

OFFICE OF THE STATE COURT ADMINISTRATOR



November 8, 2022

Chief Justice Boatright, Members of the Judiciary Committee of the Colorado House of Representatives, and the Members of the Judiciary Committee of the Colorado Senate:

Steven Vasconcellos
State Court Administrator

Terri Morrison
Judicial Legal Counsel

DIRECTORS

Brenidy Rice
Court Services

Marty Galvin
Financial Services

Amy Burne
Human Resources

Glenn Tapia
Probation Services

ACTING DIRECTOR

Jason Bergbower
Information Technology Services

It is my pleasure to present the FY2022 Annual Legislative Report of the Judicial Diversity Outreach Program of the Colorado Judicial Department. Consistent with the legislative intent set forth in SB 19-043 and found in C.R.S. § 13-3-101(11)(a), this position was established within the Office of the State Court Administrator of the Colorado Judicial Department to focus on education and outreach regarding judicial office vacancies and the judicial application process.

In this role, the Judicial Diversity Outreach program advances the Colorado Judicial Department's commitment to a fair and impartial system of justice by working to create a state court bench that reflects the rich diversity of the communities it serves.

The enclosed report provides an overview of judicial diversity outreach efforts for FY2022 from July 1, 2021 to June 30, 2022. This report also contains data regarding race, ethnicity, and gender diversity of Colorado's state court judges and a summary of the program's achievements.

The growth of diverse judges joining the Colorado state court bench remains strong, and the Judicial Diversity Outreach program continues to focus on building a strong candidate pipeline from law students to practicing lawyers to judicial applicants. Please contact me if you have any questions.

Sincerely,

Sumi Lee
Head of Judicial Diversity Outreach
Colorado Judicial Department



Judicial Diversity Outreach FY2022 Annual Legislative Report



Colorado Judicial Department

Office of the State Court Administrator
1300 Broadway, Suite 1200
Denver, Colorado 80203

www.courts.state.co.us
720-625-5000

TABLE OF CONTENTS

Executive Summary	3
Statutory Reporting Requirement	5
Data Reporting	6
Diverse Judges on the Colorado State Court Bench as of June 30, 2022	7
Other Aspects of Diversity	15
Diversity in the Legal Profession	16
Program Overview	20
Program Focus 1: Data and Research	21
Program Focus 2: Community Engagement	23
Program Focus 3: Pipeline Development	25
Dream Team 2.0 Coaching Program	25
“Spotlight On” Series	27
Judicial Candidate Consultations	28
Java with Judges	28
Judicial Walking Tours for Diverse Law Students	31
Greater Colorado Law Student Experience	32
Measurement and Review	35
Looking Ahead	37
Need for Growth	37
Looking Beyond Diversity	37
Future Programming	38
Appendix	39

EXECUTIVE SUMMARY

The Judicial Diversity Outreach (JDO) program expanded on the success of FY2021 to continue to increase the number of diverse judges on the Colorado state court bench and solidify its program offerings. JDO programs focus on building a strong candidate pipeline from law students to practicing lawyers to judicial applicants. The JDO pilot programs established in FY2021—the Dream Team 2.0 Coaching Program, Java with Judges, and the Greater Colorado Law Student Experience program— have graduated from pilot status to permanent status.

From July 1, 2021 to June 30, 2022 (FY2022), the Colorado Judicial Department welcomed 32 judges to the bench. 50% of the new appointees are women (16 judges), and 50% of the appointees are men. Of the 32 appointees, 3 new Black/African American judges (9.4% of new appointments), 1 Asian/Asian American judge (3.1%), and 4 Hispanic/Latino judges (12.5%) joined the bench. 24 judges, or 75% of FY2022 appointments, identified as White (not Hispanic or Latino).

Colorado was left without a single Black district court judge serving in our state court system in October 2018. As of the writing of this report, Colorado has 15 Black and African American judges on the state court bench, 9 of whom serve at the district court level. This is remarkable progress in a 4-year period, especially given that the number of Black and African American judges more closely reflects the Black and African American population in Colorado. In addition, six openly LGBTQ+ judges were appointed in 2021 and 2022, including one to the Colorado Court of Appeals.

The number of new judges appointed to the bench over the past two years remained steady with 30 judges in FY2021 and 32 judges in FY2022. However, the number of new judges in Colorado will be higher in FY2023, as the Governor's office has appointed 24 new judges already in the first two months of FY2023. Details of these recent appointments are not included in this report because the 24 judges will begin their term after the annual reporting deadline of June 30, 2022.

JDO completed over 30 community presentations to various organizations in FY2022, including in-person events in 9 counties. The Dream Team 2.0 Coaching Program assisted 3 diverse applicants that were appointed to the bench in 2022, and the successful Java with Judges program grew in popularity with diverse law students and judges. JDO also partnered with the Colorado Bar Association's Underserved Areas and Legal Deserts Initiative to launch the Greater Colorado Law Student Experience pilot program that focuses on building a legal pipeline in rural communities of Colorado.

The number of new diverse judges appointed since the creation of the JDO program significantly changes the composition of the Colorado's state court bench and work remains to be done as Colorado becomes an increasingly diverse and multiracial state. As more diverse judges take the bench, equity, inclusion, and belonging remain critical to ensuring the judges' long-term success. JDO programs also support the work of the Colorado Supreme Court Judicial Well-Being Committee and other entities working to diversify the Colorado state court bench.

The existing community support and momentum for judicial diversity in Colorado is significant and must be matched with resources from state government so that the JDO program can meet growing demand while remaining sustainable over time.

STATUTORY REPORTING REQUIREMENT

Consistent with the legislative intent set forth in SB 19-043 and found in C.R.S. § 13-3-101(11)(a), the Judicial Diversity Outreach program was established within the Office of the State Court Administrator (SCAO) of the Colorado Judicial Department in 2020 to focus on education and outreach regarding judicial office vacancies and the judicial application process. The JDO program advances the Colorado Judicial Department's commitment to a fair and impartial system of justice by working to create a state court bench that reflects the rich diversity of the communities it serves.

This report is being presented as part of the reporting requirement established under C.R.S. §13-3-101(11)(b)(I) to report to the Chief Justice of the Colorado Supreme Court and the Judiciary Committees of the House of Representatives and the Senate "concerning the background, professional history, and qualification of judicial officers in the state." The report is presented by October 1 of each year, and the FY2022 Annual Legislative Report covers the period between July 1, 2021 to June 30, 2022.

DATA REPORTING

From July 1, 2021 to June 30, 2022 (FY2022), the Colorado Judicial Department welcomed 32 judges to the bench. 50% of the new appointees are women (16 judges), and 50% of the appointees are men. Of the 32 appointees, 3 new Black/African American judges (9.4% of new appointments), 1 Asian/Asian American judge (3.1%), and 4 Hispanic/Latino judges (12.5%) joined the bench. 24 judges, or 75% of FY2022 appointments, identified as White (not Hispanic or Latino). Detailed data on judicial diversity by judicial district is provided in the Appendix.

In FY2022, Colorado celebrated a number of “firsts” and notable appointments:

- In January 2022, Judge Timothy Schutz became the first appellate judge from El Paso County to be appointed to the Colorado Court of Appeals since 1969.
- In February 2022, Judge Deni Eiring became the first woman to be appointed to the Cheyenne County Court in the 15th Judicial District.
- In March 2022, Judge Kim Shropshire became the first Asian judge to be appointed in the 6th Judicial District (San Juan, La Plata, and Archuleta Counties).

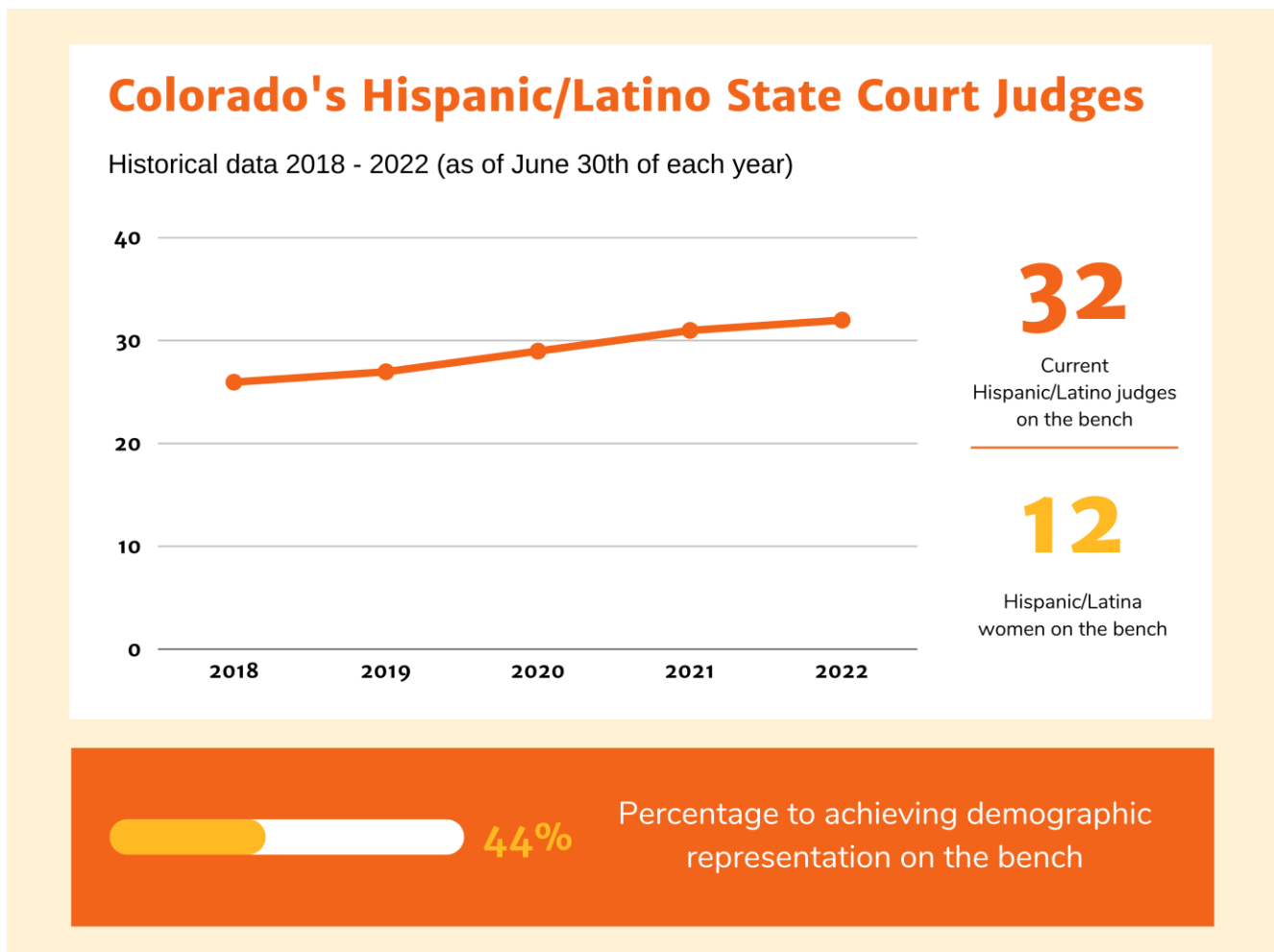


Presiding Disciplinary Judge Bryon Large, Judge Rayna Gokli, and Judge Alfred Harrell at the Dream Team 2.0 Coaching Program Event

Diverse Judges on the Colorado State Court Bench as of June 30, 2022

New to this year's Annual Legislative Report is the historical data for each of the racial, ethnic, and gender diverse judges in Colorado's state courts. Each section includes the number of judges for each community as of June 30th of each year from 2018 to 2022 as well as a bar graph comparing the percentage of representation on the state court bench to Colorado demographics. Then, each section provides key findings and highlights of the work being done in the legal community. Presenting demographic data in this matter allows for closer examination of the progress and opportunity for each community.

