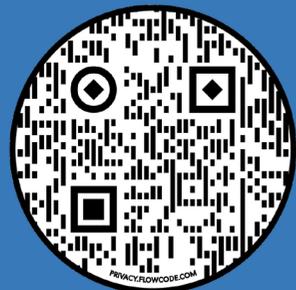


The Docket

PROUDLY PUBLISHED BY THE DENVER BAR ASSOCIATION | MAY/JUNE 2021



**IT'S TIME TO RENEW
YOUR MEMBERSHIP!**



*The "big blue bear" officially named "I See What You Mean,"
peers into the convention center in Denver, Colorado*

Judicial Arbiter Group is elated that retired Judge Gary M Jackson has joined the distinguished arbiters at JAG



Judge Gary Jackson retired on December 30, 2020 from the Denver County Court after presiding in the Criminal and General Session Divisions for 8 years.

Gary graduated in 1970 from University of Colorado School of Law and worked as a deputy Denver District Attorney from 1970 to 1974. He was a co-founder of the Sam Cary Bar Association in 1971.

He was an Assistant United States Attorney from 1974 to 1976 where he received a Special Commendation from the U.S. Attorney for his trial work.

In 1976, Gary entered private practice and became a partner in the law firm of DiManna, Eklund, Ciancio & Jackson. During his initial year in private practice, he was one of the co-founders of the Colorado Criminal Defense Bar. In 1982 Michael DiManna and Gary Jackson formed the law firm of DiManna & Jackson, a partnership that continued until Gary's appointment to the bench.

In 2018 the Colorado Judicial Institute selected Gary as the County Court judge of the year. In 2020 the Center for Legal Inclusiveness awarded Gary the Hon. Wiley Daniel Lifetime Achievement Award. The County Court Judges Association awarded Gary the Hon. Anthony Greco Award for his judicial excellence and leadership. Also, the American Board of Trial Advocates awarded Gary its Judicial Excellence Award.



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BY HARSHWINDER KAUR

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COVER PHOTO: Gates Frontiers Fund Colorado Collection within the Carol M. Highsmith Archive, Library of Congress, Prints and Photographs Division.



And the seasons shift and find us here at another *Docket*. But have the seasons even really shifted at all? I hope by the time this goes to print, they have. “Be gone, winter! We’ve had enough from you!”

But since moving to Colorado, I’m very conscious of the water and how much of it we have. Or don’t have. Living most of my life in the South and the Northeast, we never worried much about water. There was more than enough. It hung thick in the air like cobwebs and clung to our clothes and skin. But when you’re mile high, every drop counts.

The average rainfall across our state is just 17 inches per year, making it the eighth driest state in the country. Colorado’s population is increasing rapidly and is

projected to double from 5.4 million to over 10 million by 2050. That’s a lot of thirsty people. Furthermore, 80% of the water falls on the Western Slope while 85% of the people live on the Eastern Slope. (Thanks to Conservation Colorado for these facts and stats.)

So, I know we’re all ready for those promised 300 days of sunshine, but I’ll gladly put up with a few “extra” gray and snowy days for the water they bring.

If only we could move the earth’s water to where we need it. Did you see that a piece of Antarctica the size of Chicago broke off in March?! I know — I’m tired too.

Every drop counts.

And every member counts (slick segue, no?) The Denver Bar Association can’t survive without you.

The sun is coming back. Now we just have to figure out how to greet it. I’m a little nervous personally. But oh, so hopeful. It has been a long cocoon-ation. And now, with any luck, an iron butterfly.

And *The Docket* is changing too. We’re looking to modernize, digitize, and galvanize — so stay tuned for some excitement!

Above this message and on the cover of this magazine is a handy dandy QR code. Just like the ones we all use to read menus now. Give it a scan and renew today before you forget! 📱

Charles McGarvey

Charles McGarvey, Editor
cmcgarvey@cobar.org

CBA PODCASTS

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Remembering Tom DeMarino

On April 6, 2021, we were deeply saddened to lose Tom DeMarino, our 1997-98 DBA president. I would like to take the time during this Docket's president's message to remember Tom. Tom co-founded our flagship program, Metro Volunteer Lawyers, and its annual fundraiser, the Barrister's Benefit Ball. He was an exceptional leader and treasured member of the bar. The following are thoughts and memories from some of Tom's friends and colleagues who knew him well.

Tom touched so many lives and we are better for having known him as member of our community and the bar. He will be missed but his memory will live on and be cherished by those who had the pleasure of knowing him. May he rest in peace.

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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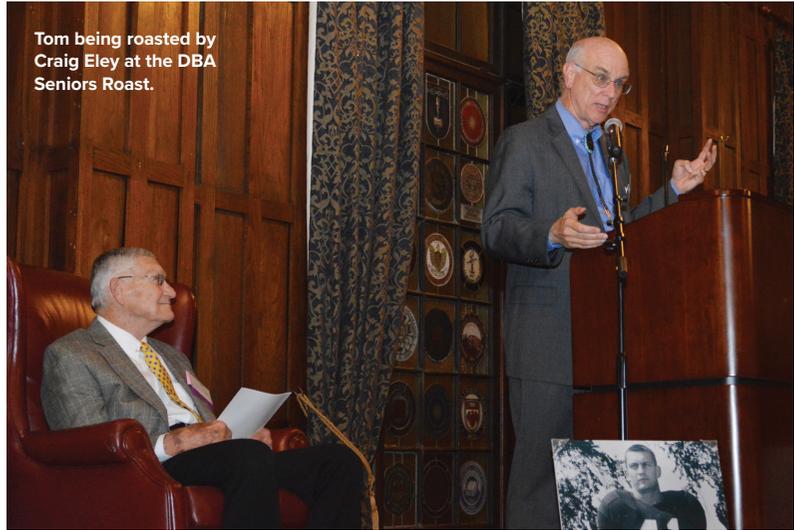
DENVER BAR
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Tom being roasted by Craig Eley at the DBA Seniors Roast.



My day was often brightened by notes from Tom, usually handwritten, when he wanted to let me know he agreed (or disagreed) with something I had done or said.

—Dale Harris

Tom and I were contemporaries, having graduated from our respective law schools the same year. But I don't think I met him until several years later, probably at rehearsals for the law club variety shows that were the featured entertainment at the CBA convention at the Broadmoor Hotel. Once having met Tom, you could never forget him, his persistent optimism, and infectious laugh. Over the years, I always looked forward to seeing him at bar dinners, meetings, and other functions. He truly seemed to find joy in life, regardless of the circumstances. And that rubbed off on you when you were around him. When I was president of DBA in the early 1990s, Tom was one of the first to offer his help on committees or anything else I might need. My day was often brightened by notes from Tom, usually handwritten, when he wanted to let me know he agreed (or disagreed) with something I had done or said. Tom was a classic example of the collegiality that has long been a hallmark of the Denver legal community. We're better for having known him and we will miss him.

Dale Harris

Dale Harris, Senior of Counsel, Davis Graham & Stubbs LLP

CONTINUED ON PAGE 6

{The Barrister's Benefit Ball} will always remind me of Tom's contagious zest for life's joys.

—Charles Casteel



As young lawyers, Tom DeMarino and I sold tickets together on 17th Street. We would enter law firm offices, request an unscheduled audience with managing partners, and make our pitch. This door-to-door promotion and ticket sales journey was Tom's idea. Whenever we left an office with a check or commitment to purchase a table at the inaugural Barrister's Benefit Ball, Tom would gleefully exclaim, "Yes!" He made the task fun. After a while, he dubbed us "Batman and Robin." Tom's ever-present quest for fun also seeded our very first encounter. It occurred during my initial board of trustees meeting as DBA President. I had asked the trustees for suggested projects during my term. After listening to the ideas of others, Tom exclaimed, "Let's have a party. I wanna dance!" Discussions evolved such that we began considering a major fundraiser soiree rather than a private party. Consultants soon directed us to event planners and the Barrister's Benefit Ball was born. As we worked together on this project, Tom's tenacity, compassion, and kind nature were always evident. He would win everyone over with his cheerful approach, can-do attitude, and good-hearted nature. His hearty laugh and the twinkle in his eyes would lighten the mood. His enthusiasm for this event and the simple joys it would bring lifted all our spirits and made it easier to work together. Since that first dance party, the Barrister's Benefit Ball has become a crown jewel among DBA events. "Tom's Baby" has helped move us forward as a collegial community while providing significant financial support to those in need. This event will always remind me of Tom's contagious zest for life's joys. May his spirit continue to live in our DBA community, programs, and projects forever.

Charles Casteel

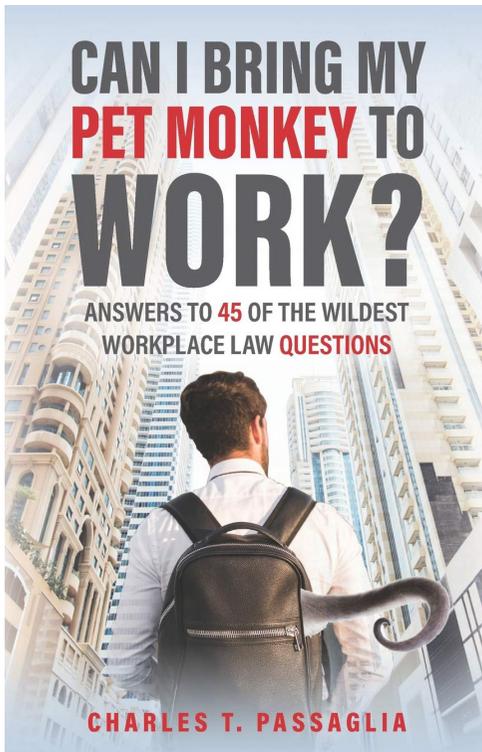
Charles Casteel, Partner, Davis Graham & Stubbs LLP

It is with utmost sadness that we have to say goodbye to a most beloved member of our community. Tom DeMarino was an icon in the workers' compensation community. He excelled both as a litigator, and later as a chief administrative law judge, always extremely knowledgeable about the law. He was also a much-loved past DBA president. He was a friend to everyone, touching many lives including mine, and inspiring me to be a better lawyer and jurist. Tom had a way of making you feel you were important and accomplished, remembering the little things. I had the pleasure of meeting him when I was doing my undergraduate degree. He remarked about the work I was doing and encouraged me to continue my schooling. I came across him next when I had become a newbie lawyer, just dipping my feet into the litigation process and again he counselled with gusto and aplomb. He had a way of doing it loudly because, let's face it, he had a voice that was larger than life, but with grace and a gentle hand. One of my favorite memories of Tom was always sharing a table with him and his wife at the Barrister's Benefit Ball. He was a steadfast supporter of Metro Volunteer Lawyers and one of the founding members of the benefit ball. He always had an energy and enthusiasm for life that was contagious, even when on the dance floor. However, more than anything else, Tom loved his family. Thank you, Tom, for being a part of our lives. You will be deeply missed.

