

The Docket

PROUDLY PUBLISHED BY THE DENVER BAR ASSOCIATION | FALL 2021

THE WELLNESS ISSUE

PRESIDENT'S LETTER

Join the Wellbeing Movement!

COLAP WELLBEING CORNER

Rest.

MEMBER HEALTH

Wellness Tips from Colleagues & Answers from the Pandemic Check-In Poll*

*(*hint: it's not just you)*



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It is our hope that we as a profession can embrace this healthier way, all while continuing to do great work.

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It has been a year and a half since COVID changed many things about the world — especially the way we work and unwind. A few members of the DBA's Young Lawyer's Division were invited to participate in a Pandemic Check-In Poll. They had some interesting things to say.

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The theme of this issue is *wellness*. I was going to use this editor's letter to share a few poetic and profound thoughts on the subject but seeing as how so many of our amazing members have shared theirs so thoughtfully in the following pages, I'll spare you my purple prose. Instead, I've decided to address a different kind of wellness — the wellness of *The Docket*. In order to keep this a thriving, relevant, and entertaining publication, we need the voices of as many members as possible to join in the chorus. To provide a little guidance and hopefully some inspiration, here are a few tips from longtime friend of the magazine Gurney F. Pearsall III.

10 Publishing Tips

1. Read the past few editions of the magazine to get an idea of its overall style and the many kinds of articles and article styles (not every article has to be a feature-length law review). By seeing what kinds of topics it likes to publish, you'll be able to see what topics are oversaturated and what topics are receiving little to no coverage.
2. Pick a topic that's interesting or unusual, a topic that covers an area of law that

- is niche or emerging, or a story about a case of yours that offers something for everyone to learn from, like a case study.
3. Write what you know. Discussing your experiences makes an article automatically more readable because practical experience is more valuable than reciting facts and statistics. Having personal experience in the field you're writing about adds credibility to you as an author and gives you opportunities to tell stories.
4. Pre-write. Creating bullet points and making decisions about the overall structure of the writing before putting any words on paper help eliminate writer's block and streamline the writing process. Knowing what to say is as important as knowing how and in what order you are going to say it.
5. Accept the rough draft for what it is. Rough drafts are flawed. They are full of typos, non-sequiturs, and missing pieces, but keep going until you have a complete rough draft or else you will get bogged down in minutiae. Save the editing for after you have a complete rough draft.
6. Use a funnel strategy to revise, meaning start the editing process with the broadest revisions (adding arguments, addressing

weaknesses, moving around sections and paragraphs), then narrow down to the more detailed revisions (typos, grammar, word choice).

7. Edit on paper. We tend to gloss over things when we see them on a computer screen. For many, if not most people, there is something about editing on paper that helps them catch errors. Maybe not having Microsoft Word's red underline for typos forces us to pay closer attention.

8. The final edit. The toughest edit is the final one, because at that point you've written and rewritten so often that you are probably numb to the words on the page. It helps to print out the article and read it backwards, word by word. With the words taken out of context, it helps to catch errors and word choice issues. We tend to read words in clumps, especially when we read quickly, and that makes it hard to catch even the most glaring errors.

9. Add illustrations. The magazine might ultimately find better ones or not use them at all, but an article with illustrations is more readable and therefore more publishable.

10. Have fun. Pick a topic that you would enjoy talking about in your free time so that the extra effort you have to put in to create a publishable article feels more like exploring a hobby than finishing off yet another tedious work assignment.

To these I would just add BE CREATIVE! Remember, it doesn't have to be about law. *The Docket* is looking for reviews of Denver restaurants, attractions, events, and exhibitions, local interest stories, travel stories, photos, illustrations, and everything in between. Length can be anywhere from a couple of sentences to 2,000 words.

I'm looking forward to hearing from you!

Be well. 🍷

PS: Thank you, Gurney!

Charles McGarvey

Charles McGarvey, Editor
cmcgarvey@cobar.org



Dear Docket,

I love being back in the office part time, but I'm afraid I'm buying too many salads. I want to be healthy, but the sandwiches around work are crazy expensive. What should I do?

Signed,

Lunch Break in Boulder

Dear Lunch Break,

I hear you. You don't want to spend too much money on lunch, but the kitchen microwave can feel sad. You deserve to treat yourself, but when did turkey, tomato and bread start costing \$17.50?! Well, I've got some sobering news for you — salads aren't that great. I mean, rabbits die too, right? We're all trying to lose our pandemic weight, but it won't happen overnight. Salads aren't magic.

Besides, once you get grilled chicken on there, it's the same price as the sandwich just a lot less filling. And I bet by the time you get home from your new hybrid office life, you're hungry from only eating lettuce all day and now your housemates are suffering too.

Step out of the salad spinner. Healthy and happy don't have to be mutually exclusive. This issue of *The Docket* is about taking care of yourself — and sometimes that means putting your immediate needs above your long-term goals and ambitions. Keeping your appetite unsatisfied only makes you hungrier. Get the expensive sandwich. And maybe think of inviting a few coworkers to join you. The microwave makes them sad too.

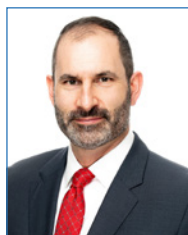
Just remember what *The Simpsons* taught us...

You don't win friends with salad.

Join the Wellness Movement!



Glover.



Eisenstein.

Days on end in adversarial pressure cookers. Unrelenting deadlines, long hours, financial uncertainty, and no tolerance for mistakes. As lawyers, these factors have been ingrained in our collective consciousness as normal. They ultimately combine to trip our amygdala into a semi-perpetual state of fight or flight. Is it any wonder that the legal profession's rates of substance abuse, anxiety, depression and suicide are well above national averages? Are we surprised that our profession has a wellness problem?

But there is hope! Interestingly, despite the inarguably difficult nature of lawyering, we are almost never in the kind of mortal danger that warrants an actual fight or flight response. There are no hungry lions in the jury box waiting to pounce on unwary counsel. A missed deadline, while serious, will not be punished with

death. What's more, research has shown that these types of fight or flight reactions do not actually help performance. So why do we continue to turn our cortisol knobs to spinal tap levels when it serves no real purpose but to make us miserable?

At the most basic level it comes down to deeply entrenched fear. We fear that if we are not suffering from stress and deadlines, if we are not trying to live up to an impossible standard of perfection, if we don't punish ourselves for mistakes, or if we don't grind for one more hour preparing for a deposition, hearing or whatever the next task demands, that we aren't worthy. This has unfortunately, for many in our profession, become the status quo. And our egos, our sense of rationalization, the various committee members that make up our thinking brains, they all try to keep this status

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
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The road to wellness, like anything worth doing, will take time. There is no miracle solution.

quo alive and well. "It's worked so far" they whisper in our subconscious, "don't change horses now!" But what if it didn't have to be like this?

