

OFFICE OF THE STATE COURT ADMINISTRATOR



October 1, 2021

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It is my pleasure to present the 2021 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 from September 1, 2020 to August 31, 2021. 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.

In its first full year, the Judicial Diversity Outreach program contributed to the overall success of judicial diversity efforts in Colorado, and the program looks forward to deepening relationships with its numerous community partners to keep the momentum going forward. Please contact me if you have any questions.

Sincerely,

Sumi Lee
Head of Judicial Diversity Outreach
Colorado Judicial Department



Judicial Diversity Outreach 2021 Annual Legislative Report








Colorado Judicial Department

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EXECUTIVE SUMMARY

In its full first year, the Judicial Diversity Outreach (JDO) program launched a number of educational and outreach initiatives that have contributed to the overall success of the judicial diversity efforts in Colorado. In 2021,¹ the Colorado Judicial Department saw an increase in both the number of diverse judges on the bench as well as an increase in the number of educational and outreach resources available to diverse judicial applicants, new lawyers, law students, and the general public.

In 2021, the Colorado Judicial Department welcomed 35 new judges to the Colorado state court bench.² 51% of the appointments in those 12 months were women, and 49% of appointments were men. Of the 35 new judges, 5 were Black/African American (14.3%), 4 Hispanic/Latino (11.4%), 2 multiracial (5.7%), and 24 White (not Hispanic or Latino) (68.6%). We celebrated a number of “firsts” in the Denver metro area: in December 2020, Judge Madoche Jean became the first Black judge to be appointed in Adams County, and in April 2021, Judge Dea Lindsey became the first Black judge to be appointed in Boulder County. In October 2018, Colorado was left without a single Black district court judge serving in our state court system; we currently have 12 Black and African American judges on our state court bench, 9 of whom serve at the district court level. The 12 Black judges on our bench—15 including Denver County Court judges—is the highest number of Black and African American judges that we have ever had serving at one time in Colorado’s history. In addition, three judges that openly identify as LGBTQ were appointed in 2021, including one to the Colorado Court of Appeals.

New programs have been established as part of the Judicial Diversity Outreach’s pipeline building efforts, including: Java with Judges (a “virtual coffeehouse” program that brings together an appellate judge, a trial court judge, a law clerk, and up to six law students for a casual conversation), Dream Team 2.0 Coaching Program (a six-month, intensive coaching program to support diverse candidates for judicial vacancies), and the “Spotlight on...” series (community presentations highlighting judicial vacancies in rural districts). JDO completed 27

¹ For the purposes of this report, 2021 covers the period between September 1, 2020 to August 31, 2021.

² This figure does not include Denver County Court judges.



community presentations to various legal organizations and classrooms in 2021 and hosted brown bag programs examining the elements of the judicial application process. The program also forged a partnership with the Colorado Bar Association's Underserved Areas and Legal Deserts Initiative to build the legal pipeline in rural communities of Colorado. JDO is currently developing a pilot program called the Greater Colorado Law Student Experience which is scheduled to launch in June 2022.

The JDO program was also given the opportunity to share our work with other states and on the national stage. A highlight was the opportunity to work with Justice Monica M. Márquez of the Colorado Supreme Court in July 2021 in her testimony before the U.S. House Judiciary Committee's Subcommittee on Courts, Intellectual Property, and the Internet on the importance of judicial diversity and best practices from judicial diversity outreach programs in Colorado. The work of the Judicial Diversity Outreach program continues to attract local and national attention, and the program contributes to the growing national movement for judicial diversity and forges relationships with new organizations each year.

As we move forward, JDO program has learned from the challenges and successes of the past 18 months to direct the program's goals and strategies for the years ahead. It has become clear that pipeline development, selection process enhancement, and data and research are three key areas where the Colorado Judicial Department is best positioned to contribute in the collective movement. The program looks forward to deepening its partnerships with the Colorado Bar Association - Colorado Judicial Institute's Diversity on the Bench Coalition (CBA-CJI Coalition), the Colorado Bar Association, University of Colorado Law School, University of Denver Sturm College of Law, the Center for Legal Inclusiveness Dream Team program, and numerous other partners and collaborators to keep the momentum going forward.