Elsa Martínez Tenreiro

Elsa Martínez Tenreiro, Administrative Law Judge at State of Colorado, Department of Labor & Employment, Division of Workers Compensation

Can I Bring my Pet Monkey to Work?: Pandemic shutdown spawns lawyer's book



What did you do during COVID? will be a common post-pandemic cocktail party conversation starter when, or if, cocktail parties resume. Some will fondly recall escaping to the Colorado mountains to work and play from their remote fortresses of social distance. Others will tell us how they took up rewarding hobbies like gardening, painting, and managing their weight gain through newfound baking skills. And most of us will probably laugh, even if a bit uncomfortably, remembering how we hoarded toilet paper, griped about wearing a mask, and fought over cleaning supplies during rough stretches of the pandemic.

During the early shutdown phase of the pandemic, Colorado attorney Chuck Passaglia wrote a fun and interesting guide

to employment law, *Can I Bring my Pet Monkey to Work? Answers to 45 of the Wildest Workplace Law Questions*. In his thorough and well-researched book, Passaglia answers dozens of unusual, and often funny, questions about work and the law.

An employment law practitioner for more than 25 years, Passaglia has advised hundreds of employers, presented thousands of entertaining training seminars, and spoken to tens of thousands of employees. As the title teases, *Can I Bring my Pet Monkey to Work?* answers some of the most-provocative questions posed by employees to the author about their rights in the workplace, including: I'm afraid to fly after 9/11 (or in the middle of a pandemic),

can I opt out of work-related travel requirements? Will I go to jail for participating in the office's Super Bowl pool? Are blondes a protected class? Can an employee avoid a drug test if afraid to pee around others? Is a TSA pat-down a form of sexual harassment? Are hemorrhoids a disability? And, yes, can I bring my pet monkey to work as a service or emotional support animal?

The goal of *Can I Bring my Pet Monkey to Work?* is obvious at the outset: to educate employees about their rights and employers about their responsibilities in the workplace. The question-and-answer format of the book is appealing because it raises a reader's interest in a particular topic and allows the reader to consume the material in small, palatable bites. It

makes the book's substantial legal content much easier to digest.

Can I Bring my Pet Monkey to Work? Answers to 45 of the Wildest Workplace Law Questions is informative but also enjoyable to read. The book was written for all the employees who have ever asked, been asked, or just pondered a crazy, unusual, bizarre question about work and the complex laws that govern the workplace. In particular, *Can I Bring my Pet Monkey to Work?* is a must-read for attorneys, law practice managers, human resources professionals, and legal support staff. Attorneys are paid to answer the hard questions and to help resolve difficult conflicts. This book starts by answering some of the hard questions that have sparked enormous workplace rifts. The book turns into a humorous primer on employment law and practical guide for navigating the murky legal waters of work. All readers will enjoy this entertaining peek into the evolving and sometimes wacky world of workplace law and will learn a few new things about work and the law. 🍌

CHUCK PASSAGLIA has practiced law for 33 years. He received his law degree from the University of Denver. He provides employment law advice and counsel, conducts thorough, impartial investigations, and trains the entire workforce in critical employment law and human resources compliance matters. He writes and speaks frequently on employment law topics. He is also a retired Captain in the United States Navy, Judge Advocate General's Corps, and a veteran of conflicts support operations in the Middle East and East Africa. He may be contacted at cpassaglia@defendwork.com.

Surviving the Growth Process

At this time of year, my two-year-old German Shepherd seems to shed enough fur to supply the neighborhood birds and bunnies with nesting supplies to last a lifetime. I diligently brush her every other day until the wiggles set in and she cannot sit still any longer. While the shedding process can be uncomfortable, restricting, and incredibly messy, without it she will be in for a miserable summer experience. As I begin the ritual again this year, I am reminded that last year at this time the pandemic was presenting new stressors on a regular basis and something as simple as brushing my pup was a soothing agent for me. And, during the spring and early summer, a reminder that in nature, change is normal and expected. While she might get impatient while I brush her, my dog does not take the need for grooming personally. She does not take offense to the change, or fight against it as if it is a fault of hers

that change is needed. Since the drastic changes of pandemic living created many extreme emotions and reactions in most of us, including feelings of dread, uncertainty, and (especially for the perfectionists out there) the feeling that we were doing everything wrong or even failing, we also need to shed as humans — shedding old patterns or behaviors, and even opening ourselves up to feedback to put us on the right track to handle the unpredictable chaos and stressors we have been experiencing.

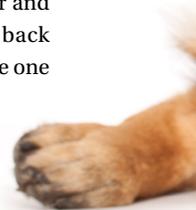
I have come to appreciate this process and the comforting cyclic nature of changing and growing, complete with the growing pains that adaptation to change creates. Four seasons have come and gone since my dog's first spring shed and where I am at today is a space which welcomes uncomfortable shedding, redirection, and even failure as I would any season. Sometimes with trepidation

or dread due to the unknown and new stressors, but also with a reverence for the change and progress that occurs when we reframe failure as an opportunity for growth. After the initial unpredictability of our pandemic experience subsided, I was able to rationalize that feedback, redirection, and mistakes are not to be feared or avoided. It is helpful to remind ourselves that while not everything is done perfectly every time, we have not completely dropped the ball and things are usually better than they seem. These are a normal part of our human experience, though the impact can be amplified and likely has been by the pandemic, social justice movements, and the usual high-stress nature of the legal profession. If we do not give space for the uncomfortable feedback, messy processing, and the shedding of old ways and ideas that are not serving us anymore, then we would become stagnant and unable to adapt adequately to our ever-changing environment.

What keeps me pushing forward when a season (or cycle) of failure hits (as it often does when we are trying something new like shifting to virtual hearings), whether it comes and goes like a spring rainstorm or takes root for the winter, is the promise of growth. If we dwell in our failure beyond the pain it brings, we will find no finer opportunity to better ourselves. Failure is our garden shears, a way of pruning back so that new sprouts and blooms may spring up. It is also an opportunity to rid ourselves of the dead branches, weight, mindsets, habits, and ideals which are no longer serving us and may even be holding those beautiful new blooms at bay.

I share these insights now as our personal and professional lives have been completely rocked by the last year and counting. As we begin to tiptoe back into the world, it is going to feel like one step forward and two steps back, or like a steady stream of missteps. Just maybe some of us will have the flexibility to ease through unscathed. I think it is important

It is helpful to remind ourselves that while not everything is done perfectly every time, we have not completely dropped the ball and things are usually better than they seem.



that we acknowledge, for ourselves and others, that this dance is to be expected, and that it is not necessarily a bad thing. The process of trial and error is the natural, scientific process of inquiry, and it makes the wins so much sweeter when our seasons of despair, error, and sweat equity finally pay off. With that in mind, I encourage us all to remember to:

- Acknowledge that correction, feedback, and redirection, while perfectly normal things to receive, can still sting even under the gentlest messenger. It is ok to lick your wounds (or a few pints of ice cream) before you move on to what you are going to do with it. But *do* fight to move forward.

- During that licking-the-wounds phase, it generally is not our rational thought running the show, but rather our emotions. Tune into how you feel and pay particular attention to the feelings and thoughts surrounding the feedback. Note where in your body you feel these emotions. Acknowledge any anger, unfulfillment, or ineptitudes which may show up but then remind yourself that they do not represent the full picture (or even reality in many cases).

- Learn to contextualize the feedback. Process what you have heard and determine what you can learn from the experience, what you are going to incorporate into your future work, and what you simply need to let go of and move on from. Write this down and consider talking it through

with a trusted coach, mentor, or friend.

- And finally, if you like many, find your inner circle has dwindled during what has been a season of isolation, now may be the perfect time to shed that layer of defense and actively seek out new supports. Engage with the Colorado Attorney Mentoring Program (CAMP) — either as a mentor or a mentee — or seek out someone you respect and whose values you would like to emulate and see if they would be willing to take you on as a mentee.

As a legal collective, we have an opportunity to bravely move forward during these trying and unknown transitions towards our new frontier. It is essential to

do so, for the betterment of ourselves, our clients, families, and our communities. Do not ignore the hard situations and emotions, nor the grief and the loss that come along with it. Seek support from your Colorado Lawyer Assistance Program (COLAP) or re-engage with your therapist when help is needed for your healing process. Do commit and dedicate these hard times to a better season to come, one where the transitional shears have carved a path to a beautiful new season, full of growth we could never have imagined if we hunkered down and did not embrace the process of change. 🍌

AMY KINGERY is the Assistant Director for the Colorado Lawyer Assistance Program (COLAP). She is a Colorado native with over 15 years' experience serving individuals, families and professionals working within the intersections of the courts, child welfare, behavioral health and trauma. Amy received her BA from the University of Hawai'i-Hilo and her MSW and MBA from Newman University. Ms. Kingery is a licensed clinical social worker and licensed addiction counselor in the state of Colorado.