In the past few years, with COVID-19 as a possible catalyst, more and more lawyers are waking up to the possibility that there is another way, beginning with making the conscious choice to be kind to yourself. Loosely, this is what we mean when we're discussing wellness. Recognize your limits, take time to exercise, to be with your family, to meditate, read, play an instrument. Create space to go to therapy or take a day off and do nothing. When you make a mistake or have an unproductive day, because believe it or not, you are human, forgive yourself. When you start to be kind to yourself, like a passenger who listened to the flight attendant and put on their own mask first, you start to notice opportunities to be kind to others — even...*drumroll...* opposing counsel. And when that happens it creates ripples in the system that not only affect your own wellbeing but have the potential to cause a sea change in the entire profession. And all, as research has shown, without sacrificing performance.

This change in mindset will not be easy. The status quo of our expectations is firmly entrenched in our own minds and in our community. The task of shifting thinking in one of societies oldest professions is no small task. It is, however, an important undertaking and one that both individuals and institutions in the legal profession are embracing. From the highly anticipated Colorado Supreme Court's report on lawyer wellbeing, to some law schools, law firms, and bars associations commitment to both understanding

and valuing wellness, our profession is ripe for a shift in thought and behavior. At present, these evolving beliefs and attitudes are prevalent in a unique and inspiring way. People are talking openly about these issues more than they ever have. And when we as a profession open this dialogue, we will hopefully realize that we really are all in it together.

The road to wellness, like anything worth doing, will take time. There is no miracle solution. There will be successes and setbacks, but when we collectively think about our priorities given our limited and fleeting time on this planet, is being kinder to yourself really that hard of a decision? Take a lesson from Sisyphus. The boulder will still be there tomorrow.

In the now classic 1999 movie *The Matrix*, one of the heroes, Morpheus offers the main protagonist, Neo, a choice between a red pill and a blue pill. Take the blue pill and wake up in bed going about business as usual. Take the red pill and see how deep the new and exciting rabbit hole goes. Over the course of the next several months, the DBA will show you glimpses of that red pill. Bar leaders and Bar members will offer tips, practice pointers, and general gleaned knowledge regarding lawyer wellness and wellbeing. It is our hope that we as a profession can embrace this healthier way, all while continuing to do great work. 🌱

A. Tyrone Glover

A. Tyrone Glover, DBA President

Jacob Eisenstein

Jacob Eisenstein, DBA Board of Trustees

Rest.

“Almost everything will work again if you unplug it for a few minutes, including you.”

— Anne Lamott

Rest makes us more persistent, more productive, and more likely to live a long, healthy life. Rest is key to becoming the best personal and professional versions of ourselves. Period.

Unfortunately, the ingrained cultural belief, especially in the practice of law, that our value is intertwined with our ability to produce encourages us to accept the sacrifice of our health and time with those most important to us. We are taught to bypass vacations, to get ahead by putting in endless hours of work, to take on more cases and projects to help others, all to potentially obtain promotion, to feel worthy, or to experience success. While this pursuit does assist others and changes people's lives, we also risk developing a physical or behavioral health emergency, one that demands rest, as a result of this belief.

Contrary to popular belief, we don't become our best selves by pushing through life without taking time off, by navigating endless hours of work and family responsibilities, by finishing endless projects in our homes, or by filling our schedules to the max to meet the needs of everyone else. It is not grit. Nor is it the façade that we can handle anything thrown our way. The secret to a good life is prioritizing rest – before rest is prioritized for us.

Sleep, the ultimate form of rest, is crucial for the optimal functioning of all our biological systems, our psychological well-being, and our ability to effectively interact with others. It is only during sleep that our brains change through the process of neuroplasticity and when the waste products of daily stress are cleared away. Sleep is scientifically proven to be one of the best defenses against cognitive decline and Alzheimer's Disease, for improving mood, and decreasing heart disease. Sleep also helps to regulate our blood sugar levels, to optimize our immune system, and to balance the hormones which impact our hunger cues and weight. If you're an athlete, sleep is also what provides the best repair and allows for optimal performance and response times.

If you're finding it hard to get quality sleep, you are not alone. Research shows the legal community experiences sleep difficulties at some of the highest rates among all professionals. It is also well established that sleep difficulties increase with age and that physical and mental health issues can interfere with our ability to sleep. As we age, our circadian rhythms and hormone levels change, impacting our sleep cycle on a biological level. We can also anticipate sleep disturbance and psychological distress in response to stressful life events – such as the past 20 months. It is quite a vicious cycle: stress leads to inadequate sleep, which leads to the development of a physical or mental health issue, which leads to inadequate sleep, which leads to a stressful event, which leads to inadequate sleep, which leads to the development of a new physical or mental health issue.

Pre-pandemic, in the United States alone it was estimated that \$411 billion are lost each year due to insufficient sleep (Hafner et al., 2017). In 2016 the Centers for Disease Control declared insufficient sleep (less than seven hours a night) a public health problem. At that time, the CDC reported that 35% of U.S. adults do not get adequate sleep.

The COVID-19 pandemic, however, increased everyone's stress and exacerbated physical and mental health issues for many of us. The rates of sleep disturbance skyrocketed, especially for those who became ill with COVID-19. A quick search of Google Scholar, limited to publications from 2020 to 2021 and using the search terms "COVID and sleep," revealed over 66,000 articles on the topic. One review (Jahrami et al., 2021) noted that approximately 40% of people reported sleep problems since the start of the pandemic, and this number increased to 75% in the group of people who have had COVID-19.

Fortunately, there are some simple strategies for prioritizing sleep, both to improve quantity and quality. Seek consistency in using these strategies, not

perfection, and be patient with yourself. It is consistency that is most important from a health perspective.

- o **Create a sleep-conducive environment.** Our body is cued for sleep in darkness and cool temperatures. Make your bedroom as dark as possible, lower the temperature a bit, and/or turn on a fan. Sound pollution can also be very disruptive. Blackout curtains can help minimize both light and noise. Also consider using a noise machine, a fan with white noise, or playing calming/relaxing music.

- o **Wake up and go to bed at the same time whenever possible.** Inevitably life will get in the way of this one, especially if you are a caregiver or dealing with a crisis. However, prioritizing your bed and wake-up times help train the body for optimal sleep. And yes, this includes weekends and vacations too.