Table 1: Hispanic / Latino Judges¹



¹ The data reflected in this table and for each diverse community includes responses from county court, district court, and Court of Appeals Judges of the Colorado state courts and the Justices of the Colorado Supreme Court that were active and serving on the bench as of June 30th of each year. The data does not include Denver County Court judges, Magistrates, or Water Referees. The "percentage of achieving demographic representation on the bench" is based on the demographic data for each race/ethnic category for Colorado in the 2020 U.S. Census provided by the Colorado State Demography Office.

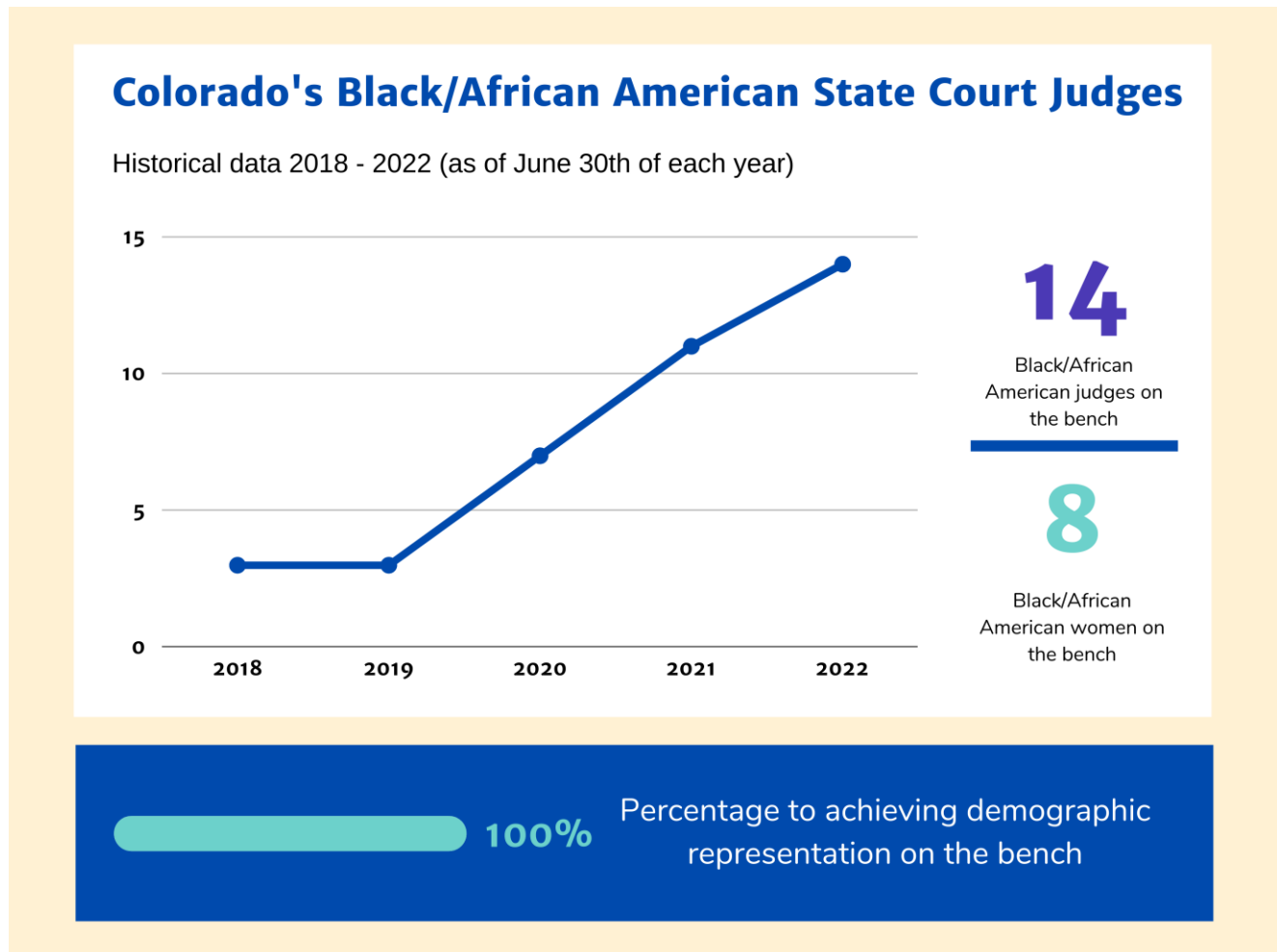
Key Findings and Highlights

- The need for Hispanic/Latino judges is the greatest of any other racial or ethnic group in Colorado. In order to reach representation in line with the Colorado state population, the current number of Hispanic/Latino judges on the bench currently needs to be more than double, particularly in regions outside of the Denver Metro area.
- 19 of the 32 Hispanic/Latino judges serve in the Denver Metro area (Denver, Jefferson, Broomfield/Adams, Arapahoe, Douglas, and Boulder counties). Although more Hispanic/Latino judges are needed in the Metro areas as well—such as the 17th Judicial District which has 38% Hispanic/Latino population—there are just 6 Hispanic/Latino judges serving south of Colorado Springs.
- Even though the need for Hispanic/Latino judges is significant, Hispanic/Latino judges are the only race/ethnicity that is currently represented on all levels of the Colorado state courts: county court, district court, Colorado Court of Appeals, Colorado Supreme Court, and the Chief Judges Council.
- Three of the four Hispanic/Latino judge appointees in FY2022 previously served as judicial officers: two were county court judges appointed to district court, and one was a magistrate appointed to a judgeship position. Magistrate and county court judge experience can be an effective path to obtaining district court positions.

The Colorado Hispanic Bar Association's (CHBA) Judicial Task Force is making a significant impact on supporting and developing Hispanic, Latino, and diverse judicial candidates. The CHBA Task Force is led by Christine Hernandez², Hon. Adam Espinosa, Hon. Isabel Pallarés, Hon. Mariana Vielma, Hon. Vincente Vigil, and Hon. Juan Villaseñor. The CHBA Judicial Task Force provide mock interviews, application review, and general support, sometimes even on short notice. The task force also recruits and encourages diverse candidates to apply at joint bar association events and remains a resource for support once the judge is appointed.

² Christine Hernandez also serves as the Co-Chair of the CBA-CJI Diversity on the Bench Coalition.

Table 2: Black / African American Judges

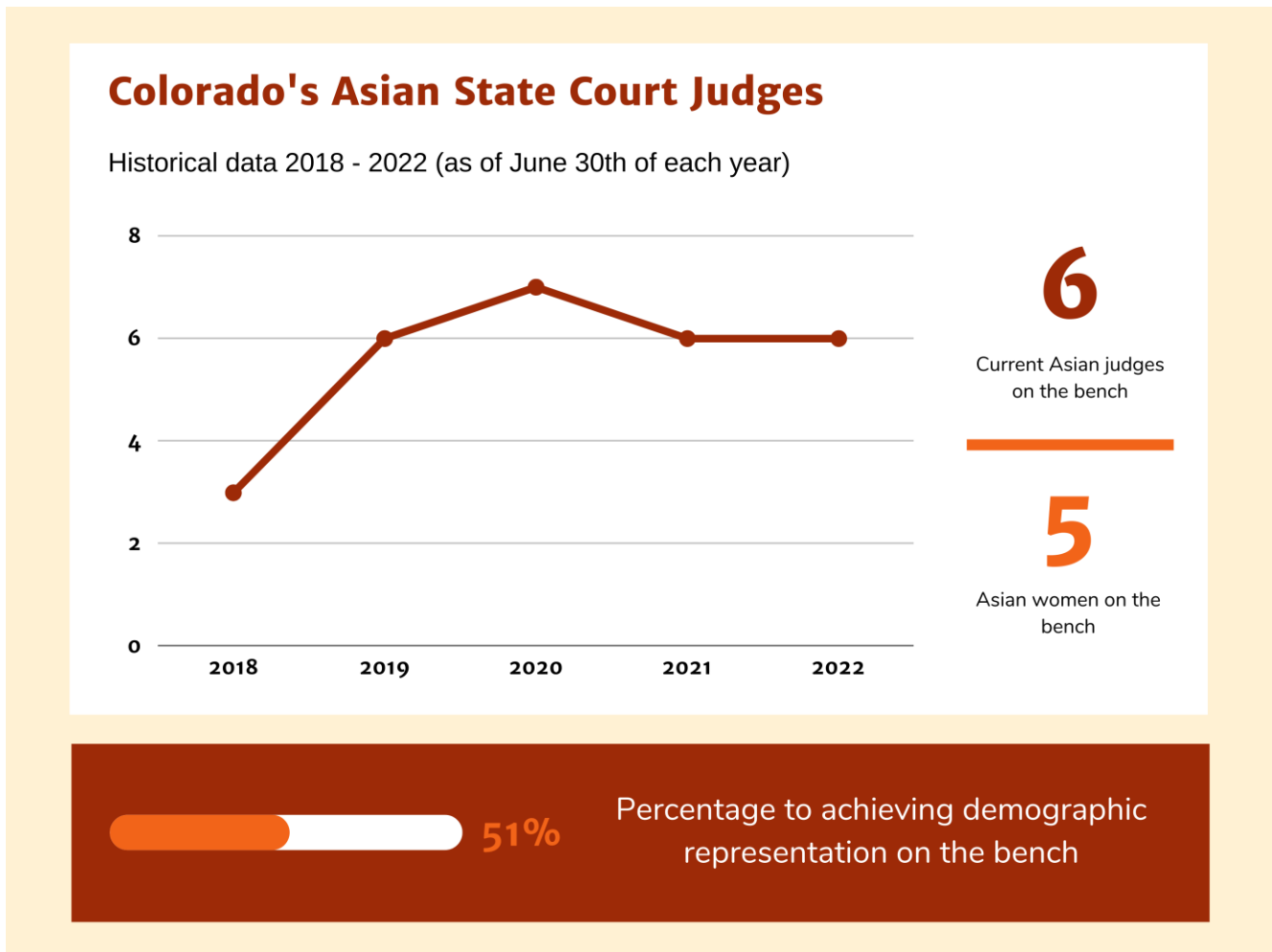


Key Findings

- Led by the tireless efforts of Hon. Gary Jackson, Co-Chair of the CBA-CJI Diversity on the Bench Coalition, the growth of Colorado's Black and African American judiciary is the most significant of any other racial or ethnic group for the past three years as three to five new Black/African American judges have joined the bench each year for the past three years. This number continues to grow in FY2022.
- As shared in last year's report, Colorado has appointed more Black women judges in 2020 and 2021 than in the past 25 years combined. These last two years saw an increase in the number of Black male judges as well; the number of Black male judges doubled with the appointment Hon. Madoche Jean, Hon. Cajardo Lindsey and Hon. Marquez Ivey in FY2022.