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.



To Old Lawyers: Never Die or Simply Fade Away, Switch to Pro Bono.



Currently, in my retirement, I am embarking on developing different skills, specifically taking a stab at play-writing. I even have a subject in mind. What would a conversation sound like between Eve, the first woman from man, and Mary, the mother of men? What would their interactions look like?

One of my rituals when writing is listening to music. Be it Latin, jazz, soul, blues, folk from the '50s and '60s, standards from the '40s, Big Band, Gregorian chants, classical or every now and then, a dash of hip-hop, rap, country, or disco.

Why Latin music? Actually, Latin music is what revs up my creative funny bone.

Professor Christopher Muscato, MS, University of Northern Colorado, in a history course describes Latin music as follows:

Latin music has roots in Southern Europe, Africa, and the indigenous cultures of Latin America, so it's a pretty cool synthesis of world music. It is motivated by emotion and passion, rhythm and movement, so get up on your feet because you can't take Latin music sitting down. As they say in Latin America, ¡Baila!

So, if and when you write for any reason, try it with a mug of music.

That brings me back to the idea of trying something new in retirement. I bring up the idea of learning a new skill for the purpose of sharing a way for retired lawyers who do not wish to fade away to practice law on a smaller but rewarding scale. ("Fade away" refers to General Douglas MacArthur's famous line, "Old soldiers never die, they simply fade away.") But before I elaborate on my alternative to fading away, allow me to lay some groundwork.

Most parents of baby boomers were firm believers that the three R's, (reading, (w)riting, (a)rithmetic,) served as the foundation to a good education. My parents, who were teachers, were no exception. However, I recall that my parents also emphasized the three A's as part of our personal development. The three A's are academics, athletics, and the arts. To my parents, studies were important, but physical exercise and an appreciation of art were as significant to a child's growth.

I remember spending almost every summer day at the City Park Swimming Pool, where my father was a swimming

instructor and head lifeguard. My seven brothers and sisters and I all participated in sports, whether intermural, intramural, recreational, or the neighborhood free-for-alls. In fact, my sister who is developmentally disabled participated in the local Special Olympics. Two of my brothers, two of my sisters, and I played one or more musical instruments and half of the eight of us are vocalists. My parents, as well as extended family and family friends, provided us the opportunities to learn about and participate in the arts. You may have guessed that I am partial to the performing arts, which explains my interest in acting as a playwright. (No thoughts of grandiosity here.)

By-products of my personal development under the three A's include an affinity for charity and compassion (humbly speaking). In combination with spirituality, morals, or ethics, personal development based on the three A's supports the practice of giving back to our community. Consider the philanthropic work of numerous athletes and artists including but not limited to Eli and Payton Manning, our very own Bronco Vaughn Miller, LeBron James, the late Kobe Bryant,

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Beyonce, Lady Gaga, the late Chick Corea, and the Marsalis Brothers.

This is where we retired lawyers come in. Recalling my parent's admonition to never forget from where I came, I ask you to do the same. One of the best ways is by doing good deeds for others, especially those who do not have access to the justice system for various reasons. I would not be able to provide legal service to others had I not been on the receiving end of the good deeds of others. As I alluded earlier, for retired attorneys who do not wish to fade away and are up to giving back to the community, consider pro bono service.

In the preamble to the Rules Governing Admission to the Bar in chapters 18-20 of The Rules Governing Admission to the Practice of Law in Colorado are the following tenets:

- The legal profession serves clients, courts, and the public.
- The Supreme Court establishes essential eligibility requirements, rules of professional conduct, and other rules for the legal profession.

Objectives under the rules include, but are not limited the following:

- Increasing public understanding of and confidence in the rule of law, the administration of justice, and each individual's legal rights and duties.
- Promoting access to justice.
- Promoting consumer confidence.
- Helping lawyers throughout the stages of their careers successfully navigate the practice of law and thus better serve their clients.
- Promoting diversity, inclusion, equality, and freedom from discrimination in the delivery of legal services and the administration of justice.

One rule adopted by the Supreme Court, which I would like to share with my retired colleagues is Rule 204.6, Pro Bono Counsel Certification, which provides for limited provision of legal services. The rule, in part, provides as follows:

- (1) General Statement and Eligibility. In its discretion, the Supreme Court may certify attorneys ... to practice law in Colorado to provide pro bono legal services under the auspices of an entity described in C.R.C.P. 260.8(2), in accordance with Colo. RPC 6.1.

(a) To act in such a capacity, the applicant for pro bono counsel certification must be either:

- (i) An attorney, including a retired attorney, admitted to practice law in Colorado who:

- (A) Is now on inactive status
- (B) Is a member in good standing of the bar of all courts and jurisdictions in which he or she has been admitted to practice
- (C) Has no pending formal disciplinary or disability proceeding; and
- (D) Limits his or her practice to acting as pro bono counsel as set forth in this rule and, notwithstanding the reduced fee provisions of Colo. RPC 6.1(b), will not receive or expect compensation or other direct or indirect pecuniary gain for the legal services rendered ...

(2) Filing Requirements. An applicant under this rule shall file an application for pro bono counsel certification. The applicant shall pay a fee in an amount fixed by the Supreme Court. The fee must be paid when the application is submitted. The fee shall be made payable to the Clerk of the Supreme Court.

The application shall include a certification that the applicant agrees to the provisions of subsection (1)(a) above.

(3) Scope of Authority. An attorney certified under this rule has the authority to act as pro bono counsel for clients as defined in section (1) of this rule. The attorney may not act as counsel for a client until certified under this rule.

(6) Registration and Fees.

- (a) An attorney certified under this rule shall not be required to pay an annual registration fee if the attorney has provided pro bono legal services under this rule within the prior twelve-month period. In order to be exempt from paying an annual registration fee, the attorney shall

file a registration statement on or before February 28, identifying the entity or entities, as described in section (1) of this rule, for which the attorney has volunteered in the prior twelve-month period.

(b) An attorney certified under this rule who has not provided pro bono legal services under this rule within the prior twelve-month period is not required to file the registration statement described in subsection (a) above, but the attorney must pay the registration fee that was applicable in the prior calendar year for registered inactive attorneys pursuant to C.R.C.P. 227(A). By paying that fee, the attorney may remain a certified pro bono counsel under this rule.

I have been retired since 2017 and in 2019 I began volunteering with the Metro Volunteer Lawyers, participating in their Family Law Clinic and the Power of Attorney Workshop. I am now a board member, representing the Adams and Broomfield County Bar Association, which is a co-sponsor of MVL. MVL's mission is "to bridge the gap in access to justice by coordinating the provision of pro bono legal services by volunteer lawyers within the Denver metro area to people who could not otherwise afford legal services for their civil legal issues." For additional information and volunteer opportunities, see the MVL website <https://www.denbar.org/mvl>.

Baila y escribe! 🌐

PATRICIA ROSALES-CHAVEZ is a proud Colorado native who retired after thirty-five years of practicing in the public sector. Pat served as a Colorado legislative lawyer, an administrative law judge and member of The Colorado State Parole Board, an assistant county attorney for Pueblo and Adams County Attorney's Office, and a deputy district attorney for the 10th and 19th Judicial District Attorney's Offices. After participating in the civil legal clinic at the University of Colorado Law School, Pat began her legal career working for Colorado Rural Legal Services (NKA Colorado Legal Services.)



I've Watched Everything! What Now?

HAVE WATCHED EVERYTHING!!! There's nothing left! How is that possible? Work faster, Hollywood!

I started back in March with the *Lion King*. Bleached hair, drugs, gays in loud shirts, hippies feeding their husbands to tigers. What has happened to Disney?! From there I watched everything on the Netflixs, the Hulus, the Home Box Office, and all the real networks.

Everything. Everything and all at once. Used to be we'd look forward to certain days of the week because a show we liked was coming on. Now, a new show comes out and ten hours later I'm finished and ready for the next season.

I've become a mass consumer of media. Hundreds and hundreds of hours over the last 13 months. And the real kicker is that I barely remember any of it!

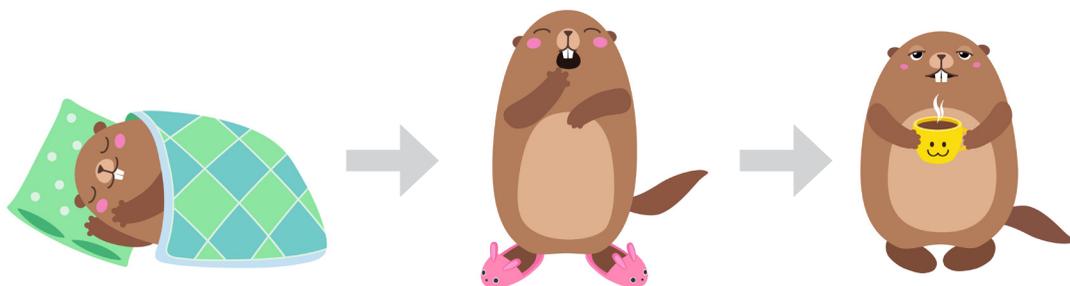
You name it, I've seen it and I have an opinion.

I have even re-watched and re-re-watched stuff you all recommended just to be sure that I didn't like it. And guess what? **IDON'T!** *30 Rock* (too sad). *Downton Abby* (too much action). *The Sopranos* (too lighthearted). *Black Mirror* (I'm lost). *Always Sunny in Philadelphia* (what is the matter with you people??). *March of the Penguins* (where are they going and why doesn't Morgan Freeman just help them already?)

Now don't get me wrong, I love staying home and watching television. But when that is the *only* thing to do, come on! Give us more entertainment! Work faster, Hollywood!!! 🍿



Laszlo Scofflaw



Here are some things to do as you emerge from pandemic hibernation.