- o **Practice a bedtime routine.** Turn off all electronics (like phones, computers, TVs, smart watches) 30-60 minutes before bed. Put your phone in its resting place for the evening, out of reach and ideally outside of the bedroom. Engage in activities that signal to your brain that you are winding down. The options here are endless and need to be personalized. Consider activities that get your body ready for bed (shower/wash face, brush teeth, change into pjs, journal, dim the lights, meditate, diffuse calming essential oils) and preparation that will make your morning easier (pick out clothes, prepare lunch, final pick up of house, get coffee/tea ready, write out to-do list). Consider a family bedtime routine to benefit everyone.

- o **Set yourself up for sleep success earlier in the day.** Our daily habits significantly impact our sleep. Exercising regularly, drinking enough water, minimizing caffeine in the afternoon and evenings, not using tobacco, and not using alcohol or cannabis before bed can significantly improve our ability to get a good night sleep. Although it is commonly believed that alcohol and cannabis help us get to sleep, they actually impact REM sleep

and blood sugar levels, decreasing sleep quality. The next time you're feeling groggy in the afternoon, take a walk or a quick nap (20-90 minutes) instead of reaching for another cup of coffee. Even if you can't fall asleep, turning off the lights, laying down and closing your eyes for just five to ten minutes, without distraction, is better than continuing to push through.

- o **Complete your stress cycle.** Stress that remains in our body impacts our ability to get restful sleep. The most efficient way to complete the stress cycle is through physical activity (like walking, breathing exercises, biking, a big ugly cry, or a dance break), but creativity, laughter, and human connection are other options. Do something daily to work toward ridding your body of stress.
- o **Get professional help.** For many of us, these strategies will not be enough for

a good night's sleep. Reach out to your primary care physician or a mental health provider to get medical support specific to your circumstances. Medications to treat anxiety and depression or to directly address sleep issues can be beneficial. A sleep study may also be warranted. Working with a professional also offers accountability toward the ultimate goal of improved sleep.

For tailored ideas for improving your sleep or for referrals to sleep experts, reach out to your free and confidential Colorado Lawyer Assistance Program, (COLAP) at (303) 986-3345 or email us at info@coloradolap.org for a consultation. 

DR. ROBYN HACKER is a Colorado licensed psychologist, licensed addiction counselor, and certified EMDR therapist with over ten years of clinical experience

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 Colorado Bar Association... 

METRO VOLUNTEER LAWYERS MAKE A DIFFERENCE

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*Pro bono attorneys
can make a difference.*

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Blessed Are Those Who Have A Hand to Hold Full of Warmth

Social isolation and loneliness are the next big public health concerns. While all age groups experience these, the elderly are more susceptible. According to the University of California San Francisco, more than 40% of older Americans experience loneliness. The rate almost doubled during the first few months of the pandemic because of lack of social interaction, stay-at-home orders, and not being accustomed to technology. The most common factors for social isolation and loneliness are separation from their children, death of a loved one/companion, poor mobility, and low income.

I moved to the U.S from India last year right before the pandemic began in March 2020. Being home-bound for the longest time in an unknown country and having no in-person contact took a toll on my health. Fortunately, I had my husband with me all along. It is far beyond imagination what the older generation went through in those hard times.

Luckily, I am part of a younger generation that is more tech-savvy in this fast-moving world. We have our gadgets and smartphones to entertain us but what about the elderly? Most of them barely manage to make calls. As everything went remote and the use of technology increased, the elderly were victims of this technology. Many do not have email addresses, and some are not interested in getting one. Those who have ongoing court cases face difficulties to familiarize themselves with Webex and Zoom calls. Some of them have no one to help. Just because we do not hear from them on the internet does not mean we forget them.

The elderly who have financial problems face more challenges. For example, it's difficult for them to manage day-to-day finances and with the increased use of online services, they are more vulnerable to frauds and scams. Women are more likely to live in poverty than men because they spend most of their lives as caregivers. As a result, some work even after retirement to feel a sense of security.

It is only when we see low-income older adults in senior centers or at home that

I hope that we all can lend our hand to the aging community and show them some love and care. It is a tough job, but definitely rewarding and life changing.

we realize the injustice they face every day in navigating financial and medical problems.

Retirement is treated differently by every individual. Some older people look forward to retirement as they can indulge in hobbies that they could not pursue in their earlier lives, whereas others are scared to get old and live without any support. We often forget that we are aging too and the only things that the elderly need are love and care.

It is time, especially after the pandemic, that we care for those who once cared for us. The well-being and mental health of the elderly need to be taken care of because lack of social interaction affects some of them severely.

This is where the law has an integral role to play. With the help of the law, we can focus on assisting them and improve the legal aspects of their lives.

I studied law in India and was looking for volunteer work here in the U.S. when, fortunately, I found an opportunity to intern with Metro Volunteer Lawyers (MVL). It has been five months and it has been an amazing experience. Serving the community and being able to provide access to justice to those in need is truly a pleasure.

I have always had a special place in my heart for the elderly population as I lost

a set of grandparents at a very early age and there was not much I could do for them because of our busy lives. In India, we have a joint family system where most children live with their parents all their lives. Quite often, three to four generations live under the same roof and it's a very different feeling to share life experiences. In situations like these, the elderly feel less lonely and have less to worry about.

I stayed with my grandparents in India and with my extended family for a couple of years. Today when I am miles away from home, I cherish those beautiful memories. I feel blessed to be able to talk to them often, but sadly sometimes not all senior people have families, or if they do, they may not be on good terms with them.

I hope that we all can lend our hand to the aging community and show them some love and care. It is a tough job, but definitely rewarding and life changing. Blessed are those who can spend some time with their grandparents, they give us insight into the world we've never lived in.

For example, I had the opportunity to assist MVL's Power of Attorney Program, which helps the elderly get a financial POA, a medical POA, a living will, or a declaration of disposition of last remains. MVL does a presentation where we educate seniors about the documents. If they qualify for our program based on

income, we execute their documents at our workshop.

While attending the presentation, I got a better understanding of how their world is different than what we are living in today. At the workshops I shadowed volunteer attorneys assisting low-income seniors.

At one meeting, I was amazed to see how the client had no concerns about her children having access to her bank accounts. This contrasts with my experience with MVL's family law programs where I see people engaged in property and spousal support conflicts during a divorce.

Another senior I met with was very friendly and so full of life. He did not want to burden his daughter with the funeral expenses and made sure that it was taken care of from his will. After signing his documents, the way he shook

his hands with me, I felt a different kind of warmth and it was a very memorable and touching experience.