- All 14 Black judges serve at the trial court level, with 9 District Court judges and 5 County Court judges (excluding Denver County Court). Even though there has been great progress made in the representation of Black and African American judges at the trial court level, representation of Black judges is needed at the appellate levels. Only two Black judges have been appointed to the Colorado Court of Appeals in the history of the court, with no Black judges serving in the jurisdiction for the past three years³. Hon. Gregory Kellam Scott served on the Colorado Supreme Court from 1993 to 2000 and still remains the only Black justice to have served on the Colorado Supreme Court.

Table 3: Asian, Pacific Islander, and Native Hawaiian Judges

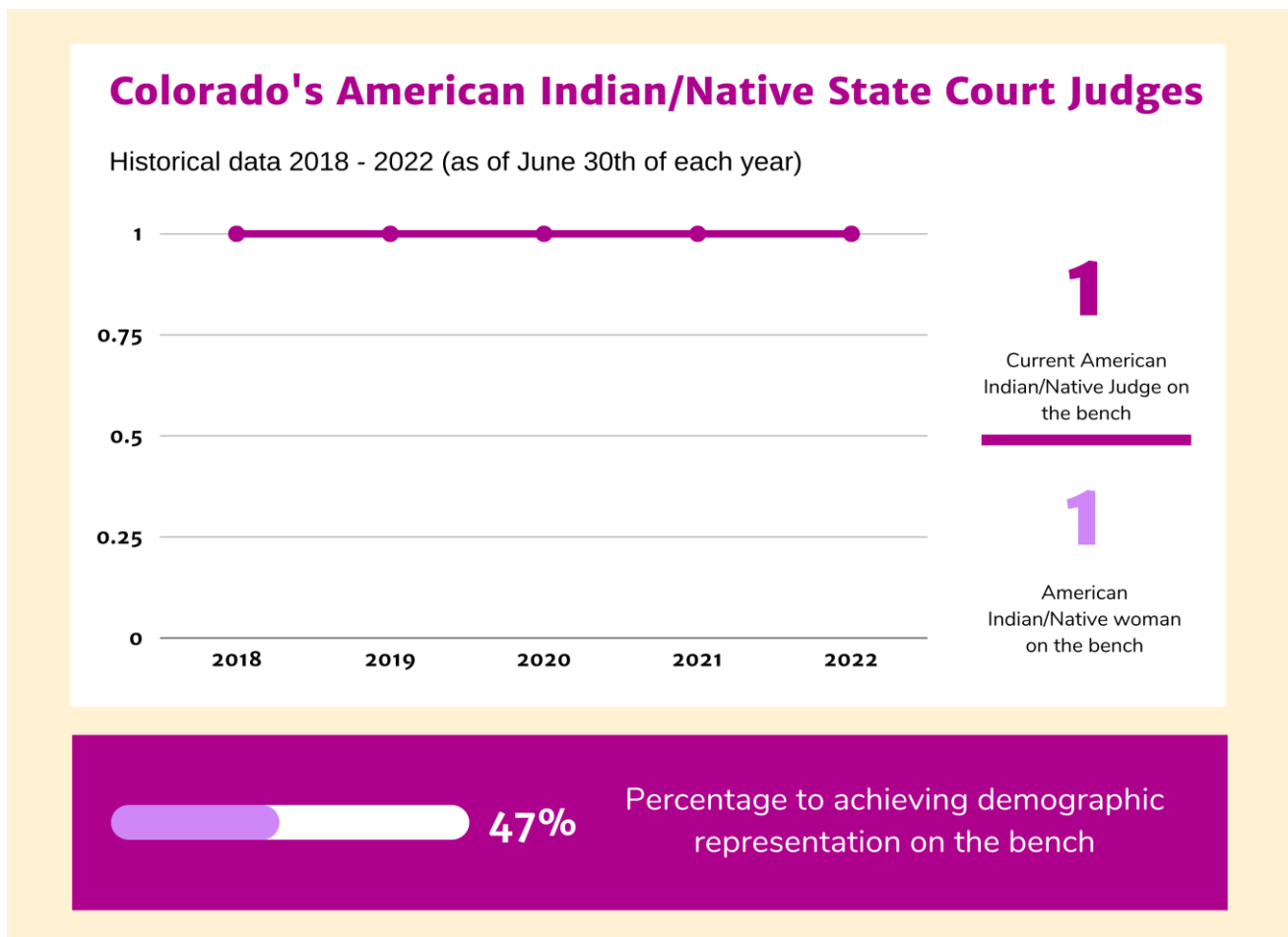


³ Two Black judges have served on the Colorado Court of Appeals: Hon. Raymond Dean from 1988 to 2003, and Hon. Karen Ashby from 2013 to 2019.

Key Findings

- The number of Asian, Pacific Islander, and Native Hawaiian judges has not seen significant growth over the past five years. Six of the seven Asian judges on the bench are women. With the exception of the 17th Judicial District and the Colorado Court of Appeals, there has never been more than one Asian judge serving in the same district.
- Two of the largest judicial districts (by population) currently do not have any Asian judge representation. Arapahoe and Douglas Counties of the 18th Judicial District are counties with the second and third-largest Asian population in Colorado; however, the 18th Judicial District has not had an Asian judge on the district or county court bench in over 20 years (since 1999).⁴ Denver District Court has not had an Asian judge serving on its bench in over 14 years, despite almost 4% of its county's population being Asian.⁵

Table 4: American Indian / Native Judges



⁴ Hon. Michael Watanabe served as 18th Judicial District Court Judge from 1987 to 1999.

⁵ Hon. Melvin Okamoto served as the Judge of Denver Juvenile Magistrate Court from 1981 to 2008.

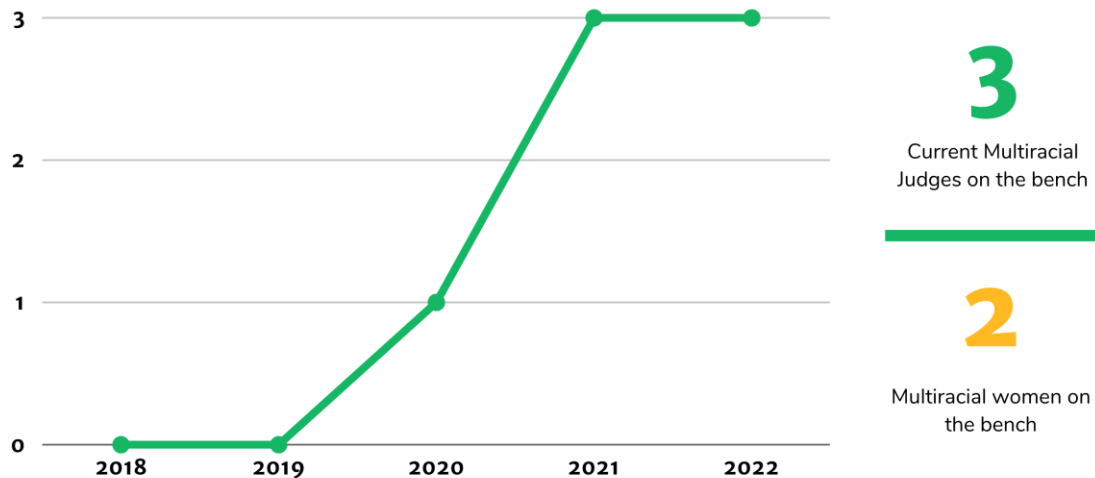
Key Findings

- There has not been an American Indian or Native judge appointed to the state court bench since 2016.
- The need for growth in the number of American Indian and Native judges on the bench is significant, as currently only one Native judge serves on the Colorado state court bench, which is at the District Court level.
- The need for American Indian/Native representation on the bench is especially great in counties near the New Mexico border; Montezuma County in the Four Corners region, for example, has 13% American Indian/Native population. La Plata County, Alamosa County, Crowley County, and Saguache County have significantly larger Native populations than the state average.
- From 2021-2022, Denver Law created the Inter-Institutional Pre-law Education Program, funded in part by the Law School Admission Council (IIC-PLEP). IIC-PLEP aimed to facilitate an early sense of belonging to the legal profession on the part of undergraduate students from historically excluded groups most underrepresented in the legal profession. 21% of the cohort's participants identified as Native American, and over 20 students at Colorado Law (across all years) identify as Native American. Denver Law and Colorado Law are seeing increased participation from Native American students that are interested in or pursuing the legal profession. Therefore, pipeline programs that give access to law schools and programs focusing on support once these students enter law school are critical to developing tomorrow's American Indian and Native jurists.

Table 5: Multiracial Judges

Colorado's Multiracial State Court Judges

Historical data 2018 - 2022 (as of June 30th of each year)