Van Gogh Alive

Billed as the most visited multi-sensory experience in the world, this is no ordinary art exhibition. **Van Gogh Alive** is a large-scale, COVID-Safe, multi-sensory digital art experience that gives visitors the unique opportunity to immerse themselves into Van Gogh's artistry and truly venture into his world. After traveling the world for several years, this awesome phantasmagoria will be in Denver July 9 – September 26. Tickets are almost gone, so get yours ASAP.



Colorado Music and Arts Festival

In conjunction with Visit Denver, Bud Light, Bass Pro Shops, and Outlaw Nation are proud to present the 2021 Colorado Music & Arts Festival: May 29 and 30. Come and enjoy major concerts, fine art displays, a classic car show, and dozens of fun attractions and contests. Check out the Taste of Denver Food Garden, with delicious cuisine, and cold domestic and craft beers. National recording artists will be performing throughout the afternoon and evening on the main stage, as well as juried visual artists presenting the heritage and the culture of our great city. And best of all, admission is just \$15 at the gate, with children under-12 FREE! So, bring the whole family for an awesome weekend of great fun.

KEITH HARING

GRACE HOUSE MURAL

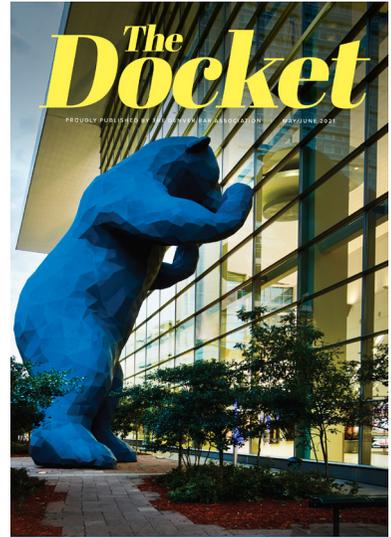


Keith Haring artwork © Keith Haring Foundation

MUSEUM OF CONTEMPORARY ART DENVER
FEBRUARY 26 - AUGUST 22, 2021

Keith Haring: Grace House Mural

Keith Haring: Grace House Mural features, for the first time since it was created, a site-specific painting that Haring executed in 1983/84 for those living at Grace House, a Catholic youth center in Manhattan. Recently excavated from its original site, the mural now exists as a series of 13 panels and additional ephemera including the original plaque, mailbox, and two doors that Haring integrated into his design, which collectively mark the details of its initial installation at the Museum of Contemporary Art .



And speaking of hibernation... on the cover is Big Blue Bear.

Created by artists Lawrence Argent and Anne Argent, Big Blue Bear is a 40-foot faceted lapis blue sculpture made of 4000 triangles. Peering inquisitively through the large windows at the Denver Convention Center, Big Blue Bear appears to be pushing his nose and paws against the glass, checking out all the excitement happening inside.





Geovani Blu Photography

Constant Professional:

JUDGE RENEÉ GOBLE

Filling the seat of a giant like Judge Gary Jackson will be no small task, but she is up for the challenge

By Haley Hemen

I've only been a judge for a month, but I LOVE it!" says Judge Reneé Goble of the Denver County Court. She was appointed in March by Mayor Michael Hancock. Judge is a role Goble has had in her sights since she was a kid and it all started with legal drama *Matlock*. Goble grew up in Jamaica with one channel on the TV, watching Andy Griffith as the titular attorney. "I found what he did fascinating and as I grew in school it was truly my only choice of profession. I then learned and studied everything I could about being a lawyer and knew by a very young age that this was my chosen profession."

While it was the lawyers on the show that first caught her attention, "I also paid attention to the judges. When I was 16 years old and obtained my driver's license, I would sit in courtrooms on my break from school and watch all that was happening. I remember sitting in a Judge Draper's courtroom in Kissimmee, Florida [where her family moved when she was a child], vowing that I wanted to be like her and run a courtroom. Since that time, it has been my life-long dream and career goal to be a sitting judge. I love helping people and this is the best way I can use my interpersonal skills and legal acumen to help my community."

Goble attended the John Marshall Law School in downtown Chicago where she was the youngest person in her class, turning 21 as a 1L. Most of her peers were on their second careers, attending night law school. This intimidated Goble at first, but ultimately pushed her to work even harder. "I also realized I

had so much to learn from my older peers and so I listened and paid attention to their thought process and life experiences, which was an enormous advantage as I proceeded in the rest of my career." She did see an advantage to being the youngest in the class. While most of her classmates had to deal with the obligations of family or work in addition to law school, Goble was able to get ahead in her coursework. "A lot of it has to do with my Type-A, ESTJ personality type, but also as an immigrant black woman, there was no room for error like missing a deadline, so I always work ahead. I do this with every aspect of my life, not just work. I function way better this way."

Goble's legal focus was on trial and litigation. "I competed in every trial advocacy competition I could, and even won several national-level trial competitions, including an Outstanding Oral Advocate Award as a 1L." Honing her skills, Goble landed her first job out of law school at one of the largest law firms in the world, DLA Piper, US LLP. "Practicing law at that level involved long hours and lots of hard work, but I had amazing mentors, who saw my talent as a trial lawyer and made sure I received lots of on-my-feet time in court."

"One thing I learned as a young lawyer that I carry with me every day is to be a constant professional. I always answer my emails and phone calls so that there is nothing in my inbox. I am not, never have, and never will be a procrastinator and that I believe has given me the tools to be successful in this profession," Goble says.

One of her most memorable early cases, Goble recalls the juvenile criminal trial of a 16-year-old girl from Mexico. “She got into a fight and was in a lot of trouble because she seriously injured the victim. However, I was able to get a good plea offer and get her life back on track, especially because she was in a gang-infested area of Chicago. She told me she wanted to go to law school and become a lawyer like me. It felt great to be able to mentor her and inspire other options in her life. Unfortunately, about six months after she was off probation, she was shot in the chest and killed by a rival gang just because she was walking next to someone affiliated with a rival gang. That hit me quite hard, because no matter how much work we did to help save this young lady’s life, she still had other factors against her that I could not control.”

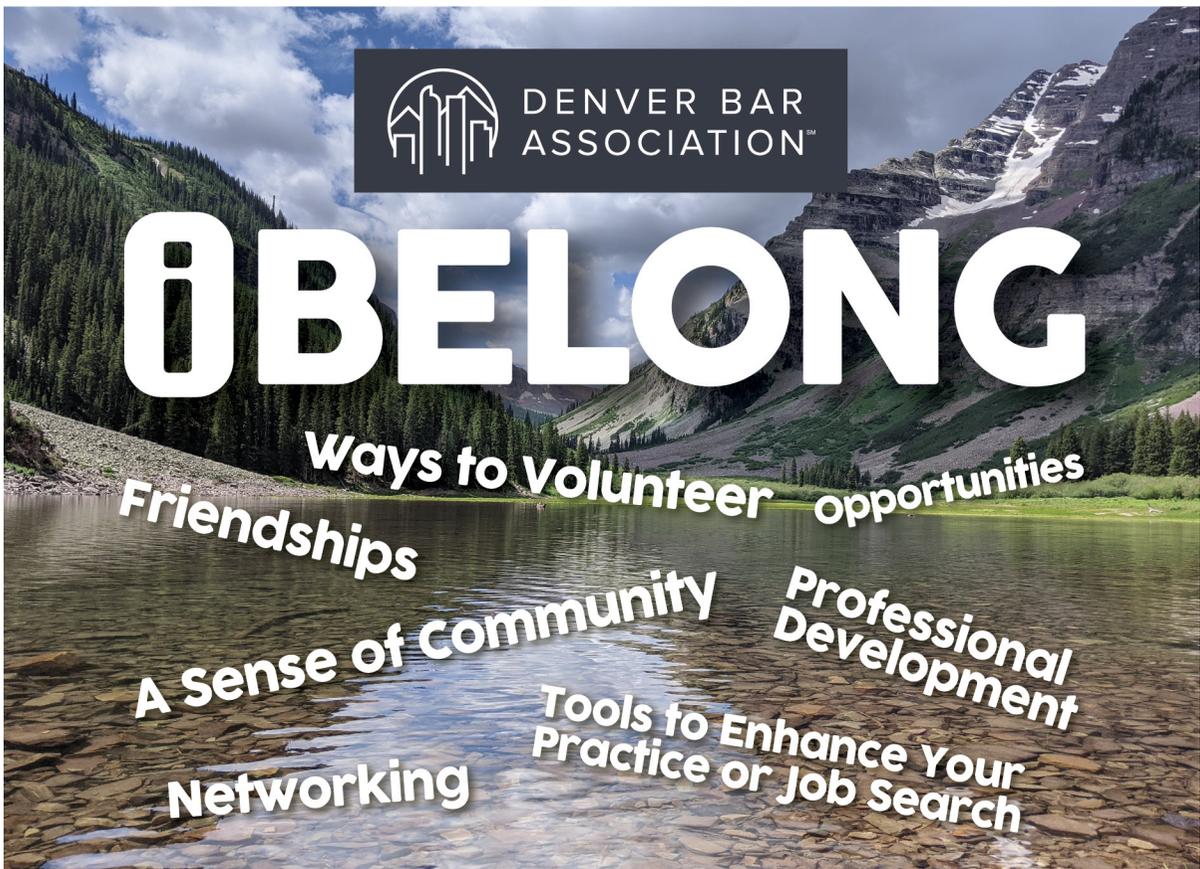
The case also highlights one of the big differences Goble sees in her work as a judge from her work as a lawyer. “I think Lupita (Lupita Hernandez was her name), needed a role model — someone she could see herself in, and that was me. I also went above and beyond to visit with her and make sure she was on the right track. Her parents really appreciated my efforts throughout her court process. I don’t think I could have this same personal impact as a judge in her case. She needed more mentoring which I might not have the time for as a judge.”