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 2021 Annual Legislative Report covers the period between September 1, 2020 to August 31, 2021.

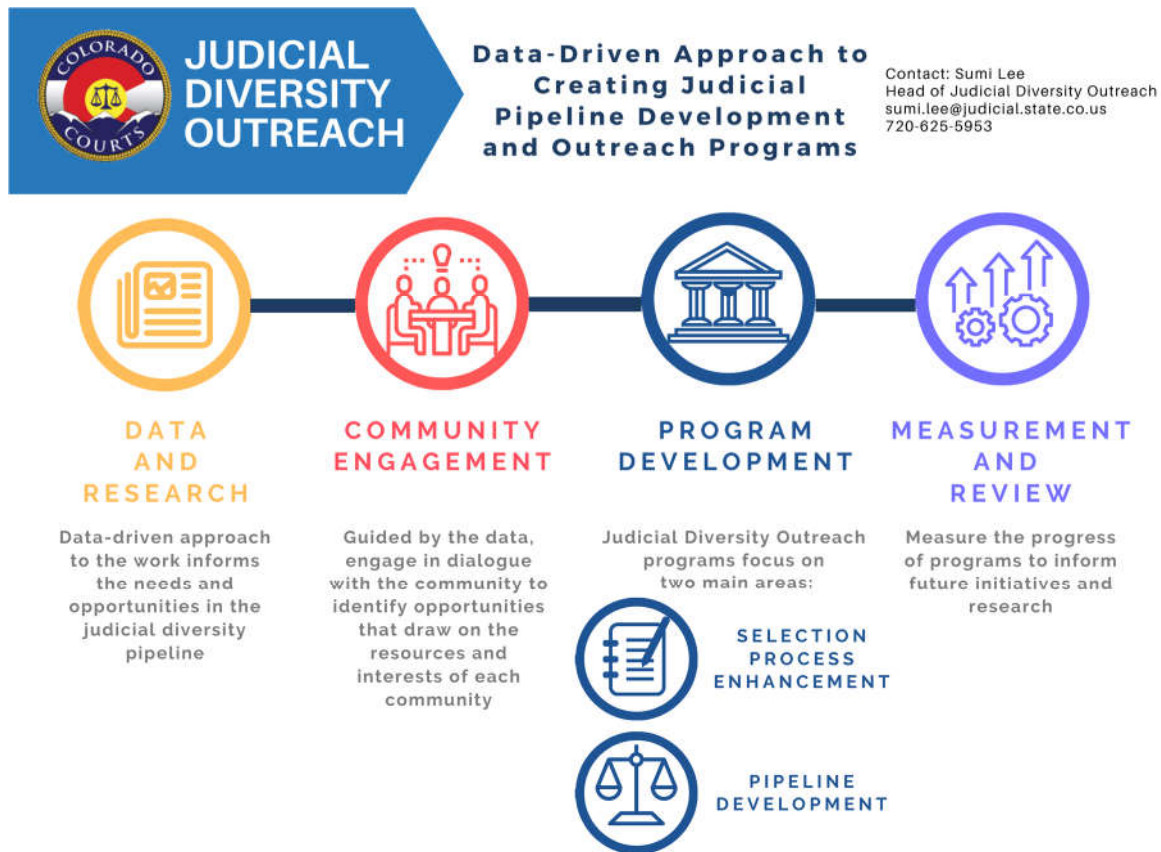
DATA REPORTING

Unless otherwise noted, the data presented in the Appendix and throughout the Annual Legislative Report provides race, ethnicity, and gender demographics of the Colorado state court judges and justices as of August 31, 2021. The 12-month lookback period includes gubernatorial judicial appointments made between September 1, 2020 and August 31, 2021 in county court, district court, Colorado Court of Appeals, and the Colorado Supreme Court. These figures do not include mayoral appointments, Magistrates, Water Referees, or judges that were appointed but had not yet taken their oaths of office as of August 31, 2021.