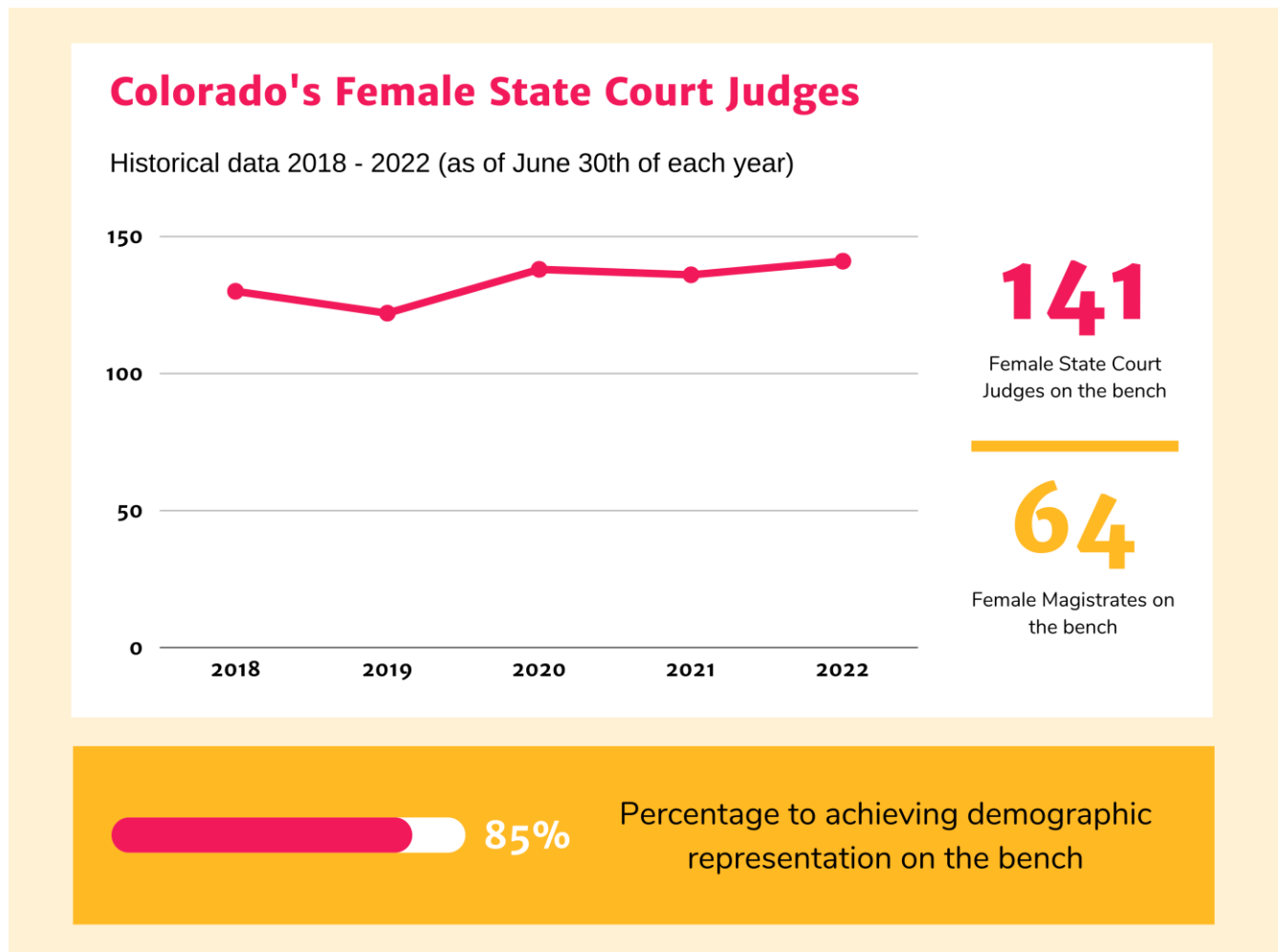
37%

Percentage to achieving demographic representation on the bench

Key Findings

- The 2020 U.S. Census results indicated, not only is Colorado among the fastest-growing states in the last decade, but Colorado is also becoming an increasingly diverse state with more residents identifying as multiracial.
- The number of judicial officers self-identifying as multiracial has increased in the past three years as well. As indicated on the graph above, there were no judges identifying as multiracial in 2018 and 2019.
- One of the challenges with judges identifying as “More than One Race” in the onboarding process is that there is no additional data beyond checking the box to ascertain information about the judges’ background.
- According to the 2022 ABA Profile of the Legal Profession, the number of multiracial lawyers has also grown over the last 10 years, with 2.7% of all lawyers reporting as multiracial.

Table 5: Female Judges



Key Findings

- The number of women judges on the bench has grown steadily at an average of 1% per year for the past five years. Of the 16 women appointees that began their term in FY2022, 13 positions were previously occupied by male judges.
- Also significant is 9 of the 16 women judges were appointed in jurisdictions outside of the Denver Metro area, and 13 of the 16 judges are serving as judicial officers for the first time.
- The Colorado Women's Bar Association (CWBA)'s Storming the Bench event continues to be one of the most well-regarded and popular judicial applicant development events in Colorado. This half-day program, offered every other year, features small-group discussions about various aspects of the judicial application process and is often attended by first-time applicants that are interested in becoming a judge or a magistrate.

Other Aspects of Diversity

Diversity has no one definition, and even the words “diverse judges” include many aspects beyond race, ethnicity, and gender. Currently, the only official data that can be provided as part of this report is on race, ethnicity, and gender as these datapoints are collected as part of the judges’ onboarding process at the Colorado Judicial Department.

One of the reasons why judicial diversity is critical to providing a fair and impartial system of justice is that a diverse bench can introduce traditionally excluded perspectives and values into judicial decision-making.⁶ Judges’ personal and professional experiences can affect how they approach the cases that come before them, and diversity on the bench assures that more than one dominant experience and background is represented in the decision-making process. As Justice Monica Márquez stated in her testimony before the U.S. House of Representatives in July 2021 on the importance of judicial diversity:

For litigants, coming to court is a very stressful experience because so much is at stake. Property, livelihoods, reputations, family relationships, or even life and liberty can be on the line. A litigant who has confidence that the judge deciding her case has some sense of her life experience eases some of that stress and enhances her trust that the decision rendered will be fair— even if the judge ultimately rules against her.⁷

Justice Monica Márquez

It is necessary, then, for the discussion around judicial diversity to include other factors beyond race, ethnicity, and gender even though that is the only data available as part of this year’s Annual Legislative Report. JDO is currently working on ways to measure additional diversity factors in the Colorado judiciary to provide a more complete picture of who is serving on the bench today and the life experiences and backgrounds the judges bring to the bench.

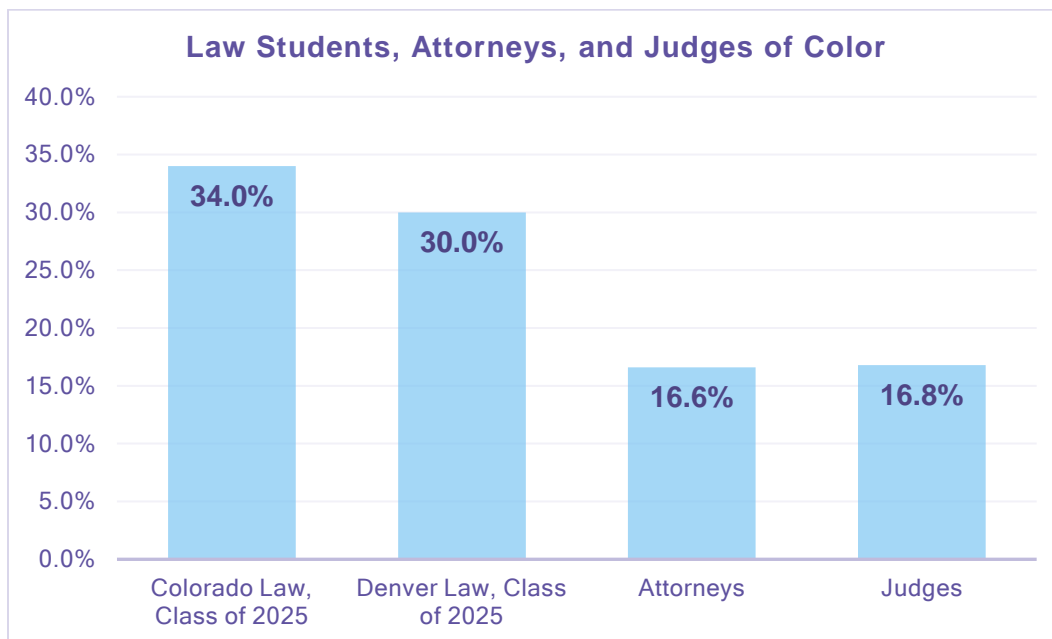
⁶ Sherrilyn A. Ifill, Racial Diversity on the Bench: Beyond Role Models and Public Confidence, 57 Wash. & Lee L. Rev. 405, 409-10 (2000).

⁷The Importance of a Diverse Federal Judiciary, Part 2: The Selection and Confirmation Process, House Judiciary Recorded Stream: 07/12/2021 at 6:00 a.m. Recorded Video (2022), <http://www.congress.gov/>.

Diversity in the Legal Profession

All but a few judges on the Colorado State Court bench have earned a Juris Doctor degree through an accredited law school and worked as a licensed attorney as a member of the Colorado bar before taking the bench.⁸ It is, therefore, important to include in this report how the diversity on the bench data compares to diversity in Colorado’s legal profession and the diversity of 1L students at the two law schools in Colorado: the University of Colorado Law School (“Colorado Law”) and the University of Denver Sturm College of Law (“Denver Law”).

Judicial Pipeline



The above chart shows how the legal profession and the Colorado state court bench compare to the students of color at Colorado Law and Denver Law. The statistics provided by each law school are for the Class of 2025, who are law students entering their first year of law school as 1Ls in the fall 2022 semester.⁹ For Colorado Law, the Class of 2025 is comprised of 165 total law students (56 of whom are students of color) and is one of the most

⁸ Under the Colorado Constitution Article VI, Section 16 and C.R.S. § 13-6-203, a person is eligible for appointment to the office of county judge for certain counties without being admitted to the practice of law in Colorado.

⁹ Diversity law student data is self-reported data at time of admission. The Judicial Diversity Outreach program would like to thank Dean Alexi Freeman (Associate Dean of Diversity, Equity and Inclusion at the University of Denver Sturm College of Law) and Dean Fernando Guzmán (Assistant Dean for Diversity, Equity, and Inclusive Excellence at the University of Colorado School of Law) for providing the data on each respective law school for this report.

diverse classes in Colorado Law's history. Female students make up 56% of the Class of 2025 at Colorado Law and 62% of the Class of 2025 at Denver Law, and 1% of the Class of 2025 at Denver Law identify as non-binary. At Denver Law, the Class of 2025 is comprised of 280 total students (84 of whom are students of color), which is a 10% jump from 2021, and 26% of students identify as first-generation law students. Each law school shows an increase in the number of diverse students entering their respective law schools.

Both law schools participate in diversity-focused programs such as the Colorado Pledge to Diversity 1L Summer Program, Public Interest Diversity Internship Program (MixDIP), and the Colorado Supreme Court and the Court of Appeals Diversity Internship Program (Lorenzo Márquez Program). These programs connect law students from underrepresented communities with internship and employment opportunities in private and public sectors. In addition, Denver Law Ascent program at Denver Law and Leaders in Law and Community (LILAC) program at Colorado Law promote inclusion and belonging for students from historically underrepresented communities. Academic achievement programs, community building, mentoring, and engagement continue to be critical to the success of diverse and first-generation law students.

Colorado's legal community is continuing to build bridges with communities beyond law schools as well. Denver Law is working with Denver Public Schools and Aurora Public Schools to host workshops for students and has created the Inter-Institutional Pre-Law Education Program, which offers workshops, mentoring, access to LSAT preparation materials, and wellness support for students from undergraduate institutions that substantially serve diverse student populations. Established programs such as Law School Yes We Can, which provides LSAT prep and long-term mentoring to diverse college students, and high school classroom civics education programs provided by Our Courts Colorado are examples of community outreach efforts that introduce students to the legal system and turn inspiration into action.

Colorado's Attorneys

As the chart above demonstrates, the two law schools in Colorado have a greater percentage of representation from communities of color than there are among the judges on the Colorado

state court bench and in Colorado's attorney population. The data for Colorado's attorneys is based on the 2021 Report published by the Colorado Office of Attorney Regulation Counsel, which compiles data from a voluntary, anonymous Demographic Survey of Colorado attorneys with active and inactive licenses as of April 5, 2022.¹⁰ Over 14% of attorneys who completed the Demographic Survey identified as a person of color, and the 2021 Report notes that the "Millennial" attorney group (defined as those born between 1981 and 1996 who are now in their 20s and 30s) appear to be more diverse overall, although they are about as likely as older attorneys to identify as having a disability and they are less likely than older attorneys to be veterans. The report further notes, "If the current Millennials remain active practitioners, they will gradually change the face of the profession to include more attorneys who demographically identify with the diverse characteristics of the entire Colorado populace." As more diverse law students graduate from law school and enter the legal profession than ever before, it is more important than ever to support programs that focus on long-term attorney career development and well-being.