Goble acknowledges the neutrality a judge must maintain, but she sees the opportunity to still serve as an “informal mentor.” “My hope is that young people see me serving my

community on the bench treating everyone fairly and with respect, and they decide themselves that they don’t have to be a defendant in court, but perhaps work within the system themselves to help change it and help it run better.” Being a judge “is very different from being a lawyer because I cannot provide legal advice. As a judge, I am more managing people and the flow of my courtroom. I must remain neutral and I do enjoy that aspect of this job as opposed to being an advocate and always fighting my client’s position.”

Shortly after the Lupita Hernandez case, Goble left Chicago. “The crime downtown was (and still is) really bad and I did not want to raise a family in this environment.” Goble had recently visited Colorado on vacation and “thought this was a beautiful, clean healthy place to live and raise a family. I moved to the foothills of Denver just a few months later and it was one of the best decisions I ever made.”

In reflecting on the difficulties race and gender have presented in her legal career, Goble is “very proud that Colorado, and specifically the Denver County Court, is a very diverse bench, but this is only recent. We still have a long way to go to make up for the years of inequity and imbalance of women and minorities serving as judicial officers. I would say my race and gender highlighted the goal for me to serve, because we need it. I think it makes it difficult to do my work in some respects because we have some lawyers and defendants who are biased against women and minorities serving in this role. I handle it



all with as much grace as I can, by reminding some defendants to refer to me as a woman and not a man and to take note of the respect my position deserves.”

Goble finds herself in good company in the Denver County Court. When asked about her judicial role models, Goble says, “all of my current peers in Denver County Court are my role models. We have an amazingly talented bench. One of my biggest role models is Judge Gary Jackson, whose seat I took over. His commitment to equity, diversity, and inclusion has always meant so much to me and I appreciate him doing his best to advance these causes within our profession. I will continue that good work on the bench.”

Goble is also passionate about mentoring. “It is one of my favorite things to do to give back. I have been involved with CAMP mentoring with the Colorado Bar Association, the CWBA mentorship program, and Judge Christine Arguello’s ‘Law School Yes We Can Program.’ I specifically choose to mentor women, because they have different needs which I can use my background to help guide them. I share all of my experiences and listen to their concerns so that I can help them rise and be as successful as possible.”

Outside of her legal career, Goble is happily married to “an amazing musician.” They have two children, “two beautiful little girls ages 11 and 13. I also have two awesome fur babies (Golden Retriever and Doberman) that are spoiled beyond what is reasonable.” Goble is also a yoga teacher and a professional musician (percussion, piano, jazz drums) and loves to travel. 🌍

In reflecting on the difficulties race and gender have presented in her legal career, Goble is “very proud that Colorado, and specifically the Denver County Court, is a very diverse bench, but this is only recent...”

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Arranged for Who? A Response to the Committee and the Cowboy

By Harshwinder Kaur

The iconic Bollywood film, *Dilwale Dulhania Le Jaayenge* (1995), revolutionized cultural attitudes towards arranged marriages. Raj meets Simran, they fall in love, but cannot marry because Simran's father has arranged her marriage to his best friend's son. The plot follows the couple's journey to convince Simran's father to let her marry for love. Simran's father eventually agrees and lets her choose her spouse with the iconic line: "*Ja Simran ja, jee le apni zindagi*" ("Go, Simran, go, live your life the way you want to").



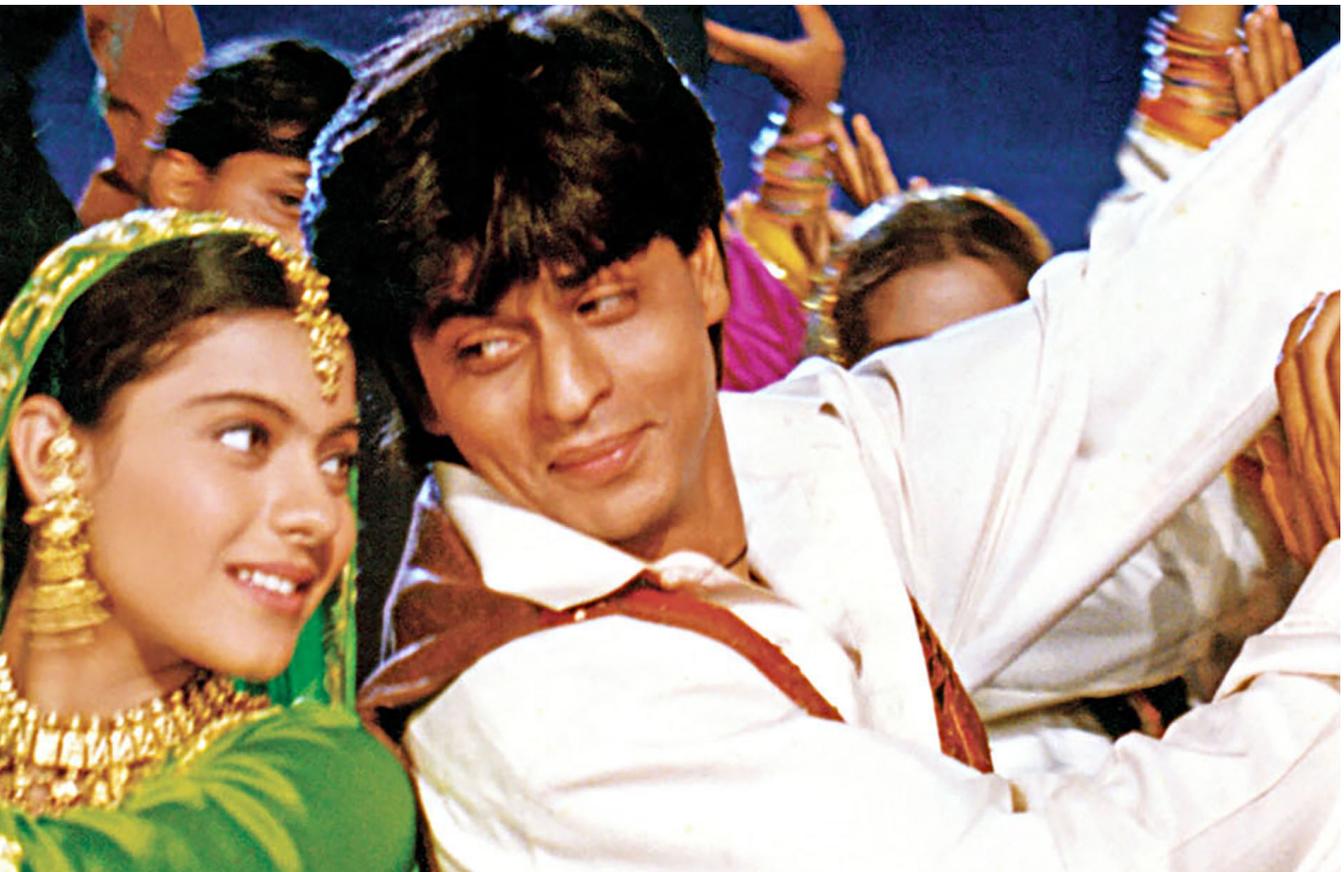
Like many other young Indian women, I had every detail of my colorful, multi-day, dream Indian wedding planned on Pinterest before I even had a boyfriend, let alone a fiancé. Indian weddings are beautiful, full of celebrations, and consist of a myriad of diverse traditions that reflect our rich history and unique culture. However, whenever I spoke about Indian weddings with my non-Indian, often white, peers they always brought up the topic of arranged marriages. They would ask me whether my parents required me to get an arranged marriage and even when I did get engaged to my fiancé, who also happens to be South Asian, the first question my white peers asked was "did your parents arrange your marriage?"

"Arranged marriage culture" is so strongly intertwined with Indian wedding culture that they are sometimes indistinguishable. The failure to separate the two can often result in negative stereotyping of the diverse South Asian diaspora into one monolith with the idea that all Indians have arranged marriages. Which is bizarre, because if you talk to anyone from India, they'll tell you of the legendary love stories of *Radha-Krishna* or *Heer-Ranjha*. Or if you're a Bollywood fan, then you're certainly familiar with the saga of Raj and Simran. Sometimes, this stereotyping about arranged marriage leads to false and harmful conclusions, like the Indian tradition of "more input"

when matchmaking leads to lower divorce rates and happier marriages (see the February 2021 issue of *The Docket*).

I understand the allure of exoticizing arranged marriages, but it presupposes that the problem in the West is that there is a dearth of information for people who are choosing partners in a non-arranged context. This assumption is false since there is rarely a problem of having too much information or input when seeking a partner. Often more information helps everyone make a better choice! What we should focus on instead is the individual's choice in entering a marriage or the individual's choice to end a marriage. Shifting the focus to choice allows us to broaden the conversation, to be more inclusive. For example, up to this point, we haven't even discussed non-heteronormative couples who may seek completely different things than what their parents or community might want for them. In fact, India hasn't even granted equal marriage rights to same-sex couples.

It's also important to note that there's a difference between matchmaking and arranged marriage. Matchmaking is like swiping on Hinge but your parents, family, and friends, are involved in the process. All of this unasked for input may already ring true for half the millennials I know! Arranged marriage culture and stereotyping, on the other hand, is often used to suppress individual choice.



Proponents of traditional arranged marriages often make statements like “arranged marriages last longer than love marriages” or “look at how low India’s divorce rate is compared to America’s divorce rate.” A low divorce rate doesn’t necessarily lead to the conclusion that everyone remains happily married. If anything, it demonstrates a lack of women’s rights. Arranged marriage culture has been used to uphold the patriarchy, casteism, racism, and classism (that’s a lot of isms for one institution to hold up). The individuals that are the most marginalized in a society are silenced — whether that’s women, non-heteronormative individuals, or lower-caste individuals. — while others make decisions for them.