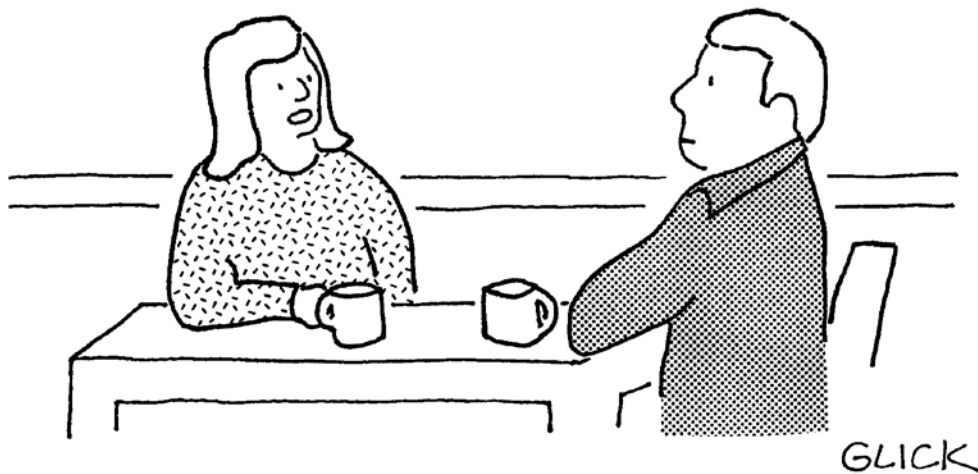
It is important that we stand for them, show a little kindness, compassion, and especially help the low-income groups. MVL's pro bono services assist them so they can live with dignity and assurance. By helping the elderly with their legal issues, we bridge the gap and help a vulnerable group of our society.

Blessed are those who have some childhood memories with the seniors, re-live them again. As attorneys you can do pro bono work through MVL. More holistically, you can spend time with your family and bring some happiness to their lives. Seniors offer wisdom, warmth, and wacky tales, but you should give without expectation. They are not a burden nor an obligation, but a treasure. ●

MOKSHANGI SHAH is a volunteer for the Metro Volunteer Lawyers, who has a bachelor's in commerce (specialization in Business Management) from The H.R. College of Commerce and Economics, a (General) L.L.B degree from The Government Law College, and Masters in Accounting from The Institute of Chartered Accountants in India(ICAI), Mumbai (India).

She supports the staff and lawyers at MVL in both administrative and research opportunities. Ms. Shah enjoys civil law and is interested specifically in elder law, Wills and estate law and Bankruptcy law.

The Problem With Having An Intellectual Property Lawyer For A Boyfriend



“Your love letters are very romantic, Steven, but I do find it unsettling that you end each one with a copyright notice.”

Awake



2240 Clay St., Unit 100
Denver, CO 80211

Suggested drinks:
Apple Pie Whiskey Smash
Monday gin, apple, lemon
juice, vanilla, cinnamon
\$14

Smoked Sage Honeybee
Mockingbird tequila, lemon
juice, honey, smoked sage
\$12

Awake describes itself as “America’s first full-service Alcohol-free bar.” They offer a carefully curated selection of nonalcoholic beer, wine, spirits, and mocktail elixirs.

For co-founders Billy & Christy Wynne, it started with looking for a way to live life with more presence and gratitude for the opportunity to be here now. For them it became undeniable that alcohol was not serving that purpose, but too often the decision to abandon drinking is couched in a sense of loss and self-denial. Billy &

Christy were determined to turn toward this choice as a positive act of creation.

Their desire to open an alcohol-free bar coincided with the sober conscious movement and its rapidly expanding array of delicious alcohol-free beverages.

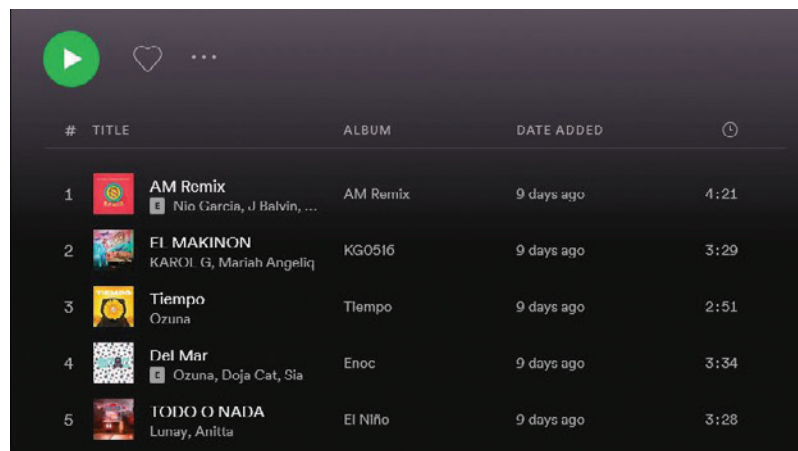
Having found success in other aspects of their careers - for Billy with his health consulting firm and for Christy as an integrative medicine physician assistant now focused on sobriety coaching — they wanted to contribute to this societal shift. That intention became *Awake*.

Their mission and values

Awake is a Public Benefit Corporation, which means they’re required by Colorado law to adhere to their mission: to create space for peace, joy, and justice-making in our community. They accomplish that goal by intentionally creating a safe, inclusive environment; offering discounts to diversify our customer base; contributing 2% of all sales and 20% of profits to local charities focused on mental health needs, including addiction; mindfully sourcing our products, relying on local vendors when possible; and occupying an environmentally friendly, LEED-certified space. 🌱



<https://spoti.fi/3ondusn>



A Bunch of Wellness Malarkey



You can't pick up a publication for lawyers these days (including this one) without reading articles about "wellness" (whatever that is), or "work-life balance," or similar new-age nonsense. I am fed up with all of you out there making a living in the law who are complaining about the stress of the job, or wanting to spend more time with your family, or the inability to engage in more enjoyable pursuits like camping in the great Colorado outdoors, or taking up the bassoon. Stop your whining. You can all kiss my namaste.

In my day we had a simple way to deal with what today's pampered lawyers consider the stress of the job, and we summed it up in three little words: Suck It Up! You have chosen to work in a field that lets you put a roof over your head and food on your table and maybe even drive a car that is less than ten years old or vacation in Maui. Life is full of tradeoffs and you have voluntarily chosen to trade a lot of work for a sum of money. Deal with it.

My father worked six days a week for decades and not once did I hear him complain that he couldn't spend more

time with his family. Of course, knowing my family, perhaps that wasn't such a bad thing. But that's not the point. The point is that what you are doing is "work." If it was fun, we'd call it "play."

In the meantime you are getting fleeced, paying out good money for a life coach (gimme a break), yoga classes, counseling, self-help books on work-life balance, and meditation retreats run by an alleged guru who calls himself Ram Dass, but who is actually a high school dropout from Hoboken named Harold. Save all the money you are wasting on such garbage and maybe you can take off a couple of days of work next month.