Colorado's Judges

The judicial data included in the chart above, consistent with other judicial data provided throughout this report, reflects judges of color who were active on the bench as of June 30, 2022. This figure does not include Denver County Court judges, magistrates, and water referees as they each have different appointing bodies. If the 19 judges of Denver County Court judges are included in the judicial diversity data, the percentage of judges of color goes up to 18.4%.

One of the goals of JDO is to meet and advance the number of judges of color beyond the state population benchmark of 32% that identify as persons of color. In order to achieve gender, racial, and ethnic parity on the bench, it is critical for JDO to focus beyond recruiting experienced attorneys for judgeships. Programs such as Java with Judges, Judicial Walking Tour, and the Greater Colorado Law Student Experience are examples of how the Colorado

¹⁰ The full report is available at <https://www.coloradosupremecourt.com/PDF/AboutUs/Annual%20Reports/2021%20Annual%20Report.pdf>. Of 44,438 registered attorneys (28,381 active status and 16,057 inactive status), 10,039 attorneys (22.6%) completed the Demographic Survey. The Judicial Diversity Outreach program would like to thank Jessica Yates, Attorney Regulation Counsel for the Colorado Supreme Court, for providing data and information for this report.

Judicial Branch is supporting the long-term success of diverse law students and contributing to increasing diversity, equity, and inclusion in the legal profession. These programs will be discussed in detail in the next section.

PROGRAM OVERVIEW

Program Focus

As discussed in the 2020 and 2021 Annual Legislative Reports, the Judicial Diversity Outreach program has three focus areas: Data and Research, Community Engagement, and Pipeline Development.

- *Data and Research* focuses on the collection and analysis of data on judicial diversity, judicial selection process, and judicial vacancies to identify gaps and opportunities around the state. Because JDO's work is statewide, data is critical to identifying where efforts can be best utilized and areas that need focus.
- *Community Engagement* fulfills the statutory intent for this position, which is to provide education and outreach regarding judicial office vacancies, including delivery of educational programming for attorneys and law students regarding judicial vacancies and the application process. The primary method of community engagement continues to be through presentations and speaking events.
- *Pipeline Development* builds on the educational foundation of Community Engagement work to actively address barriers that may exist for diverse attorneys in applying for a judgeship. Through innovative programs like Dream Team 2.0, diverse judicial applicants can access critical coaching in their candidate development process to elevate their applicant readiness. Pipeline Development programs also include work with diverse law students to promote judicial internships and clerkships in Colorado's appellate courts and in underserved areas of the state.

PROGRAM FOCUS 1: DATA AND RESEARCH

In the second full year of the program, Data and Research continue to be critical to JDO's work; data are critical to communicating the need and the importance of judicial diversity. JDO's Data and Research focus includes benchmarking through leading indicators that can be measured periodically to understand the progress and trends of each year and providing custom reports to internal and external partners.

Internally, the Judicial Diversity Outreach program has continued to use the internal monthly reporting system provided by SCAO's Human Resources Department to track and report on the number of diverse judges. In addition to the data on race, ethnicity, and gender provided in this report, JDO is currently working on conducting an informal survey of judges to collect additional diversity datapoints. Additional measurements of diversity will not only help the Judicial Branch and the general public get a better and fuller understanding of Colorado's diverse judges, but also inform opportunities and set new benchmarks for the JDO program. Examples of additional measurements include collecting data on the number of judges with disabilities, LGBTQ+ judges, judges who are immigrants or children of immigrants, judges who are first-generation in their family to attend college or law school, and judges with military service experience.

Because JDO cannot support vacancies in all of Colorado's 22 Judicial Districts at the same time, data are one of the most important ways the program prioritizes and optimizes resources. There consistent and frequent requests for judicial diversity data from internal and external partners. With a more robust focus on data and research, JDO will continue to be able to provide judicial diversity insights and report on trends.

To better communicate with external partners, JDO launched the Judicial Diversity Outreach webpage on the Colorado Judicial Department's website (www.courts.state.co.us/judicialdiversity) in October 2021. The website is a hub of information about JDO programs and is a critical resource to judicial diversity data with the public. The website is also where interested judicial applicants can find resources at all

stages of the judicial application process. With additional staffing and resources, JDO's website will include information for educators, students, and the general public to learn about how to become a judge in Colorado, the merit selection process and other related resources to support diversity on the bench.

PROGRAM FOCUS 2: COMMUNITY ENGAGEMENT

The Judicial Diversity Outreach program completed 31 presentations from July 1, 2021 to June 30, 2022. The program kicked off FY2022 by presenting before one of the largest audiences yet: the Judiciary Committee of the U.S. House of Representatives. In July 2021, JDO supported Justice Monica Márquez in her congressional testimony on the importance of a diverse judiciary. Justice Márquez's testimony highlighted progress and best practices from Colorado's efforts to diversify the state court bench. As a result, JDO has connected with other states focusing on judicial diversity efforts and is part of a small network of dedicated professionals engaging in this work at other state court administrator's offices.

One of the advantages of FY2022 was the ability to conduct site visits and to provide in-person presentations. 18 of the 31 events were held in person in 9 counties: Adams County, Denver County, Eagle County, Garfield County, Lake County, Mesa County, Montrose County, San Miguel County, and Weld County. The JDO program was able to, virtually and in person, provide services to 17 counties in the past year. Aside from the testimony before the House Judiciary Committee, the largest audience within the state were the judges of the County Court Judges Association (CCJA) and the District Court Judges Association (DCJA). Connecting with Justices and Judges of the courts at all level and Chief Judges continues to be critical to the success of the program. Judges and justices are one of the best resources for judicial diversity recruitment and spotting rising talent Many judges on the bench today share that they did not consider applying to be a judge until a colleague or a judge encouraged them to apply. As one of the judges who participated in the JDO presentation for the CCJA and DCJA noted:

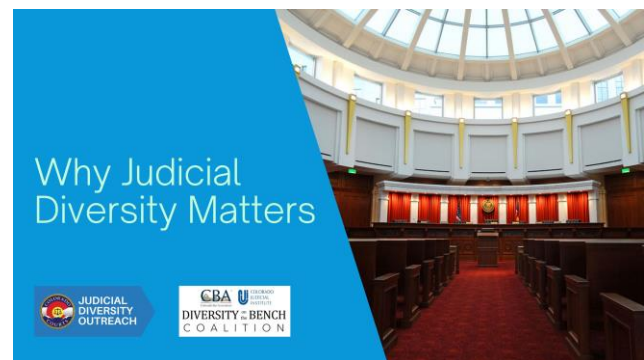
Presentations like yours help inspire those of us already on the bench to actively search for opportunities to help fill the pipeline. Sitting judges encouraging those who are thinking about applying but are hesitant due to self-doubt or seeing a lack of similar representation on the bench can make all of the difference between some really strong candidate

applying versus staying on the sideline. I thought your presentation was really well tailored to your audience.

Comment from a judge on the CCJA/DCJA Presentation

Whereas the majority of the presentations were provided to judges and lawyers in FY2021, JDO expanded the audience of its presentations as well. In February 2022, JDO presented on the importance of judicial diversity at the Saving Places Conference for historical preservationists interested in learning more about the history of diverse judges in Colorado. In May 2022, JDO presented at the Probation Supervisors Conference on creating diversity, equity, and inclusion programs within the Judicial Branch, and JDO has been a part of follow-up meetings and conversations following the event. Particularly when speaking to non-attorney audiences, JDO presentations emphasize the importance of judicial nominating commissions and judicial performance commissions. It is important to educate all audiences about the judicial selection and performance evaluation process so they can encourage community leaders to apply for commission positions. Whether the person is an attorney or not, there is something that everyone can do to increase judicial diversity.

One of the ways that the Judicial Diversity Outreach program looks to widen its reach is by providing materials for others to present to groups. In FY2022, JDO shared a presentation deck on “Why Judicial Diversity Matters” for use by CBA-CJI Diversity on the Bench Coalition leaders and partners. By making



presentation materials available to others, the JDO program does not have to solely rely on its own resources and staff to conduct outreach by utilizing the connections of the Coalition group which, in turn, multiplies its efforts. The more that the community understands judicial diversity, the more they appreciate how it impacts accessing the justice system.

PROGRAM FOCUS 3: PIPELINE DEVELOPMENT

The pipeline programs are the culmination of Data and Research and Community Engagement. Engagement with diverse attorneys, judges, and law students reveal the needs of tomorrow's judges, and data fills in the story of where the opportunities lie. Many of the programs discussed in the 2021 Annual Legislative Report have graduated from the pilot program stage to full-fledged programs. Below, JDO will report on the progress and short and long-term impacts of these pipeline programs. JDO's pipeline programs are built on promoting equity in access to information about the judicial application process and promoting coaching and mentoring throughout one's legal career. What ties these programs together is the message that it is never too early to consider becoming a judge, and there are resources available at every stage of the process.

Dream Team 2.0 Coaching Program

Dream Team 2.0 Diverse Coaching Program is a program of the Judicial Diversity Outreach and the Center for Legal Inclusiveness (CLI) that completed the pilot program stage in FY2022. The 6-month coaching program provides critical support for diverse judicial applicants who are interested in applying to be a judge in the next one to five years. The program selected 10 applicants and 10 judge and justice coaches for the pilot program. Participants were chosen from a pool of interested diverse¹¹ judicial applicants, and 100% of the participants self-identified as diverse. For 6 months from October 2021 to April 2022, program participants met with a dedicated judge or justice coach for individualized coaching on various aspects of the judicial application and interview process.

The following judges volunteered their time as coaches for the Dream Team 2.0 Pilot Program:

Justice Melissa Hart
Justice William Hood

Colorado Supreme Court
Colorado Supreme Court

¹¹ For the purposes of the coaching program, the definition of "diverse" or "diversity" included: Black, Indigenous, People of Color (BIPOC), persons with disabilities, and LGBTQ+.

Justice Monica Márquez	Colorado Supreme Court
Judge Nikea Bland	Denver District Court
Judge Adam Espinosa	Denver District Court
Judge Terry Fox	Colorado Court of Appeals
Judge Rayna Gokli	17th Judicial District Court
Judge Alfred Harrell	Denver County Court (ret.)
Judge Gary Jackson	Denver County Court (ret.)
Judge Don Toussaint	18th Judicial District Court



Select judge coaches, participants, and organizers of the Dream Team 2.0 Pilot Program

As of the date of this report, 3 of the 10 pilot program participants have been successfully appointed as judges and 2 participants have been selected as finalists. In the pilot program class, there was diversity in each applicant's level of experience with the judicial application as well, ranging from those who had never applied to the bench to those who have applied multiple times but have been unsuccessful. What the organizers learned from participant feedback is that one-on-one coaching is effective at increasing candidate readiness for both new and experienced judicial applicants. Prior to the launch of the pilot program, there had been no other formal program in Colorado that provided one-on-one support for judicial applicants.

As one of the participants from the Dream Team 2.0 pilot program shared:

The coaching was incredibly helpful. In my prior judicial applications, I did not have the connections or know who to reach out to for support. Working with a coach who has been through the [judicial application] process was instrumental. I was recently appointed to the bench, in large part, because of the coaching I received through the process.

