S NOTE

Do you know a DBA member who should be featured?

Email nominations to Heather Folker at hfolker@cobar.org.

10 Questions with Javier Garcia

- 1. Where did you go to law school and where are you currently working?** I went to the University of New Mexico School of Law. I currently work in the Children's Program at Rocky Mountain Immigrant Advocacy Network (RMIAN).
- 2. Why did you become a lawyer?** I became a lawyer to help immigrant children and their families escape the trauma of their past by advocating for their protection in the United States. I seek opportunities to dismantle systems of racism, oppression, and discrimination, and being a lawyer gives me the tools to do that.
- 3. What's the best advice you've ever been given?** I had the incredible privilege of clerking at the New Mexico Supreme Court after law school. Justice Edward L. Chávez once told me, "Follow the applause from your conscience." His advice reminds me to follow my passions.
- 4. Where are your favorite places to travel?** My good friend Jonathan Murray and I backpack once a year, typically in northern New Mexico. Backpacking there is amazing. Miles and miles of forest with almost no contact with any other person. The ultimate getaway!
- 5. What's your favorite restaurant?** Major shout out to Pepper Asian Bistro on the corner of Colfax and Fillmore. Yushan eggplant and pad thai will cure any stressful day. Medium spicy - oh my!
- 6. Favorite childhood memory?** My favorite childhood memory was showing my mom and dad a letter from UC Berkeley offering a full scholarship. My parents are Mexican immigrants who did not complete elementary school. I remember seeing their faces when they learned that not only would one of us be going to college, but also that we wouldn't have to worry about paying for it.
- 7. How do you de-stress?** I de-stress by cooking vegetarian food while blaring reggaeton, salsa, and bachata. Moving to the music is the perfect de-stressor after a long day of sitting in front of a computer.
- 8. What is your favorite book or movie?** My favorite movie is Coco. Very few animated movies include Mexican people, let alone feature them as the central characters. Coco explores the amazing holiday of Día de los Muertos with tremendous detail and presents a compelling story of remembering your family and ancestors.
- 9. What is your biggest pet peeve?** My pet peeve is listening to people who misconstrue kneeling during the national anthem as a protest against the American flag or the military. Athletes who kneel seek to draw attention to the racism and oppression embedded in the founding of our country. People who are offended by the kneeling should actually be offended by the injustices that persist in our country.
- 10. What is your favorite game?** My favorite game is a card game called Birds. It is a variation of solitaire that I play with my wife Alison and our very good friend Angela. They are way faster than me, which makes me savor every round that I win. 🐦



Call for Leadership

We invite you to consider leadership in the Denver Bar Association! The DBA values its diverse membership and communities.

The DBA's Mission and Values Statements establish its commitment to promoting diversity and inclusivity in advancing equity. We are committed to recruiting and retaining volunteers in leadership roles from traditionally marginalized groups in order to greater advocate for equity throughout the DBA.

Applications are open for various leadership positions. The DBA Nominating Committee will soon begin to consider candidates for President-elect, First Vice President, Second Vice President (must be 37 or younger at commencement of term), three Board of Trustees, and several Colorado Bar Association Board of Governors positions representing the DBA for 2021-2022.

The duties of the President-elect, Vice Presidents, Trustees, and Governors are set forth in the DBA Bylaws, the Policy and Procedure Manual and in the DBA Strategic Plan.

Eligible applicants for DBA Leadership are:

- DBA members in good standing;
- Interested in serving in a leadership role for the DBA;
- Experienced and engaged in areas important to the governance and strategic success of the DBA;
- Individuals who possess qualities reflecting integrity, independence, leadership, good judgment, wisdom, curiosity, vision, a proven record of accomplishment, and an ability to work well with others.

We encourage all eligible applicants to apply on or before January 30, 2021. Visit denbar.org/DBA-Nominating-Committee for more information on open positions and a list of Nominating Committee members.

Any questions? Please email the Nominating Committee staff liaison Jessica Lindzy at jlindzy@cobar.org. Good luck to all of the candidates!

**“There is nothing like returning to a place that remains unchanged
to find the ways in which you yourself have altered.”**

Nelson Mandela



“Looking forward to seeing you (in person) in 2021”

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