In countries where traditional arranged marriage is prominent, marriage is arranged by a committee — often consisting of men — that seeks a suitor for the woman. They negotiate the terms of the marriage on behalf of the woman, often accompanied by a dowry or gifts to the prospective groom and his family. This method was used to perpetuate caste hierarchy by arranging marriages between two individuals from the same caste or simply forming marriages to forge business relationships for the fathers.

Often, marriages were — and still are — arranged without the consent of the woman, which further upholds the patriarchy. If the wife wants to leave the marriage and seek a divorce, it’s seen as shameful. She’s not just rejecting her suitor, she’s rejecting her father’s decision. If the husband seeks a divorce, then oftentimes society wonders what the wife must’ve done to

drive her husband away. And even the act of seeking a divorce in India is cumbersome. The Hindu Marriage Act requires a mandatory reconciliation period before a divorce can be granted. Anti-woman societal pressure combined with systemic hurdles instated to uphold the patriarchy are why arranged marriages result in lower divorce rates in countries like India.

Information for an individual’s choice is fine, but societal or community pressure to get married and avoid divorce in an unhappy or in an abusive marriage is not an optimal outcome. To conclude otherwise, while ignoring some of the negative effects of arranged marriage culture, is harmful to women and the South Asian community.

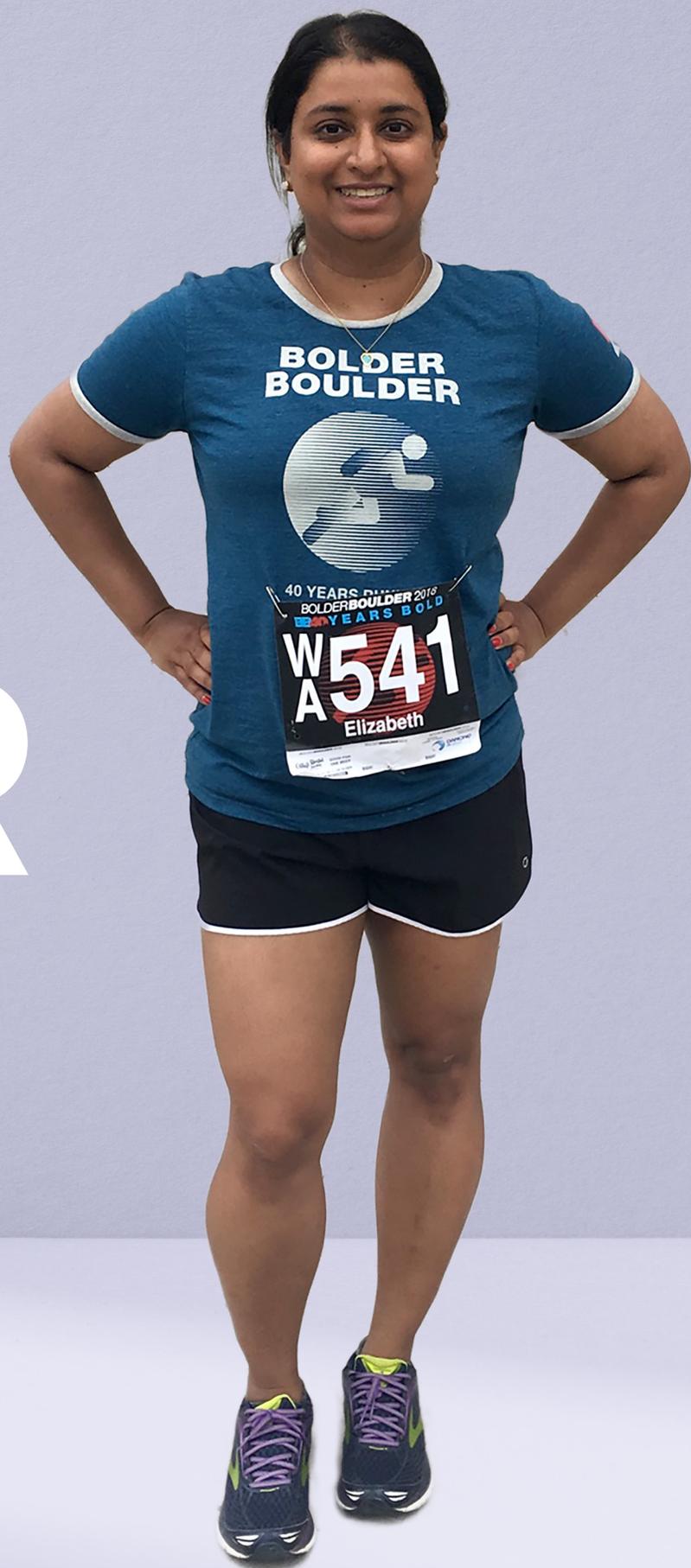
Just as Raj and Simran’s story shifted the cultural approach regarding marriage from emphasizing the consent of the community to emphasizing the consent of the individual, I hope we can endorse a version of Indian marriages that exemplifies the colorfulness of Indian weddings while also acknowledging the struggles many individuals faced for their freedom of choice in marriage. 🍷

HARSHWINDER (HARSHY) KAUR is a 2021 Juris Doctorate candidate at the University of Denver, Sturm College of Law and will start as an associate at Ireland Stapleton Pryor & Pascoe, PC this fall. Harshy is a member of the South Asian Bar Association of Colorado (SABA-CO) and serves as the SABA-CO liaison on the Colorado Women’s Bar Association board.

A BOLDE BOULDE

By Elizabeth Tharakan

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The tale of the tortoise and the hare teaches us that slow and steady wins the race. This adage applied to me on Memorial Day as I walked the Bolder Boulder 10k, finishing in two hours, 20 minutes. I think I could jog a 10k at sea level — I had been training with JackRabbit Sports in Manhattan for that distance — however, my lungs have not yet adjusted to Colorado’s thin air well enough and my bone marrow has not created enough red blood cells to transport oxygen to my system.

It probably wouldn’t have made a huge amount of difference in my time. I’m a notoriously slow runner, but I always attend scheduled group runs and complete them. Last fall, I took inspiration from Angela Duckworth’s *Grit*. It recounted that the West Point students who made it through the rigorous, 7-week Beast Barracks boot camp were not the students with the highest Whole Candidate admissions scores but rather those who possessed a never-give-up attitude. “Our potential is one thing. What we do with it is quite another,” Duckworth wrote. Showing up for training is half the job. I’m proud of myself for my discipline and drive, which has helped me accomplish goals for which I might not have natural aptitude, such as completing a 10k without getting pulled off the course.

I was asking some of my housemates at dinner last night whether passion or dedication was more important in being successful. The consensus was that both were vitally important, but that passion sets a direction and dedication moves you forward along the path. Thomas Edison stated that genius is 1% inspiration and 99% perspiration. Passion provides that 1% inspiration, that driving force.

So it goes with my fitness routine. I woke up approximately three mornings a week to take long walks along Baseline and Broadway, wandering to the Hill, bringing along my handy dandy iPhone 6s to distract myself from boredom. I was prepared to walk the culminating event today, knowing that the accompanying festivities would keep me engaged. Just as equestrians give horses carrots, I require incentives in the form of entertainment.

Outdoor exercise is the Colorado culture. It has instilled in me a certain level of confidence about the wondrous possibilities that my time in this beautiful city will inspire.

This morning’s experience did not disappoint. Belly dancers in revealing outfits, human penguins, a Slip ‘N Slide, cheerleaders with signs reading “Great Job Random Stranger,” and runners with rainbow umbrellas, American flags, and stickers saying “Will Run for Beer” surrounded me against the musical backdrop of Michael Jackson, live indie performances, and blasting Bhangra Beats. Advertisers like Chick-fil-A and Clif Bar wore absurd costumes to attract the attention of potential customers.

The experience felt more like a spectacle than like a competitive race with uncomfortable huffing and puffing. I think it would have helped had I not forgotten to eat breakfast or even a potassium-laden banana before the event. Despite the snafus, I noticed the effect of the endorphins. I felt energized, enthusiastic, and of course exhausted by the time I crossed the finish line.

Outdoor exercise is the Colorado culture. It has instilled in me a certain level of confidence about the wondrous possibilities that my time in this beautiful city will inspire — and how this intentional time will help me accomplish my personal and professional goals.

My New Year’s resolution was to be present in the moment, neither dwelling on the past nor worrying too much about the future. Completing the Bolder Boulder makes me happy, healthy, and hopeful — about both the present moment and the horizon that lies ahead. ●

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

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BOLDERBOULDER



Pandemic Preventati

By Danielle DavisRoe



ives



Whether you've been meeting with clients in person for months or are just starting to think about venturing out of your cocoon, it's never a bad time to think about ways to better protect yourself. In the past year, a lot of technology

aimed at protecting people has become mainstream. And with "safety" a buzz word and money to be made, we've witnessed tech additions to even the lowliest pandemic gear. Are they worth it or a waste? Let's examine some.

High-Tech Face Masks

Love them or hate them, masks have become common place and required in most locations. I'd even wager that masks have replaced cigarette butts as the most commonly found litter. Despite ongoing vaccine rollouts, most experts say that masks are here to stay for at least awhile longer.

You've seen surgical masks, N95s, KN95s, and cloth masks, but have you seen high-tech face masks? If not, you might soon, as more companies are offering them. Just like the most effective practice management system is the one you'll use, the most effective mask is the one you'll wear.

The AirPop Active+ Halo Sensor mask, a high-tech mask, connects with an app on your smartphone. It tracks your breathing rate and local air quality index based on your location. It includes replaceable filters, and the app lets you know when it's time to replace the filter. The AirPop has received a bevy of awards and certifications. The starter set costs \$250 and each refill, good for 40 hours of use, costs \$25. It may be wonderfully "designed for city life" as the website says, but did you ever expect a face mask to have an 8-page setup guide?