Dream Team 2.0 Program participant

Another participant shared that it was helpful to have a mentor who cared about their advancement, pushed them to improve their judicial application and helped identify areas in the application that could be improved with practice interviews. This program is a success story in utilizing the resources in the judicial community and working collaboratively to provide a needed resource for diverse judicial applicants. Based on the success and the enthusiasm of the pilot program, JDO and CLI are offering the full version of this program on an annual basis beginning in October 2022.

“Spotlight On” Series

The “Spotlight On” Series, a one-hour virtual program that provides judicial applicants with detailed information about a judicial vacancy, continued to be offered in FY2022. One of the most successful “Spotlight On” events this year highlighted 3 county court vacancies across 2 judicial districts in March 2022. When part-time county court judge positions became available in Conejos County, Ouray County, and Rio Grande County with deadlines within one week of each other, the “Spotlight On” program provided a great opportunity to collaborate across rural jurisdictions to promote these positions. Judicial vacancies that are open to non-attorney applicants, the opportunity to ask questions to the chief judge, a recent appointee, a nominating commissioner, and a member of Governor’s legal counsel in real time is especially helpful.

Applicants are continuing to find the “Spotlight On” series as an effective way to explore the vacancy, the culture of each district, and to learn more about the requirements for the

position. In order to meet the demands for these types of programs as the number of judicial vacancies rise, it is critical for the JDO program to have the resources to continue to offer these virtual events in an efficient manner.

Judicial Candidate Consultations

As mentioned previously, there were 32 new judges that were appointed to the bench in FY2022. With more appointments announced just 3 months into FY2023 and as the number of applicants rise, the need for judicial candidate support has been on the rise as well. While JDO's hope is that the judicial applicants explore the aspects of the judicial application well before the application deadline and receive dedicated coaching and mentoring support, sometimes judicial vacancies are announced with little notice. For applicants that need access to information and resources quickly, JDO serves as an essential and responsive resource. Common questions from applicants include information regarding questions on the judicial application, interview process before the judicial nominating commission and the Governor's office, and garnering community support. JDO has provided phone and virtual consultations to tens of applicants since the creation of this program, being able to provide consultation and resources to candidates quickly and efficiently is possible because the Colorado Judicial Branch has invested in a full-time judicial diversity program.

Java with Judges

Java with Judges continues to be one of the most successful judicial diversity-focused programs and is popular both with law students and participating judges. In small group settings, diverse law students from Colorado Law and Denver Law connect with state and federal court judges and magistrates for a conversation in a safe space. Because this program is offered year-round, Java with Judges is one of the first opportunities for new law students to connect with Colorado's judiciary. In its second year, Java with Judges program is led by a Steering Committee which consists of the Head of Judicial Diversity Outreach, the members of Inclusivity, Diversity, Equity, and Anti-Racism Committee (IDEA Committee) of

the Colorado Court of Appeals, and members of the Colorado Supreme Court working group on diversity, equity, and inclusion.¹²

Since the program's inception in January 2021, over 250 students have connected with over 120 state court judges and 60 law clerks. In 2021, the program began collecting diversity data of its participating students, and over 91% of the program's participating students since 2021 have self-identified as diverse.¹³

I have had many coffees with students whom I have met through Java with Judges, and I have hired at least two students as externs. One of the extern students was one of the best externs I've ever had, and I've hired her as a law clerk for next year.

Judge participant in Java with Judges

In summer 2022, the Java with Judges Steering Committee conducted a survey of law students who participated in a Java with Judges session to learn about the program's impact; specifically, the program's impact on the likelihood of following up with a judge after each session and applying for internship and clerkship opportunities.

Of the 35 students that completed the impact survey, 94% of the students stated that participating in Java with Judges made them more likely to consider applying to judicial externships or clerkships, and 63% of the students reported that they had a subsequent or follow up contact with a judge, justice, or a law clerk that they met through Java with Judges. Of the students who stated that they had not had a follow up contact, 92% said that the Java with Judges helped them feel more comfortable connecting with a judicial officer or a law clerk in the future.

¹² The Judicial Diversity Outreach program would like to thank the following members of the Java with Judges Steering Committee for the FY 2022 year: Hon. Jaclyn Casey Brown, Hon. Don Toussaint, Megan Berry, Xelef Botan, Hayden Deporter, Brittany Garza, Evan Mahon, Camille Moore, Pelecanos, Nicole Soto Quintero, Jeanette Sternberg Lamb, and Perrin Tourangeau. Thank you for your service and volunteering your time and expertise for this program.

¹³ "Diversity" for the purposes of the Java with Judges program is defined as "students from communities that have been historically underrepresented in the legal profession due to race, ethnicity, disability, sexual orientation, gender identity/expression, socioeconomic status, or national origin."

Furthermore, 86% of the students shared Java with Judges helped them learn more about how to become a judge, and 69% said that participating in the program changed their impression of diversity at the court or who the “right” applicants are for the roles in the judiciary. One student noted:

This program broadened my previously narrow perspective on who can fill the role of "judge." It also made me excited about applying for a clerkship someday. As a first-generation law student without personal connections in the field, this was an amazing opportunity to connect with people in the judiciary who I otherwise would not have been able to.

Student participant in Java with Judges

The program greatly benefits from the dedicated work of the Steering Committee. Because the Committee is comprised of current law students, recent graduates, law clerks, and judges, the program is able to keep an open line of communication with diverse law school students and tailor each semester’s sessions to meet their needs. Beginning in the summer 2022 semester, Java with Judges began offering “special theme” sessions, such as a session for LGBTQ+ students in celebration of Pride Month, a session for women of color, and first-generation law students. Even though this program initially launched as a virtual program during the COVID-19 pandemic, in-person sessions are now also offered at Colorado Law and Denver Law campuses.

The strength of this program is in its ease and simplicity: Java with Judges makes it easy for students to meet with judges and for busy judges to connect with students. Virtual meetings have allowed judges to meet with students during the lunch hour or at the beginning or the end of the work day, and the judges from 16 of 24 judicial districts have participated so far.¹⁴ By creatively expanding upon its offerings, Java with Judges continues to be a dynamic and successful program that Judicial Diversity Outreach is proud to champion.

¹⁴ 24 unique judicial districts include the 22 Judicial Districts plus the Colorado Court of Appeals and the Colorado Supreme Court.

Judicial Walking Tours for Diverse Law Students

The Judicial Diversity Outreach program is more than public presentations and education events; by opening the doors and welcoming communities that have historically been underrepresented in our highest courts, the JDO program is sending the message that becoming a judge is attainable, and they too belong in these spaces.

In September 2021, the Colorado Judicial Department opened its doors to the students of the Black Law Students' Associations (BLSA) from Colorado Law and Denver Law for a special event. After a tour of the Ralph Carr Judicial Center, the Colorado Court of Appeals, and the Colorado Supreme Court, 18 BLSA students met with Colorado's Black and African American judges and justices of the Colorado Supreme Court. Many of the judges, justices, and law students stated that the reception was a meaningful event for them, and students shared that the reception gave them an opportunity to talk one-on-one with judges. The Judicial Walking Tour also included the Federal District Court and the 10th Circuit Court of Appeals.



Justice Márquez speaking with BLSA students in Sept 2021

The Judicial Walking Tour program is impactful especially to first-year law students. By introducing them to the diverse legal community and orienting them to Colorado's courts early on, the students are more likely to participate in programs like Java with Judges and learn about judicial internship and clerkship opportunities. As Justice Márquez remarked in her congressional testimony on judicial diversity, "It is difficult to be what you

cannot see." These events help complement diversity and inclusion programs of Colorado Law and Denver Law and sends the message that diverse students belong in the greater legal community. Ultimately, the Judicial Walking Tours is more than exposure to the judiciary; the Tours create a sense of community and belonging which are crucial to the law students' success in school and in the profession.

Due to the success of the inaugural Judicial Walking Tour program for BLSA students in September 2021, JDO hosted additional diverse law student groups to the state courts. In April 2022, JDO hosted a reception and Judicial Walking Tour for the students of the Asian Pacific American Law Students' Association (APALSA) from Colorado Law and Denver Law. A Judicial Walking Tour program for the Latinx Law Students' Association and the Native American Law Students' Association and Hispanic/Latino and Native judiciary is being planned for October 2022.



CU and DU Law APALSA students in April 2022

Greater Colorado Law Student Experience

Earlier this year, a judicial vacancy for a part-time county court position in Ouray County had to be re-posted because of the insufficient number of applications received for the position. This is just one example of a common issue affecting Colorado's rural districts and the judicial diversity pipeline outside of the Denver Metro area: there is an insufficient number of attorneys to meet the legal needs of rural communities. Not only is this an issue related to the bench, but this is an issue that greatly affects access to justice and legal opportunities. Currently, 32% of Colorado's active attorneys are in Denver County, and 61% of counties in Colorado have fewer than 25 attorneys.¹⁵ Colorado is facing a critical issue in succession planning for its aging attorney population and there can be no diversity on the bench in our rural communities if there are not enough attorneys serving in these areas to apply for the bench.

The Judicial Diversity Outreach program participates in the Colorado Bar Association's Underserved Areas and Legal Deserts working group to tackle the rural legal pipeline issue.

¹⁵ 2021 ABA Profile of the Legal Profession, available at <https://www.americanbar.org/content/dam/aba/administrative/news/2021/0721/polp.pdf>.

One of the projects of the working group is the Greater Colorado Law Student Experience (GCLSE) program, which began its planning stage in spring 2021 and was piloted in the summer of 2022. GCLSE leverages a critical role that the Judicial Branch plays in developing tomorrow's lawyers: judicial internships for law students in courtrooms across the state. Each summer, law students spend time completing research and writing projects for judges and gaining invaluable education through experiential learning in Colorado's courtrooms. And yet, law students often do not seek out judicial internships in a Greater Colorado community¹⁶ that they don't already have a connection with due to lack of accessible housing and funding options.

In summer 2022, GCLSE addressed these barriers by providing opportunities for 2 law students from Colorado Law and 2 law students from Denver Law to spend 8 weeks in Glenwood Springs and Leadville. For the pilot program, 24 law students from Colorado Law and Denver Law applied for 4 available fellowship positions, which was clear evidence that students are eager for opportunities to serve our rural communities.

Students received stipend funds for summer housing at a local college campus and living expenses so they would not have to pay out-of-pocket expenses or find temporary housing. Unlike a traditional judicial internship, GCLSE fellows completed research projects and worked with multiple judges in the district and completed research projects for a community legal organization one day a week. At the end of the summer program, all four students expressed that they would consider job opportunities in a Greater Colorado community and that they would recommend this program to those interested in exploring career options in rural communities.

I was working in two or three different counties at various points of the summer, meeting with all the judges and having the whole district available to me was incredible. I would encourage anyone feeling out their path [in the legal profession], particularly if they are interested in a

¹⁶ The term "Greater Colorado" is defined by the Colorado Bar Association as Colorado Bar Association Regions outside of Regions 1 (Denver County) and 2 (Adams, Broomfield, Arapahoe, Douglas, Elbert, and Jefferson Counties).

smaller legal community in a rural area... to consider this program.