I will now tell you how to deal with the supposed "stress" and "imbalance" of your prestigious, well-paying job. All the wellness you need is located in a bottle of Jack Daniels. That's what I have done for decades, and you can see how stress-free and in-balance I am. The experts will warn you about abusing alcohol, but they are just a bunch of Chicken Littles. Need to talk to someone about the crap going on at work? That's what friends are for. It is

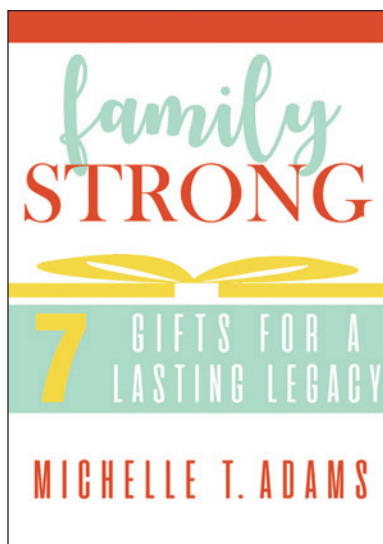
all too much for you? Suck it up or find another job.

Bottom line: stop whining and do what needs to be done. In forty years you can retire and then have all of the stress-free living and balance you can handle. But when that happens, I don't want to hear you complain about all the time it takes to schlep your snotty-nosed grandkids to soccer games, which is eating into your time on the golf course or interfering with boozy lunches with your old colleagues. See, you'll still be dealing with stress and life balance even then, so you may as well get used to it now.

You can now throw away all those worthless self-help books and magazine articles. You're welcome. ☺



Laszlo Scofflaw



What does legacy mean to you?

For some people, the word is associated with money, influence or status. They mistakenly believe that if they are not among the world's wealthy or famous, legacy planning does not apply to them or to their family. *Family Strong — 7 Gifts for a Lasting Legacy* dismisses that belief and reminds us that every family has the power and responsibility to create an enduring legacy for future generations.

In an ever-changing world, it is more important than ever for us to be intentional about the foundation upon which we are building our families. *Family Strong — 7 Gifts for a Lasting Legacy* is a reminder that it's never too late to strengthen and transform our family bonds. This is one of the best gifts we can give.

Written in an informative, yet engaging style, author, Michelle T. Adams, challenges readers to deepen family relationships by focusing on seven essential gifts. Ultimately, these gifts not only help shape legacies that pass from one generation to the next, but they also create stronger and thriving communities that benefit us all.

For more information about the book visit www.familylegacystrong.com

About the Author

Michelle T. Adams is an Attorney, Speaker and Legacy Consultant. She has over 25 years of leadership and personal development experience in the corporate, non-profit and government sectors.

Michelle's work as an estate planning attorney inspired her to coach parents and individuals to think about the intangible gifts they could share with their loved ones. She is passionate about helping individuals define their personal legacy and working with families to intentionally create the legacy they wish to leave for the next generation.

She is the owner of the Law Office of Michelle Adams and founder of Hello Legacy, a training and personal development firm focused on maximizing the potential and possibility in individuals, families and organizations. 

Professionalism Matters

Enjoy some good, bad and ugly attorney behavior and earn 1 ethics credit in the process!

The Professionalism Coordinating Council offers entertaining and engaging vignettes that illustrate negative and positive attorney behavior. You can preview the [vignettes at cobar.org/professionalismvideos](http://vignettes.atcobar.org/professionalismvideos).

The Council's speaker panel is also available to discuss professionalism matters with attorneys at local and specialty bar associations, sections, committees, law firms and other attorney gatherings.



Contact Emma Baxter at ebaxter@cobar.org or 303-860-1115 to schedule a program.

The Psychology of Calm

“For fast-acting relief,
try slowing down.”

– Lily Tomlin



Colors

Colors have an impact on us psychologically, emotionally, and even physically. Colors on the warm side of the spectrum like red, orange, and yellow are stimulating and can trigger a stress response making people feel anxious or even hostile, while cooler shades such as blue, purple, and green, promote soothing feelings of calm and relaxation.

And colors can affect our performance too. In a recent study, college students were shown one of several colors before taking an exam. The results revealed that students who were presented with red scored more than 20% lower than those presented with blue or green. And a survey conducted by the Cornell Department of Psychology found that families with yellow kitchens were far more likely to have tumultuous homes than families with blue kitchens.

Karesansui

Zen rock gardens, or karesansui (translated as "dry-mountain-water"), originated in medieval Japan and are famous for their ability to evoke a sense of serenity. The first known rock garden is Ryōan-ji, the Temple of the Peaceful Dragon. Dating from the 15th century, the Ryōan-ji garden is about the size of a tennis court and is composed solely of 15 large and small rocks, some encircled by moss, grouped in five clusters on a bed of carefully raked, pristine white sand. From a distance, the rocks resemble islands, the sand a tranquil sea.

In 2002, a research team at Kyoto University claimed to have cracked the Zen code. Relying on computer models, they found that the garden's rocks — when viewed from the proper angle — subconsciously evoke the tranquil outline of a branching tree. Over the centuries, visitors have discerned images as diverse as a tigress escorting her cubs across water and the Chinese character for "heart" or "mind." Since the anonymous designer left no explanation, the garden's meaning remains for the beholder to decide.

Humpback Whale

In the 1960s, the biologist Dr Roger Payne discovered that the sounds made by humpbacks were actually rhythmic, repeated patterns — and therefore songs.

Payne's LP, *Songs of the Humpback Whale*, was released soon after and is still the bestselling natural history recording ever. A copy of these recordings was also given away to the ten and half million subscribers to the National Geographic Magazine, the largest ever single print order in the history of the recording industry at the time.

Though no one seems entirely sure why whale songs are relaxing, Dr. Payne explained, "The whale's moan is long, slow, contains a range of pitches, and is repeated in patterns. These characteristics make it perfect for relaxation. And people associate it with the tranquility of the ocean." The humpback whale's song has a distinct structure and a singing whale will typically repeat his song, made up of repeated phrases, over hours or even days. People listening to whale music find that their breathing unconsciously slows to match the whale's notes. And because whale song is very deep and resonate, people describe it as "vibrating" in the body.



The background of the entire image is a brick wall pattern. The bricks are colored in a rainbow gradient, with red at the top, transitioning through orange, yellow, green, blue, and purple at the bottom. The text is centered over this background.

LGBTQ Acceptance and Alliance

in Colorado
Law and Beyond

By Rachel Catt with Bonnie Schriener





“... our **similarities**
far **outweigh**
and exceed
our **differences.**”

As a member of the LGBTQ community and an attorney for LGBTQ families for nearly two decades, I have faced my fair share of disappointment and rejection. It was my desire to fight discrimination and stigmatization against the LGBTQ community, women, people of color, and other marginalized communities that motivated me to attend law school. Being a minority has never been easy. Being a diverse lawyer serving diverse clients is my way of making a positive difference in the world.