Others, like the MaskFone, focus on making it easier to wear a mask while on the phone. Combining Bluetooth earbuds and a microphone with a mask, the days of muffled audio may be over.

Cellphone UV Sanitizers

Experts have warned us for years that our cellphones are filthy. Prior to the pandemic, Apple warned users not to use cleaning products on iPhones because cleaners can damage the phones, particularly the touchscreens. Apple revised its website early last year to clarify that alcohol wipes can be used on hard surfaces. Despite the revision, many are hesitant to use wipes to clean their phones.

Fortunately, you can use UV light to sanitize your phone. UV light kills bacteria without damaging your phone. UV sanitizers typically work by placing your phone in a special case where the UV light is applied. Many of the cases also charge your phone while sanitizing it. Sanitizing can take as little as five minutes.

Hand Sanitizer

If you thought hand sanitizer was necessary, but boring, think again. New options are making hand sanitizer more interesting and practical. Refillable hand sanitizer dispensing

wristbands ensure that you are never without hand sanitizer when you need it most (as long as you remember to refill the dispenser). Even if you don't want to wear a dispenser on your wrist, travel sizes of hand sanitizer come with a wide variety of funny labels. Tuck one into your pocket or bag to cause your acquaintances to smile when sharing hand sanitizer before you get down to business.

Hand Washing with Smart Watches

Common advice says to wash your hands frequently, including when you enter your home. Now, smart watches can remind you to wash your hands when you get home or at pre-defined intervals. For Apple Watch users, it is as easy as turning on the handwashing reminders setting in the Apple Watch app - whenever you get home, your watch reminds you to wash your hands. On the other hand, Samsung watch users can set their watch to remind them to wash their hands at predefined intervals.

Wearable Trackers and Tracing Apps

If you've been notified in the past year that someone near you has contracted COVID-19, you have been left wondering whether you were in their proximity for long enough to consider yourself exposed. (In many locations, being near someone for less than 15 minutes doesn't count as exposure.) Wearable trackers and tracing apps allow companies, schools, and sports teams to figure out how long any two people have been near each other.

Tracing apps only work for people who carry their smartphone (or wear their smart watch in some instances) with them all day. If people leave their phones in their offices and then congregate in the conference room or lunchroom, the apps aren't effective. Wearable trackers, on the other hand, are worn as a person moves throughout their day.

Sound a little like big brother? You're not the only one concerned. While being able to track exposure to COVID-19 makes many feel safer reopening their offices, many have raised privacy concerns. These apps and trackers only work when exposed to someone else who is also using the app or tracker. If your clients aren't using them, your exposure to them will fly under the radar.

Temperature Scanners

While the lingering cough, difficulty breathing, and loss of taste and smell are well-known COVID-19 symptoms, one of the easiest symptoms to measure is someone's temperature. Many businesses have been checking employee and customer temperatures at the door since the spring of last year. Others require employees to take their own temperature and self-report on a daily.

While thermometers are now back in stock most places, there are some high-tech temperature scanning options available now for firms that are back open for business. Thermal imaging systems can scan the temperature of dozens of people at once. While those are probably unnecessary for smaller firms, if you have a lot of people coming into the office at one time,

high-capacity scanners can reduce any bottle necks getting in the door. See bit.ly/2PGN8Tb for information from the FDA on using thermal imaging systems.

Symptom Checking Apps

Having employees and clients self-report symptoms may work better than full blown thermal imaging systems for smaller offices. Symptom checking apps, unlike the tracing apps discussed above, focus on identifying potential symptoms of COVID-19.

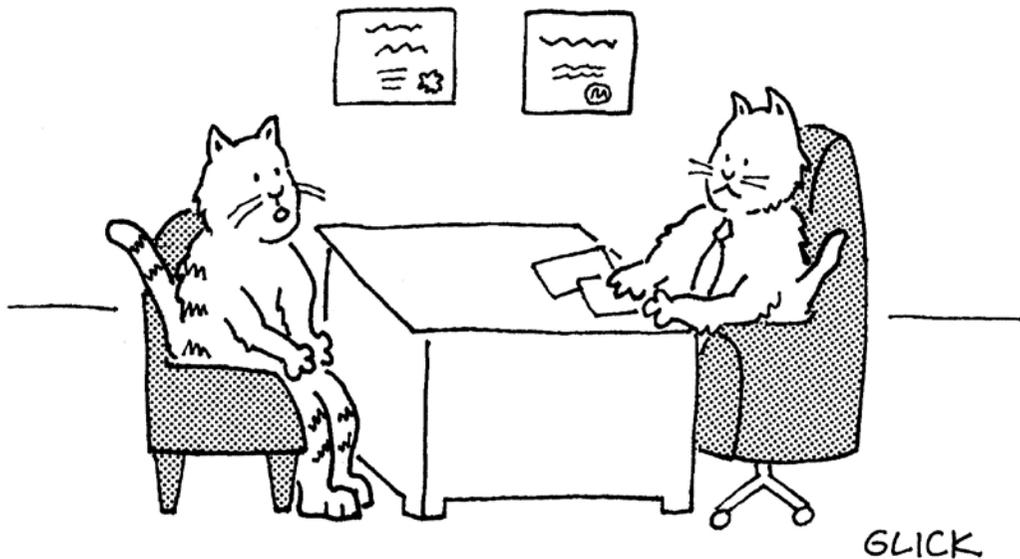
Most of the apps present the employee each day with a survey related to COVID-19 symptoms. Depending on the app, the employee may be given instructions to get tested when applicable or the data may be submitted to the employer.

More Information

See citizen.org/article/workplace-privacy-after-covid-19 for a list of apps, trackers, and sensors, plus information on how each works, and who is using them. 🌐

DANIELLE DAVISROE is a Senior Consultant at Affinity Consulting Group. The Colorado Bar Association has partnered with Affinity Consulting to bring law practice management and technology-related resources to members. Visit cobar.org/mgmthq for more information on all the benefits of this partnership.

Sound a little like big brother? You're not the only one concerned. While being able to track exposure to COVID-19 makes many feel safer reopening their offices, many have raised privacy concerns.



“I want to reserve a life estate in the premises. Actually I want to reserve nine life estates.”

Changes

- ▶ Holzer Patel Drennan is pleased to announce **Scott Brairton** as our newest Shareholder. Scott will continue his Intellectual Property practice through patent preparation and prosecution, opinion work (including freedom-to-operate, patent-ability, invalidity, and infringement analysis), and general IP portfolio counseling and management.
- ▶ Holzer Patel Drennan is pleased to announce **Jon Deppe** as our newest Shareholder. Jon will continue his practice in all aspects of Intellectual Property law, including patent and trademark prosecution, due diligence, licensing, and freedom-to-operate analysis.
- ▶ Williams Weese Pepple & Ferguson is pleased to announce that **Morgan Wiener** has joined the firm as a Director, effective immediately.
- ▶ Davis Graham & Stubbs LLP is pleased to announce that **Nick Eaton** has joined the Trial Department as an associate. He is currently admitted to practice law in Colorado.
- ▶ Regulatory attorney **John “Sean” Jennings** has been named a Shareholder and Director. Jennings’ practice focuses on representing businesses in matters involving regulatory law, government relations, and commercial transactions.
- ▶ Davis Graham & Stubbs LLP is pleased to announce that **Andrew Stevenson** has joined the Trial Department as an associate. He is not admitted to practice law in Colorado, but his application for admission is pending. He is currently admitted to practice in Illinois.
- ▶ Spencer Fane LLP is pleased to announce that attorneys **Michelle Berger**, **Matthew (Matt) Morrison** and **Valentine Uduebor** have joined the firm.

Good Things

- ▶ Global law firm Greenberg Traurig, LLP has expanded its Denver office with the addition of Carl F. Berglind as a shareholder in the Corporate; Health Care & FDA; and Food, Beverage & Agribusiness Practices.
- ▶ The Harris Law Firm is pleased to announce that Attorney **Sangeetha Mallavarapu** has received her mediation training Certificate of Completion! Sangeetha completed her 40 hours of hands-on training with the Mares-Dixon mediation program.
- ▶ Ballard Spahr Litigation Associate **Andrew Valencia** has been accepted into Downtown Denver Partnership’s 2021 Leadership Program.

In Memoriam

Victor Quinn

November 2, 1931 – February 13 2021

Victor Quinn, a prominent member of the Denver legal community, passed away at home on February 13 at age 89, surrounded by his family. He practiced law in Denver for more than 60 years, retiring only recently. Vic was born on November 2, 1931 in Wetmore, Colorado, the second of three children. His father Charlie was in the mining business and Vic grew up in the Colorado Rocky Mountains. From the age of three or four, he lived in Idaho Springs, a small mining town located approximately 40 miles from Denver. His mother, Leona Quinn, was a homemaker and active in Colorado Democratic politics. After graduation from law school at age 23, Vic joined the Denver law firm of Henry and Adams, becoming a partner in 1961. The firm expanded and was later renamed Henry, Cockrell, Quinn and Creighton, where Vic was a senior partner for more than 50 years. He was the primary outside counsel to the University of Denver for several decades and served on the Board of Trustees of the Iliff School of Theology for much of that time. In recognition of his contributions to the University, he was named a recipient of the Distinguished Service Award in 2011, and his portrait hangs prominently in the library of the Sturm College of Law. He also had the rare distinction of having scholarships established in his name at two different law schools: The Victor Quinn Endowed

Scholarship at the Sturm College of Law was established by his family, and the other at the University of Colorado Law School by Flo Phillips, a friend and former law partner. He was also elected a member of the American College of Trust and Estate Counsel and was a longtime member of the National Association of College and University Attorneys and the National Association of Public Pension Attorneys.