Greater Colorado Law Student Experience Fellow 2022

In light of the success of the pilot program, the Northern Colorado region (8th, 19th, and 13th Judicial Districts) and Pueblo (10th Judicial District) have formed steering committees to bring the GCLSE to their regions in summer 2023. In June 2022, the GCLSE program received \$5,000 from the Colorado Bar Foundation to support the expansion of the program, which will be distributed directly to participating law schools and awarded to the students.

At a first glance, the Greater Colorado Law Student Experience may seem like an unusual program for the Judicial Diversity Outreach program to be involved in. However, data signals the need on the bench. Currently, 53% of judgeships are outside of the Denver Metro area and the top 34 counties in the state with the largest Hispanic/Latino population are in Greater Colorado communities. Therefore, the work of increasing legal opportunities in law desert regions is very much a part of the complex work of increasing judicial diversity in all parts of the state. It is not possible to have our bench reflect the diversity of our communities without also investing in the future of legal services in Greater Colorado communities.

MEASUREMENT AND REVIEW

Tracking the number of diverse judge appointments is an important part of the measurement of the success of the program, which can be found in detail in the Appendix of the report. In addition to tracking the number of new appointments, the JDO program uses the following leading indicators throughout the year: Increasing the number of racial, ethnic, gender diverse and LGBTQ+ applicants and applicants with disabilities for judgeships; increasing the number of resources available to decision makers; increasing the number of diverse judicial nominating commissioners who are committed to diversity; and supporting judicial well-being programs that promote long-term successes of diverse judges.

These leading indicators support the main goal of increasing diversity on the bench and promoting a culture of equity, inclusion, and judicial well-being of diverse judges. As a follow up to last year's report, JDO provides the following report on the program's critical leading indicators:

Leading indicators	Progress
Increasing the number of racial, ethnic, gender diverse and LGBTQ+ applicants and applicants with disabilities for judgeships	<p>Formal diversity data of judicial applicants is not yet being collected. However, JDO is exploring options to conduct an anonymous, voluntary demographic survey of judicial applicants at time of judicial application submission.</p> <p>All 10 applicants who participated in the Dream Team 2.0 Coaching Program identify as Black, Indigenous, People of Color (BIPOC), persons with disabilities, and/or LGBTQ+. Three of the 10 program participants so far have been appointed as judges. The coaching program will now be offered in its full form on an annual basis.</p>
Increasing the number of resources available to decision makers	JDO continues to share judicial diversity data and judicial district demographic data with the Governor's office on a regular basis.

	<p>The 2021 JDO Annual Legislative Report was circulated to the members of the Supreme Court Judicial Nominating Commission and additional judicial nominating commissions.</p>
<p>Increasing the number of diverse judicial nominating commissioners who are committed to diversity</p>	<p>JDO presentations include information about judicial nominating commissions and a call to action for attorneys and non-attorneys to apply for nominating commission vacancies.</p> <p>JDO's FY2023 priorities include a concerted focus on nominating commissions and decision makers, including making updates to the judicial nominating commission handbook.</p>
<p>Supporting judicial well-being programs that promote long-term successes of diverse judges</p>	<p>JDO provides Judicial Well-Being Committee with judicial diversity data and information and collaborates in its work to create an inclusive workplace.</p>

LOOKING AHEAD

Need for Growth

There is an opportunity for the Judicial Branch to continue to provide effective pipeline programming to increase diversity on the bench and, more critically, enable the Judicial Diversity Outreach program to provide additional programming to meet the growing demand. For example, the program is not able to assist every jurisdiction with support it needs to develop a candidate pipeline or engage with over 150 judicial nominating commissioners that interview and select judicial applicants. Currently, a single person is heading the JDO program for the Branch.

The need for judicial diversity programming and resources is growing as Colorado becomes an increasingly diverse state and access to justice issues continue to affect Greater Colorado communities. As discussed in last year's report, working with decision makers involved in the judicial nominating and appointment process is part of JDO's work in Selection Process Enhancement, and yet there has not been much movement in this area in FY2022 due to the demands of core JDO programming. As decision makers in the judicial appointment process, judicial nominating commissions play a critical role in increasing judicial diversity, and the JDO program can ensure that the nominating commissioners have the demographic information they need to make decisions that impact their respective communities.

Finally, the Judicial Diversity Outreach program will continue to be critical for the Colorado Judicial Branch as it develops a comprehensive diversity, equity, and inclusion (DEI) program. As recommended in the July 2022 report published by the Investigations Law Group (ILG Report), prioritizing DEI as an institutional value is important to redefining the culture of the Colorado Judicial Branch. JDO will continue to support the Branch as it evaluates the recommendations of the reports and builds on next steps.

Looking Beyond Diversity

There is a critical need to go beyond the "diversity" to address inclusion and equity issues to ensure that diverse judges are finding the necessary support and inclusive environment to

succeed in their new places on the bench. In the Colorado Attorney Well-Being Task Force's November 2021 report, the task force recommended "developing resources to address the unique pressures faced by minority judges." In May 2022, the Judicial Well-Being Committee conducted a survey of Colorado's judicial officers, with 225 respondents, and identified stress as a top theme impacting judicial well-being. The survey also found that non-white judges indicated a perception that they were held to a different standard than their white colleagues. The survey further noted, "there may be a reality that the level of stress and negative experiences identified [by judicial officers] is indicative of a larger and more systemic judicial officer experience."

Judicial well-being and retention are critical issues for the Branch and for JDO as judges are managing a congested trial docket and transitioning back into the courtrooms. JDO's goal of increasing diversity on the bench must include working closely with the Judicial Well-Being Committee and similar efforts to provide support and resources for diverse judges to find long-term success. Without appropriate support and resources available to diverse judges, they are at a risk of finding similar fate of many public and private organizations focused on increasing diversity: diverse employees do not find the support in the workplace, burn out, and then quit. As more diverse judges take the bench each year, it is critical to continue to support them throughout their bench career, particularly in the first few years as they are learning more about their role and discovering who they are as judges.

Future Programming

Due to the difficulties of COVID-19, the Colorado Judicial Branch has not been able to offer its "You Be the Judge" CLE program since April 2019, which complements CWBA's "Storming the Bench" program every other year. "You Be the Judge" CLE program is a half-day program that provides an overview of the various aspects of becoming a judge. The program features justices, judges, lay and attorney nominating commission members, and representatives from the Governor's legal counsel and is designed to inspire and encourage attorneys to consider applying to the bench. In FY2023, JDO plans the return of this program to the Ralph Carr Judicial Center and will work with the Center for Legal Inclusiveness, the Colorado Bar Association, and the CBA-CJI Diversity on the Bench Coalition to bring together a community of future judicial candidates and the judges and attorneys that support them.

APPENDIX

RACE, ETHNICITY, AND GENDER DATA OF COLORADO STATE COURT JUDGES¹⁷

Statewide

Race / Ethnicity	# of Judges	% of Judges	Colorado Population ¹⁸
American Indian / Alaska Native	1	0.3%	0.6%
Asian	6	1.8%	3.5%
Black / African American	14	4.2%	4.1%
Hispanic / Latino	32	9.6%	22.0%
White, not Hispanic or Latino	278	83.2%	67.3%
Two or More Races - Not Hispanic or Latino	3	0.9%	2.4%
	334	100.0%	100.0%

Gender	# of Judges	% of Judges	Colorado Population
Male	193	57.8%	50.1%
Female	141	42.2%	49.9%
	334	100.0%	100.0%

Judicial Appointments of FY2022 (July 1, 2021 – June 30, 2022)¹⁹

	# of New Judges	% of New Judges
American Indian / Alaska Native	0	0.0%
Asian	1	3.1%
Black / African American	3	9.4%
Hispanic / Latino	4	12.5%
White, not Hispanic or Latino	24	75.0%
Two or More Races	0	0.0%
	32	100.0%

¹⁷ Unless otherwise noted, the data reflected in this table and throughout the report reflect responses from county court, district court, and Court of Appeals Judges of the Colorado state courts as well as the Justices of the Colorado Supreme Court that were active and serving on the bench as of June 30, 2022. The data does not include demographic information for judges that were appointed but not yet taken their oaths of office as of June 30, 2022, Denver County Court judges, Magistrates, or Water Referees.

¹⁸ Based on 2020 U.S. Census Data provided by the Colorado State Demography Office.

¹⁹ This data includes judges that began their term between July 1, 2021 and June 30, 2022 in County Court, District Court, the Court of Appeals, and the Colorado Supreme Court of the Colorado state courts. This figure does not include Denver County Court appointments, Magistrates, or Water Referees, or judges who were appointed but had not yet taken their oaths of office.

	# of New Judges	% of New Judges
Male	16	50.0%
Female	16	50.0%
	32	100.0%

New Appointments: 3 Year Comparison²⁰

	FY2020 (7/1/19 – 6/30/20)	FY2021 (7/1/20 – 6/30/21)	FY2022 (7/1/21 – 6/30/22)
American Indian / Alaska Native	0	0	0
Asian	2	0	1
Black / African American	4	5	3
Hispanic / Latino	3	4	4
White, not Hispanic or Latino	27	19	24
Two or More Races	1	2	0
	37	30	32

	FY2020 (7/1/19 – 6/30/20)	FY2021 (7/1/20 – 6/30/21)	FY2022 (7/1/21 – 6/30/22)
Male	14	12	16
Female	23	18	16
	37	30	32

²⁰ Number of judges who began their term between July 1st through June 30th of each year.

Appellate Courts

Colorado Supreme Court

	# of Justices	% of Justices	Colorado Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	3.5%
Black / African American	0	0.0%	4.1%
Hispanic / Latino	2	28.6%	22.0%
White, not Hispanic or Latino	5	71.4%	67.3%
Two or More Races	0	0.0%	2.4%
	7	100.0%	100.0%