While there are more out lesbian attorneys now than when I first started pursuing my legal career, it's still common for me to feel set apart or different from my female colleagues. And while my family might look different from theirs, I have tried to always remember that our similarities far outweigh and exceed our differences. For those that don't know me yet, I am a member of the LGBTQ community, but I'm also a professional, a mother, and a spouse. I have hobbies and I go to church. I'm just a regular person and I can relate to all attorneys on many levels, regardless of background.

UNITY IN COMMUNITY

Helping LGBTQ and other minority lawyers feel accepted is something I do almost every day. Whether it is merely being a role model to other lawyers who are afraid to come out to their co-workers, or participating in speaking engagements that allow me to talk about diversity and inclusion, or mentoring gay and lesbian attorneys, I take my role seriously. I want to change the legal environment for my LGBTQ clients as well as those working in the legal industry. Change doesn't happen all at once, but through the small steps each day.

When LGBTQ lawyers are free to be their authentic selves, they are empowered to carve out their own niche. They can be themselves around their clients, other attorneys, and in their office. They can share information about their families around the watercooler like everyone else and display family photos on their desks without fear of harm or retaliation. Like other members of the LGBTQ community, their rates of depression and suicide decrease when they can be open about their sexuality.

Helping LGBTQ attorneys feel accepted is not just my job — it's yours too. The unity that we encourage in the Colorado legal community will help us all become better colleagues to each other, better advocates for our clients, and better legal service providers to the diverse Colorado community.

ADVOCACY IN LGBTQ LAW

Family law is inherently stressful but can be even more so for members of the LGBTQ community. It is my calling to help members of my own community navigate one of the most

challenging times of their lives through my divorce and mediation legal services.

I had the honor of serving as president of the Colorado LGBT Bar Association for the 2019 term, which helped increase my profile in LGBTQ family law. It has been remarkable to watch the acceptance of LGBTQ families in our state and in our courts. I am lucky to serve as a resource for other family law attorneys when they have questions about their cases involving LGBTQ issues.

If I had never had the courage and support to come out as a lesbian, I would never have had the opportunity to help others on this level. Being comfortable in my own skin and secure in my identity benefits me and my family, but it is so much more than that. I am a proud advocate for my clients and their families. They trust me to protect them in their case and in our courts. They rely on me for fair access to our legal system and to ensure respect for their pronouns, their rights, and their families. But again, respectfully representing LGBTQ individuals is not just my job — it's yours too.

I'll end with a final call to action for Colorado lawyers, all of you — not just the LGBTQ ones. Let's start working together and be aware of the experience of others. It might be as easy

as checking in with the golden rule — if you wouldn't want it done to you, don't do it to others. In practice, this ranges from calling someone what they prefer to be called, being intentional about what organizations you financially support, and even the type of photos you choose for your law firm website.

Lawyers have tremendous power and influence in our community and the laws that govern it. From my perspective, as attorneys we can do better. Today, LGBTQ individuals and families remain under constant threat of having their rights taken away with each change in administration. We can intentionally move toward acceptance and inclusion of marginalized groups in our cases, in our businesses, and in our laws. Through alliance and acceptance from all members of our Colorado legal community, our LGBTQ community can move toward greater equality. 🍷

RACHEL CATT is an attorney with nearly 20 years of experience in all types of family law—from highly contentious scenarios to standard cases.

BONNIE SCHRINER is a lawyer, arbitrator, K-9 trainer, and freelance writer. It was her honor to help with this piece. She is available to train your dog or write/edit your article anytime.

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- Representing the victim of former Denver Bronco Justin Bannon's recent alleged shooting
- Fracking explosion at oil and gas site



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Answers from the
**PANDEMIC
CHECK-IN
POLL**





It has been a year and a half since COVID changed many things about the world, especially the way we work and unwind. To honor this quarter's Wellness theme, a few members of the Denver Bar Association Young Lawyers Division were invited to participate in a Pandemic Check-In Poll. Here's some of what they had to say...

How have you personally and professionally coped with the pandemic thus far?

Like everyone, the pandemic has been challenging on many levels. Having a supportive spouse and no children has made it much easier on me than I imagine it has been for many others. As a domestic relations practitioner, I certainly have seen an uptick in cases that started in approximately the summer of 2020 and shows no signs of slowing. The DR issues presented by the pandemic (disagreements between parents regarding pod vs. virtual vs. in-person learning, mask requirements, and levels of parental comfort with travel and socializing) were challenging because they were unprecedented and frequently needed to be decided under very tight deadlines.

In the early days of the pandemic, I did not cope well personally or professionally. My wife was pregnant, and we did not know the risk COVID posed to my wife or our unborn child. As a result, we were incredibly cautious during this time which meant we did not see family or friends even though a lot of our family and friends continued to see one another.

Now that my wife gave birth, we are vaccinated, and things have opened up a bit, I feel some sense of normalcy again. I am always worried though about stay-at-home orders being reinstated because my wife and I both work and working from home with two small children can be difficult and frustrating (if not impossible).

I'm an introvert, so it wasn't hard to personally cope with the pandemic. I explored my hobbies in music and photography, probably just like I would have done as if there were no pandemic. I shifted from portraits to wildlife when the pandemic was at its worst, but now I'm back to portraits. Professionally, the pandemic was a major factor in me accepting an invitation from the JAG Corps to serve out of the Pentagon for a year, and a major factor in agreeing to extend the mobilization by another year. I moved to Denver from San Antonio to open the Colorado branch of my sister's law firm and expand our operations, but the pandemic would have made it very difficult to start something new. So, I'm riding it out and doing some interesting war crimes work in the meantime, then hopefully by the end of this tour, things are back to normal and I can try again to open up the Denver branch.

Professionally, we've had to shift our in-person networking efforts to digital marketing efforts and utilize phone calls and zoom meetings for things that we would prefer be in-person meetings. Across the board we've had to strengthen our digital presence and make sure that our brand and competitive advantages translate to the digital world. In terms of relationship building, it's been difficult. You can accomplish far more over a single lunch than you can over multiple zoom happy hours or whatever you want to call them. Nevertheless, we've found that more frequent, brief communications have allowed us to continue relationship building, where previously we may have focused on less frequent but longer interactions, such as lunches, dinners, Rockies games, golf outings, etc...

Personally, COVID has been a buzzkill. As an extroverted person, my world has closed and been diminished, and many of my outlets for fun and relaxation have been eliminated. There's no real way to soften that blow. You just survive and keep moving forward, and trust that eventually we will get back to normal and the world as we knew it will return.

Are you working virtually, in-person, or utilizing a hybrid option? How do you like it?