Jeffrey Alan Goldstein

August 17, 1944–August 28, 2020

Jeffrey A. Goldstein—a tenacious attorney, civil rights advocate, judge, father, husband, brother, and friend to so many—passed away peacefully following surgery, with his wife and daughters at his side. With the support of dedicated doctors, nurses, and caregivers at Kaiser Permanente and St. Joseph Hospital, he had survived nearly four years coping with pancreatic cancer and its side effects.

Jeff began his law career in Long Beach, California, where he headed the Legal Aid Society office representing indigent clients. In Denver, he co-founded the law firm of Busacca, Goldstein, Hazleton, and Temko, which served a number of pro bono civil rights and community activist clients. He later cofounded Karp, Goldstein & Stem, and then established his own firm, Goldstein & Dodge, which primarily represented injured workers in Colorado’s workers’ compensation system. After a few years serving as special counsel in the labor law firm of Brauer, Buescher, Goldhammer & Kelman, Jeff left to serve

as an administrative law judge, and later chief judge, for the Workers' Compensation Division, Colorado Department of Labor, until his retirement in 2018.

As members of the National Lawyers Guild during the 1970s and 1980s, Goldstein and his partners represented a number of political activists, including members of the American Indian Movement during the Wounded Knee Occupation of 1973, immigration rights activists, organizers in Denver's Chicano movement, labor organizers, military servicemen who were against the Vietnam War, and victims of police brutality.

Mary J. Mullarkey

September 28, 1943–March 31, 2021

Mary J. Mullarkey, the first female chief justice of the Colorado Supreme Court, died on March 31, 2021, at age 77. With her passing, Colorado lost a pioneering leader who worked tirelessly to improve the justice system and how it treated people as they navigated its often-difficult pathways.

Mullarkey was born and raised in New London, Wisconsin. She initially studied mathematics at St. Norbert College, a small liberal arts college in the Green Bay area. Concluding that she would never be as mathematically inspiring as her favorite teacher, she decided to give the LSAT a shot. She received the highest score in her college's history and was accepted into Harvard Law School. Having grown up with four brothers, Mullarkey was not intimidated by the prospect of being one of a handful of women in her law school class. She graduated from Harvard Law in 1968.

Mullarkey's career started in the US Department of the Interior, Office of the Solicitor, where she represented federal agencies in water, environmental, and civil rights cases. She met her husband, attorney Tom Korson, through their work in Washington, D.C. Yearning for adventure and a change of scenery, the couple headed west to Colorado in 1971. Unlike many states at the time, Colorado did not have a statute or constitutional provision that confined the practice of law to men.

Gregory Kellam Scott

July 30, 1943–March 31, 2021

Colorado's legal community suffered an enormous loss with the passing of former Justice Gregory Kellam Scott, a pioneer who leaves an important legacy. Justice Scott was the first Black person appointed to the Colorado Supreme Court and remains the only Black person to have served as a justice in Colorado.

Scott graduated from Rutgers University in 1970 from its College of Agriculture and in 1971 from its Graduate School of Education. He graduated with honors from Indiana University Law School. He began his legal career as an attorney with the US Securities and Exchange Commission in Denver and then spent over a decade teaching at the University of Denver Law School, where he was a role model for hundreds of diverse law students. He went on to establish a nationwide practice representing minority-owned and other small business firms.

Governor Roy Romer appointed Scott to the Colorado Supreme Court in 1992. During his time on the Court, Justice Scott authored several precedent-setting opinions, including a concurrence in the landmark case *Evans v. Romer*, which invalidated Amendment 2, a voter initiative that prevented local governments from enacting ordinances prohibiting discrimination based on sexual orientation. He also authored the opinion for *Hill v. Thomas*, a landmark case in which the Court upheld legislation that allowed a buffer zone around anyone entering or exiting healthcare facilities to avoid violence by picketers.

Justice Scott resigned from the Court in 1999. Upon leaving the Court in 2000, he served as vice president and general counsel of Kaiser-Hill L.L.C., the company that cleaned up the former Rocky Flats nuclear weapons plant in Jefferson County. He and his wife Carolyn returned to Indiana following their time in Colorado, and he was appointed executive director of the Indiana Civil Rights Commission in 2005.

Roger Edward Stevens

November 7, 1929–February 7, 2021

The Boulder legal community lost one of its true Renaissance men with the passing of Roger E. Stevens on February 7, 2021. Roger loved learning and did so until his last day.

Roger graduated from the University of California Los Angeles cum laude as an English major in 1951, attended the University of Colorado Law School, and then practiced law in Boulder County for more than 60 years. He grew to be an accomplished lawyer in areas as diverse as property rights and title searches, oil and gas, real estate, mining/water law, bankruptcy, estate planning, constitutional law, labor law, tax, murder cases, family law, aviation wrongful death cases, and ACLU volunteer legal work. He was brilliant and blessed with a photographic memory.

Roger was fiercely independent and liked to march to the beat of his own drum. He hired female lawyers when others discriminated. He became a lawyer to help people and believed if you did a good job, clients took care of you. Roger was paid in kind by clients who could not afford his services, including with cords of wood, bales of hay, and goose eggs (literally). Such was the practice of law in Boulder from the 1950s through the 1970s.

Roger excelled as a pianist extraordinaire and a guitarist, and he sang. He was a fifth-degree black belt and Judo Sensei who competed for a position on the US Olympic team, and a gymnast (eager to teach handstands to all). He studied and practiced Jin Shin Jyutsu therapy, meditated, and embodied the Sufi smile. Roger traveled to Argentina to dance tango and loved to folk dance locally. He studied Hebrew, Arabic, Portuguese, Spanish, Japanese, and Gaelic. He was an amateur poet and loved Irish limericks, and he could recite "Jabberwocky" by heart. Roger also owned and rode an enviable motorcycle collection. He lived and played in the mountains, and the outdoors was his sanctuary. He loved to swim and was an avid hiker, cross-country skier, and environmentalist. Roger embraced friends and partners, loved his family, and cherished more than anything his beloved wife, Philomena. 🍷



Anthony J. Zarsky

Woody Law Firm, LLC

10 Questions with Anthony J. Zarsky

1. Where did you go to law school and where are you currently working?

I attended the Pennsylvania State University, Dickinson School of Law. I am presently an associate attorney at Woody Law Firm, LLC.

2. Why did you become a lawyer?

Injustice has always fueled me. I am an empathetic person and found family law suited me well during law school. There is nothing like the feeling of winning at trial, especially when you helped a victim of domestic violence obtain justice in the form of a protection order.

3. What are five adjectives that you would ascribe to yourself?

Kind, Empathetic, Driven, Resourceful, Funny

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

Don't let someone's inability to see your worth define you.

5. Favorite childhood memory?

As a kid, my Italian grandmother would pick me up and have me over to "help her cook dinner." Looking back on it, it was not easy to have little hands in the kitchen getting in the way. As an adult, I realize she didn't need the help but included me out of love and a desire to help me learn a valuable life skill.

6. How do you de-stress?

After a long day at the office, nothing melts the stress of the day away quite like a warm bath.

7. What has been one of the biggest challenges that you have had to overcome?

Being a gay man. The "pink ceiling" can make achieving your dreams more difficult. People have biases as to what you are and what you are not depending on how you look, sound, and carry yourself compared to how they think you *should* do so. I want to be judged on my character and abilities, not predetermined limits based solely on outdated stereotypes.

8. What are your hobbies outside of the law?

Cooking, traveling, gardening, politics, camping, and being a cat dad.

9. If you could have dinner with any historical figure, who would you pick and why?

Abraham Lincoln, without a doubt. He faced failure after failure in his life before becoming president and used his wisdom to advance the cause of equality that reverberates even today. Perseverance is the antidote to broken dreams.

10. Any favorite legal cases?

Obergefell v. Hodges. "Their hope is not to be condemned to live in loneliness, excluded from one of civilization's oldest institutions. They ask for equal dignity in the eyes of the law. The Constitution grants them that right." 🌈

EDITOR'S NOTE

Do you know a DBA member who should be featured?

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

Did you know that your membership includes 24 free CLE credits per year via the MGMT HQ program? What is MGMT HQ you say?

The CBA has partnered with Affinity Consulting Group to bring law practice management and technology-related resources to members. Affinity Consulting Group specializes in strategic technology and management solutions for law firms and legal departments of all sizes. MGMT HQ doesn't just provide free CLEs, they also give advice.

Be sure to check out the webpage cobar.org/mgmthq.

CHECK OUT THE UPCOMING WEBINARS AND REGISTER AT COBAR.ORG/CALENDAR.

JUNE 1, NOON TO 1 PM

Turning Molasses into Money: Making the Most of Downtime

Most lawyers have cyclical down periods. It's what you do with that time that counts. In this webinar we talk about how to maximize your downtime to invest in business and hit the ground running when work picks back up.

JUNE 15, NOON TO 1 PM

Creating a Client Intake Form

This webinar walks you through how to create a client intake form that will capture everything you need using tools built into Microsoft Word and your PDF software.

JULY 6, NOON TO 1 PM

Check It Out

Lawyers are nearly as terrible at organization as doctors are at penmanship. In this seminar, learn how to combine productivity techniques, apps, and good, old-fashioned book-learning to organize your work environment, including documenting processes with checklists and flow charts to ensure smooth operation.

JULY 20, NOON TO 1 PM

If You Come for the King, You Best Not Miss: Succession and Contingency Planning for Lawyers

Retirement takes planning! The most successful turnovers, require a more gradual approach than you might think. In this webinar, you will learn ways to successfully turn over the keys to your kingdom all while protecting your firm from the unexpected.

AUGUST 3, NOON TO 1 PM

I Know I Need It

What do you need out of your PDF software? In this webinar, we talk about the most important features to look for, demonstrate how to use them in common PDF applications, and explain what your options are.



WE ARE YOUR OPTION WHEN A TRIAL IS NOT ON THE HORIZON

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