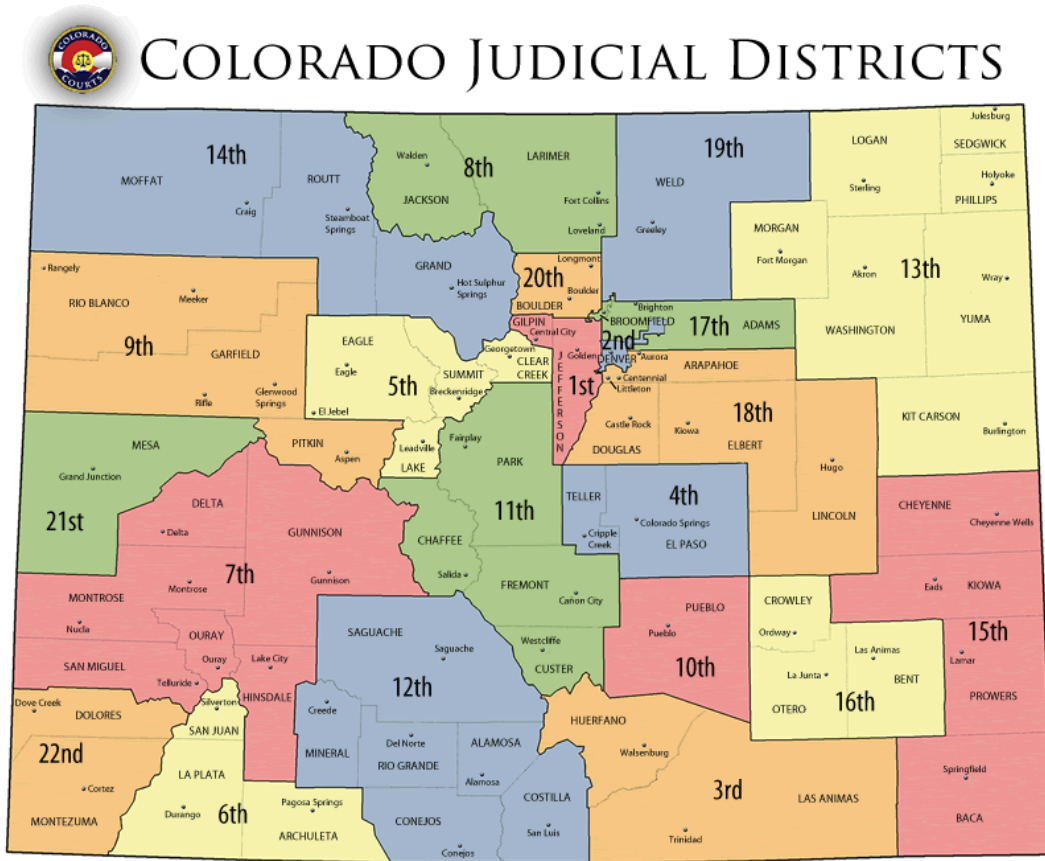
	# of Justices	% of Justices	Colorado Population
Male	4	57.1%	50.1%
Female	3	42.9%	49.9%
	7	100.0%	100.0%

Colorado Court of Appeals

	# of Judges	% of Judges	Colorado Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	3	13.6%	3.4%
Black / African American	0	0.0%	4.2%
Hispanic / Latino	3	13.6%	22.6%
White, not Hispanic or Latino	16	72.7%	69.1%
Two or More Races	0	0.0%	2.5%
	22	100.0%	100.0%

	# of Judges	% of Judges	Colorado Population
Male	14	63.6%	50.1%
Female	8	36.4%	49.9%
	22	100.0%	100.0%

DISTRICT AND COUNTY COURTS



1st Judicial District (Gilpin and Jefferson Counties)

	# of Judges	% of Judges in District	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	3.1%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	8.3%	15.6%
White, not Hispanic or Latino	22	91.7%	77.6%
Two or More Races	0	0.0%	2.0%
	24	100.0%	100.0%

	# of Judges	% of Judges in District	Jud. District Population
Male	13	54.2%	49.6%
Female	11	45.8%	50.4%
	24	100.0%	100.0%

2nd Judicial District (Denver County)²¹

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	4.0%
Black / African American	4	12.9%	9.0%
Hispanic / Latino	3	9.7%	29.2%
White, not Hispanic or Latino	23	74.2%	54.8%
Two or More Races	1	3.2%	2.4%
	31	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	17	61.3%	50.2%
Female	14	38.7%	49.8%
	31	100.0%	100.0%

3rd Judicial District (Huerfano and Las Animas Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.2%
Asian	0	0.0%	1.2%
Black / African American	0	0.0%	1.5%
Hispanic / Latino	0	0.0%	38.4%
White, not Hispanic or Latino	4	100.0%	56.4%
Two or More Races	0	0.0%	1.3%
	4	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	2	50.0%	50.5%
Female	2	50.0%	49.5%
	4	100.0%	100.0%

²¹ 2nd Judicial District (Denver County) include judges from Denver District Court, Denver Juvenile Court, and Denver Probate Court. Data for Denver County Court are provided separately as Denver County Court appointments mayoral appointments with its own judicial nominating commission.

4th Judicial District (El Paso and Teller Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	3.2%
Black / African American	3	8.8%	5.8%
Hispanic / Latino	1	2.9%	17.7%
White, not Hispanic or Latino	30	88.2%	68.7%
Two or More Races	0	0.0%	3.9%
	34	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	15	44.1%	50.1%
Female	19	55.9%	49.9%
	34	100.0%	100.0%

5th Judicial District (Clear Creek, Eagle, Lake, and Summit Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.4%
Asian	0	0.0%	1.3%
Black / African American	0	0.0%	1.0%
Hispanic / Latino	2	20.0%	24.1%
White, not Hispanic or Latino	8	80.0%	72.0%
Two or More Races	0	0.0%	1.2%
	10	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	6	60.0%	52.4%
Female	4	40.0%	47.6%
	10	100.0%	100.0%

6th Judicial District (Archuleta, La Plata, and San Juan Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	4.9%
Asian	1	14.3%	0.8%
Black / African American	0	0.0%	0.6%
Hispanic / Latino	0	0.0%	14.0%
White, not Hispanic or Latino	6	85.7%	77.8%
Two or More Races	0	0.0%	2.0%
	7	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	4	57.1%	50.4%
Female	3	42.9%	49.6%
	7	100.0%	100.0%

7th Judicial District (Delta, Gunnison, Hinsdale, Montrose, Ouray, and San Miguel Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	0	0.0%	0.8%
Black / African American	0	0.0%	0.5%
Hispanic / Latino	0	0.0%	16.1%
White, not Hispanic or Latino	11	91.7%	80.4%
Two or More Races	1	8.3%	1.5%
	12	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	66.7%	50.5%
Female	4	33.3%	49.5%
	12	100.0%	100.0%

8th Judicial District (Jackson and Larimer Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.4%
Asian	0	0.0%	2.3%
Black / African American	0	0.0%	1.0%
Hispanic / Latino	1	6.7%	12.0%
White, not Hispanic or Latino	13	86.7%	82.1%
Two or More Races	1	6.7%	2.1%
	15	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	53.3%	49.6%
Female	7	46.7%	50.4%
	15	100.0%	100.0%

9th Judicial District (Garfield, Pitkin, and Rio Blanco Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	1.1%
Black / African American	0	0.0%	0.7%
Hispanic / Latino	0	0.0%	24.2%
White, not Hispanic or Latino	9	100.0%	72.1%
Two or More Races	0	0.0%	1.4%
	9	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	6	66.7%	51.4%
Female	3	33.3%	48.6%
	9	100.0%	100.0%

10th Judicial District (Pueblo County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	1.8%
Hispanic / Latino	1	9.1%	43.6%
White, not Hispanic or Latino	10	90.9%	51.2%
Two or More Races	0	0.0%	1.7%
	11	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	72.7%	49.3%
Female	3	27.3%	50.7%
	11	100.0%	100.0%

11th Judicial District (Chaffee, Custer, Fremont, and Park Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.2%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	2.7%
Hispanic / Latino	0	0.0%	11.2%
White, not Hispanic or Latino	8	100.0%	82.3%
Two or More Races	0	0.0%	1.6%
	8	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	4	50.0%	54.8%
Female	4	50.0%	45.2%
	8	100.0%	100.0%

12th Judicial District (Alamosa, Conejos, Costilla, Mineral, Rio Grande, and Saguache Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.4%
Asian	0	0.0%	0.8%
Black / African American	0	0.0%	0.9%
Hispanic / Latino	1	10.0%	46.0%
White, not Hispanic or Latino	9	90.0%	49.2%
Two or More Races	0	0.0%	1.6%
	10	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	5	50.0%	49.9%
Female	5	50.0%	50.1%
	10	100.0%	100.0%

13th Judicial District (Kit Carson, Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma Counties)

American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	0.7%
Black / African American	0	0.0%	2.7%
Hispanic / Latino	0	0.0%	25.0%
White, not Hispanic or Latino	12	100.0%	69.9%
Two or More Races	0	0.0%	1.1%
	12	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	7	58.3%	51.7%
Female	5	41.7%	48.3%
	12	100.0%	100.0%

14th Judicial District (Grand, Moffat, and Routt Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	0.9%
Hispanic / Latino	1	16.7%	10.4%
White, not Hispanic or Latino	5	83.3%	85.9%
Two or More Races	0	0.0%	1.4%
	6	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	2	33.3%	51.8%
Female	4	66.7%	48.2%
	6	100.0%	100.0%

15th Judicial District (Baca, Cheyenne, Kiowa, and Prowers Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.9%
Asian	0	0.0%	0.5%
Black / African American	0	0.0%	0.7%
Hispanic / Latino	0	0.0%	30.8%
White, not Hispanic or Latino	6	100.0%	65.5%
Two or More Races	0	0.0%	1.5%
	6	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	4	66.7%	49.5%
Female	2	33.3%	50.5%
	6	100.0%	100.0%

16th Judicial District (Bent, Crowley, and Otero Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.0%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	3.7%
Hispanic / Latino	2	40.0%	38.8%
White, not Hispanic or Latino	3	60.0%	54.3%
Two or More Races	0	0.0%	1.3%
	5	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	5	100.0%	55.3%
Female	0	0.0%	44.7%
	5	100.0%	100.0%

17th Judicial District (Adams and Broomfield Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	1	4.2%	4.7%
Black / African American	2	8.3%	3.1%
Hispanic / Latino	4	16.7%	37.8%
White, not Hispanic or Latino	17	70.8%	51.8%
Two or More Races	0	0.0%	2.1%
	24	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	14	58.3%	50.1%
Female	10	41.7%	49.9%
	24	100.0%	100.0%

18th Judicial District (Arapahoe, Douglas, Elbert, and Lincoln Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	1	2.9%	0.4%
Asian	0	0.0%	6.1%
Black / African American	4	11.4%	7.3%
Hispanic / Latino	3	8.6%	16.1%
White, not Hispanic or Latino	27	77.1%	67.2%
Two or More Races	0	0.0%	3.0%
	35	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	20	57.1%	49.3%
Female	15	42.9%	50.7%
	35	100.0%	100.0%

19th Judicial District (Weld County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	1.8%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	13.3%	30.6%
White, not Hispanic or Latino	13	86.7%	64.1%
Two or More Races	0	0.0%	1.6%
	15	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	9	60.0%	50.1%
Female	6	40.0%	49.9%
	15	100.0%	100.0%

20th Judicial District (Boulder County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.4%
Asian	1	7.1%	4.9%
Black / African American	1	7.1%	1.0%
Hispanic / Latino	2	14.3%	13.8%
White, not Hispanic or Latino	10	71.4%	77.6%
Two or More Races	0	0.0%	2.3%
	14	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	57.1%	50.2%
Female	6	42.9%	49.8%
	14	100.0%	100.0%

21st Judicial District (Mesa County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	0.7%
Hispanic / Latino	1	11.1%	15.1%
White, not Hispanic or Latino	8	88.9%	80.7%
Two or More Races	0	0.0%	1.8%
	9	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	7	77.8%	49.8%
Female	2	22.2%	50.2%
	9	100.0%	100.0%

22nd Judicial District (Dolores and Montezuma Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	11.5%
Asian	0	0.0%	0.6%
Black / African American	0	0.0%	0.4%
Hispanic / Latino	1	25.0%	12.6%
White, not Hispanic or Latino	3	75.0%	72.8%
Two or More Races	0	0.0%	2.1%
	4	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	3	75.0%	49.4%
Female	1	25.0%	50.6%
	4	100.0%	100.0%