I am doing a hybrid option at the moment where I am in the office approximately 2 days per week. I really enjoy working this way - it gives me a change of scenery and provides the ability to take care of household tasks at lunch or on short breaks throughout the day, which in turn frees up my weekends. It also saves me approximately 30 minutes of commute time on days I work from home.

I am utilizing a hybrid option but mostly working in-person. I love having the option to work from home or to come into the office. A silver lining that has developed since COVID is organizations' flexibility when it comes to appearing for meetings in person or remotely.

The Department of Defense has been pretty proactive with its pandemic work options. I worked remotely for a few weeks, and now I am mostly in the office but still remote on Fridays. There's a certain quota that the offices have, like making sure that 60% of staff are teleworking. I think that's a great arrangement! I'm productive virtually, maybe even more productive because I can control my environment better at home than at the office

and there are no co-workers who can pop in for chit-chat. I also found a place that's in walking distance of work, so even when I'm working remotely, I can be in the office in minutes if I'm actually needed. For a time, the mask requirement was relaxed, but now it's back to being masked anytime we are not at our desk. I got vaccinated through a Pentagon program in March, at it was voluntary at the time but I think the recent FDA approval has resulted in a vaccination requirement across the military. All-around good news there, I think.

In the early days of the pandemic, I was working virtually, and I hated it. Staying within the same four walls of my home all day every day was maddening. I like the change of scenery and interacting with people. I like eating at restaurants for lunch, and I like walking around the city to clear my head. Waking up and moving from one room for the workday, just to return to another room at the end of the day was monotonous and constricting.

These days it's business as usual, and I work from my office any time I'm working, and my home is my place to relax and unwind. I strongly prefer it to working remotely.

How would you like to see employers responding to COVID-19 this fall?

I would like to see employers offer the greatest possible degree of flexibility in terms of whether employees are in-person or work from home. Everyone has their own personal risk tolerance, which is becoming more important with the rise of more contagious variants and breakthrough infections. Particularly in the legal field, where the vast majority of jobs can be done just as effectively from home, employees should not feel like they are taking unnecessary risks by coming to the office. Employers should also have robust and well-communicated COVID protocols in the event an exposure occurs in the workplace.

It is clear to me that politicians are unwilling to spend political capital to require masking and vaccinations. Unfortunately, that means the impetus for action falls on private organizations. I would like employers to mandate vaccines, mandate masks (when there are six or more people), and encourage (even pay for) frequent testing and staying home with any exposure or symptoms.

If a stay-at-home order is re-instated, I would like employers to be more flexible regarding the times of day employees work to allow flexibility with children.

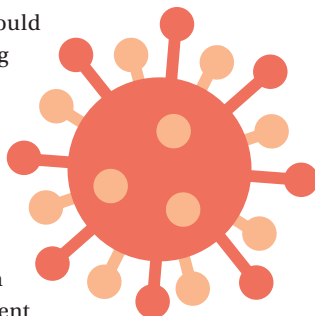
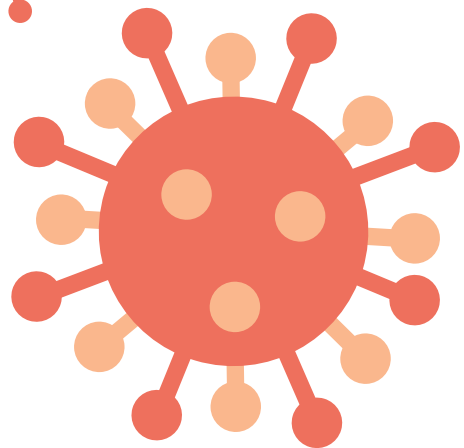
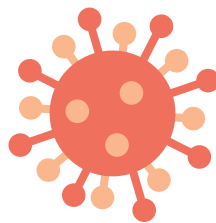
I would think employers should craft a COVID-19 this fall that fits with whatever the medical professionals advise. If the Delta variant is severely spreading this fall, then employers should allow telework to the extent

possible. Maybe having people Zoom in to work would help ensure that they are actually keeping themselves accountable and gainfully employed.

With clear and open expectations. I think everyone has their own comfort level and their own risk tolerance when it comes to COVID exposure. There are valid reasons for people to want to continue to work remotely, and there are valid reasons for an employer to want people in the office. Remote work helps to ensure the health and safety of employees, and saves them time in their days because there is no need to commute, dress up, pack a lunch, etc. On the other hand, working collaboratively in an office facilitates clear and open communication, a team environment, camaraderie, and mutual understanding of goals/working styles/personality types, etc.

I think each employer should be able to make their own determination of whether or not a return to the office is warranted for their business and should be permitted to clearly communicate that to current or prospective employees. The same for employees. Maybe continued employment won't be a fit, maybe there is a compromise, who knows. I just think everything should be above board. 🍷

Special thanks to Docket Committee Chair Jessica Cordero and to all the attorneys who participated in the survey.



A smiling woman with curly hair, wearing a brown top, is holding a tall glass filled with a green smoothie. The background is softly blurred, focusing attention on her and the drink.

WELLNESS

Tips

from Colleagues

Tyrone asked the members of the Board of Trustees to send in their wellness tips. We got some great responses!

Take at least thirty minutes each day just for you to enjoy being you. Take a walk, read a book for fun, go to a workout class, take a bubble bath, meditate, or even simply sit quietly. Just be sure that the time is absolutely and completely in service of you.

My book recommendations are:

Circe, by Madeline Miller

Dear Girls, by Ali Wong

Here's my tip: When life gets too hectic, take a cue from a sloth and SLOW DOWN!

Early on in the pandemic, I got the great advice to pay attention to my transitions at the beginning and end of the day. One of the things that totally threw me--and all of us--from suddenly pivoting to full time work from home was missing my commute, which helped to transition my mind from "home" to "work" and vice-versa. So I started building in parts of my day to substitute for those missing transition. Over the past few months, my intentional routines have become habits and I plan to keep them in my life, even as we move back to a more hybrid lifestyle.

My transitions aren't really big things: making sure that I wake up at the same time every day, adding an element of movement in the morning (taking a quick walk, going to the gym, or doing a full cycle of surya-namaskar) (that was a hard one to add!), making sure I'm caffeinated, and only then checking my email. Before adding in these things to my morning "transition," I had gotten in the bad habit of staying locked to my email and allowing work to bleed into almost every waking hour of the day. This separation, even if only in my mind, has really helped keep me sane this past year as I have acclimated to pandemic life!

Here is my wellness tip — Since the COVID-19 pandemic began, I've found myself at home much more than before. So, I've



found that the ability to exercise at home has been more valuable than ever! Enter <https://www.fitnessblender.com/>. This website features many free workout videos (also available on YouTube) that can be done with minimal or no equipment. I highly recommend!