Previously, the 2020 Annual Legislative Report included demographics from Denver County Court. However, after discussions with the CBA-CJI Coalition leadership and its data reporting partners, it was determined that it would be the most accurate for JDO to report only on gubernatorial appointments, as the Mayor of Denver, and not the Governor of Colorado, appoints Denver County Court judges and the members of the Denver County Court judicial nominating commission. Data on judicial appointments made to the Denver County Court are collected internally for tracking purposes but are not included in the aggregate figures in this report. However, in JDO's outreach and pipeline building efforts, we include and welcome participation by judicial officers from all levels of the Colorado court system, including the Denver County Court.

The population data of the State of Colorado and each judicial district is based on the 2018 Colorado population data provided by the Colorado State Demography Office. As of the date of this report, demographic data from the 2020 Census has been released by the Colorado State Demography Office for redistricting purposes only, which did not include information on gender. Therefore, the 2018 Census data was used for this report; the 2020 Census data will be used in future years as it becomes available.

PROGRAM OVERVIEW



As introduced in the 2020 Annual Report, the Judicial Diversity Outreach program takes a data-driven approach to developing judicial diversity pipeline and outreach programs. The program development begins with *Data and Research* to identify gaps and opportunities in communities and judicial districts. Next, *Community Engagement* is a process by which JDO and community partners use the data and research to communicate the critical need for diversity on the bench and focus its outreach efforts.

Program Development category is organized into two main initiatives: 1) Selection Process Enhancement and 2) Pipeline Development. Selection Process Enhancement focuses on supporting the merit selection process by providing the decision makers with the resources and materials to aid in their decision making. Pipeline Development focuses on short-term and long-term initiatives that promote equity and access for diverse judicial applicants and supports programs that champion diversity in the legal profession. Finally, the *Measurement and Review* process identifies leading indicators to help measure the success of JDO's programs and inform the program's goals for future years.



FOCUS AREA 1: DATA AND RESEARCH

Compiling and analyzing data about Colorado’s judges and judicial applicants is a critical way that JDO contributes to the collective work of increasing judicial diversity. Data and research spotlight the gaps between Colorado’s state population and the bench and help establish leading indicators that can be measured periodically to inform that the program’s efforts are having the desired impact.

Since its inception, the Judicial Diversity Outreach program has established an internal monthly reporting system of judicial diversity data with SCAO’s Human Resources Department. Currently, the race, ethnicity, and gender demographic datapoints are collected when judicial officers complete the onboarding process. As the program grows, JDO hopes to collect additional data, such as aggregated data of race, ethnicity, and gender of judicial applicants, that can be used to establish goalposts and diagnose specific issues in the judicial diversity pipeline. The program continues to work with internal and external partners to expand its data and research offering.

JDO shares the judicial diversity data, judicial diversity trends, and milestone achievements in community presentations and produces custom reports for its community partners. For example, in April 2021, the CBA-CJI Coalition requested a custom report detailing race, ethnicity, and gender diversity information for the judges in its target six districts—the 1st, 2nd, 4th, 10th, 17th, and 18th Judicial Districts—for each of the past three years. The 18-page report was then used in CBA-CJI Coalition’s meetings with the Governor’s office and deciding officials to demonstrate the ongoing need for judicial diversity and to direct its outreach efforts in these districts. The report revealed, for example, that there is only one judge of color serving at the district court level in Colorado’s South Central metro districts (4th and 10th Judicial Districts serving El Paso, Teller, and Pueblo Counties), which make up 16% of our state’s population.

Close analysis of the data also brings to light the need beyond the overall number of diverse judges to diagnose issues in the pipeline and inform the program’s short-term and long-term goals. One of the focus areas for 2022 will be the launch of the judicial diversity webpage on the Colorado Judicial Branch’s website where judges, attorneys, and the public can access demographic and analytic data to use in their own outreach conversations.