5 quick tips for meditating at your desk or before a court appearance:

Before we begin, let's get something straight: Meditation is not the whole yoga pants aesthetic. Meditation is the observation of thought and grounding in the present, without judgment. Without further ado, here we go:

1. Recognize that your thoughts are running away from you. Self-awareness is power.
2. Get in a comfortable position, whether it is standing or sitting. Feel your feet on the ground and keep your hands in a rested position.
3. Take three deep breaths. Take notice of the air in your lungs and the thoughts that appear in your mind.
4. Ask yourself: can you now look at your thoughts and feelings, instead of from them?
5. Take as much time as you need in the space until you feel like you have clarity of your thoughts and feelings. Now take on the day! 🍌

Three copies of the Statement of Ownership, Management, and Circulation forms are shown. The left form is a completed version for the Denver Bar Association. The middle form is a blank version with some fields pre-filled. The right form is a completed version for Charles McGeary.

Statement of Ownership, Management, and Circulation
 (All Periodicals Publications Except Requester Publications)

1. Publication Title: THE DOCKET
 2. Issue Frequency: Quarterly
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DBA Board of Trustees

Annie Martínez
Second Vice President



Please tell us a little about yourself, personally and professionally.

Pronouns: they/them (preferred) & she/her.

I am a first gen Cuban-American raised in Hialeah, FL. I am a former ballet dancer and still take class to this day, and I miss the stage something fierce. I am a family advocate, working primarily in dependency and neglect cases representing parents and kin involved in the child welfare system. I am also pursuing a doctorate in public policy and looking forward to incorporating that into future endeavors.

Growing up we didn't have much, and I saw how much my parents struggled and how much the system was positioned against them and those like us. Because of that I decided that with my degree I would pursue justice and social change. I spend most of my free time working on making the world or myself just a little bit better.

My favorite show is Rick and Morty. I love to listen to music at the highest decibel possible and in my downtime you can catch me dissociating on tiktok.

What has been one of your most memorable DBA experiences?

In one of my first years in Colorado, I was gifted a ticket to the gala. It was the first one I had ever attended. I had literally never been in a room with that many attorneys and professionals in my life. It was an overwhelming experience and I most definitely felt like a fish out of water. But everyone I interacted with from the bar was so warm and encouraging and made me feel like I did belong at the bar and at events like that one. Since then, I really followed my friends' advice and walked into every room authentically myself and have increased my participation and presence in the bar to continue to work to make the profession and our community stronger and better.

What is the best advice you've ever received?

"Networking opens doors that education can't".

This was actually from a friend and classmate from law school. I am sure he didn't come up with it, but it really was impactful for me. We were talking about me moving to Colorado and how I was going to get a job when no one would know the law school I graduated from, etc. I was focused on being on moot court and getting the best grades I could and

freaking out that it wouldn't be enough.

He reminded me that I am my best-selling point. To go out to events, put myself out there in my most genuine and authentic way and those opportunities that are right for me will gravitate towards me. So far, he hasn't been wrong.

Jake Eisenstein
Council



Please tell us a little about yourself, personally and professionally.

I practice plaintiff's personal injury law at a small firm. I'm married with two young children and one old dog. I love music, both playing and listening. I also enjoy all the typical Colorado outdoor activities like skiing, snowboarding, mountain biking, hiking and camping.

What has been one of your most memorable DBA experiences?

My most memorable DBA experiences were as part of the YLD or MVL boards.

What is the best advice you've ever received?

Treat others the way you would want to be treated. 🌍

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DBA Awards

The Denver Bar Association held their annual Awards Party on July 22. The DBA would like to thank all of the nominees, winners, and supporters who joined the celebration.



1 LEFT TO RIGHT: Nicoal Sperrazza, DBA Awards Chair; Judge Theresa Spahn, Judicial Excellence; Hannah Seigel Proff, Volunteer Lawyer of the Year; Matthew Broderick, Young Lawyer of the Year; Barbara Chamberlain, Award of Merit; Anthony Pereira (MVL), Outstanding Program; Ruchi Kapoor, Young Lawyers of the Year; and Tyrone Glover, DBA President.

CODACC Picnic Event

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

CODACC invites diverse attorneys throughout the state to find their fit within the CBA and in the greater Colorado legal community, which includes exploring CBA programs and opportunities and making friends and business contacts who they would not have otherwise met. Applications open soon!



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- 1 Spencer Rubin opening remarks.
- 2 Penfield Tate and Melora Bentz.
- 3 Annie Martinez, Maha Kamal, and Jennifer Chamberlain.

CBA's Veterans' Clinic

The CBA's Veterans' Clinic in Colorado Springs was a success this September. Volunteers helped 12 veterans that day. We are excited to announce that the CBA's Military & Veterans Affairs Section VA Clinic in Colorado Springs has reopened for in-person assistance. These walk-in clinics are held once a month at the PFC Floyd K. Lindstrom VA hospital. We are always looking for volunteers! If you are interested to learn more, or volunteer with us, please contact Mia at mkontnik@cohar.org or visit our website: cohar.org/clcv.



Our Voices

Tune in today to the Our Voices podcast streaming on all major platforms!



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4

- 1 Hosts Nicoal Sperrazza and Sumi Lee
- 2 Velveta Golightly-Howell
- 3 Jessica Brown
- 4 Through the window of the mixing booth: Bonnie Schriener, Nicoal Sperrazza, and Joi Kush

The Docket is now on Instagram!
Check us out!

10 Questions with Jose Amezola



Jose Amezola

2L at DU Law

1. Where do you go to law school and what year are you?

I attend Sturm College of Law at DU and I am a 2L student in the part-time program.

2. Why did you become a lawyer?

I have previously worked as a paralegal in immigration law, and I found the work to be engaging and satisfying.

3. What's the best advice you've ever been given?

Keep copies/scans of all your important documents.

4. Where are your favorite places to travel?

I love San Diego — I donated a kidney at Scripps Green hospital and San Diego. I have very fond memories of that time.

5. How do you de-stress?

I destress by going to the gym or taking walks. I find both to be soothing.

6. What are your hobbies outside of the law?

I enjoy weightlifting, watching documentaries, cooking and the occasional video game. I am also really into organizing my physical and digital spaces.

7. What is your favorite book or movie?

My favorite movie is *Pan's Labyrinth* by Guillermo del Toro.

8. What is your biggest pet peeve?

People forgetting their passwords. Use a password manager!

9. What is one item from your bucket list?

Learn 2,000 Chinese Characters. I am well on my way.

10. Anything else you would like to share?

I once did a TEDx Talk: <https://youtu.be/9e4dyyUxMFc> 

EDITOR'S NOTE

Do you know a DBA member who should be featured?

.....

Email nominations to Heather Martinez at hmartinez@cobar.org.



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