1st Judicial District (Gilpin and Jefferson Counties) as of 1/31/2021

	# of Judges	District	County	% of Judges in District	Jud. District Population	Jud. District Population
American Indian / Alaska Native	0	0	0	0.0%	3,607	0.6%
Asian	0	0	0	0.0%	18,880	3.2%
Black / African American	0	0	0	0.0%	8,171	1.4%
Hispanic / Latino	2	1	1	8.3%	89,411	15.3%
White, not Hispanic or Latino	22	13	9	91.7%	465,905	79.5%
Two or More Races	0	0	0	0.0%		
	24	14	10	100.0%	585,973	100.0%

	# of Judges	District	County	% of Judges in District	Jud. District Population	Jud. District Population
Male	14	9	5	58.3%	290,559	49.6%
Female	10	5	5	41.7%	295,414	50.4%
	24	14	10	100.0%	585,973	100.0%

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"Judges" referenced throughout the report includes judges of the County and District courts of the Colorado state courts, judges of the Colorado Court of Appeals, and justices of the Colorado Supreme Court. It does not include Magistrates, Water Referees, Municipal Courts Judges, or Denver County Court Judges. Colorado Population data is based on 2018 Colorado Population Data provided by the State Demography Office.

Excerpt of the report provided to CBA-CJI Coalition in April 2021





FOCUS AREA 2: COMMUNITY ENGAGEMENT

Another area of the program that has found its success in 2021 is in the program's partnerships with legal and community organizations that amplified the urgent need for judicial diversity. The community presentations in 2021 focused on introducing the public to the creation of the JDO program, the program's scope, the importance of judicial diversity in providing a fair and impartial system of justice, and presentation of data on race, ethnicity, and gender diversity of Colorado's judicial officers. The 27 virtual presentations completed in 2021 averaged at 49 attendees per event. A diverse array of legal and non-legal organizations hosted JDO-led presentations, including:

- The Colorado Bar Association
 - Lawyers as Leaders series
 - CBA Young Lawyers Division (CBA YLD)
 - Solo-Small Firm Institute
 - Family Law Section
- Colorado Bar Association Continuing Legal Education (CBA-CLE)
- County Court Judges Association
- District Court Judges Association
- University of Colorado Law School
- University of Denver Sturm College of Law
- Colorado State University
- University of Colorado at Denver
- Boulder County Bar Association
- Colorado Criminal Defense Bar
- Doyle Inn of Court
- Adams/Broomfield County Bar Association
- American Bar Association Young Lawyers Division
- Family Court Facilitators - Sherlocks Concourse
- Sam Cary Bar Association
- Asian Pacific American Bar Association of Colorado
- South Asian Bar Association of Colorado

Combined, the virtual events of 2021 reached an audience of over 1,200 attendees over 27 events, with the largest event ("How to Become a Judge During COVID-19") on September 16, 2020 attracting over 150 virtual audience members. Many of the presentations were recorded and made available on websites and on social media platforms for replay.



The one-hour presentations also featured leaders of the CBA-CJI Coalition to include the history of diverse judges in Colorado, how Judicial Diversity Outreach program works with the CBA-CJI Coalition, and a call to action for the members of the audience on how they can stay engaged and support this work.

Overall, the public presentations had two objectives: first, to amplify the collective voice around the importance of judicial diversity; and second, to create spaces where judicial applicants can further their understanding about the judicial application process. Many of the presentations were accredited for 1 general Continuing Legal Education (CLE) credit, which helped draw attendance to the programs.

In April 2021, the Colorado Supreme Court amended and adopted the changes to the Colorado Rules of Procedure regarding mandatory continuing legal education and judicial education to require two (2) CLE credits on equity, diversity, and inclusivity out of the seven (7) professional responsibility credits required by the Office of Attorney Regulation.³ The CLE changes, which went into effect on July 1, 2021, signal the sustained energy and commitment of the Colorado legal community to promote public confidence in our legal system.

Whether on videoconference, email, or by phone, JDO also connected with and explored collaborative opportunities with the following organizations serving diverse communities: Colorado Pledge to Diversity, Our Courts Colorado, Hispanic Affairs Project, Asian Pacific Development Center, The Center on Colfax, and Asian Girls Ignite. Even though the challenges of COVID-19 created delays and challenges to providing in-person programs, JDO continues to reach out to organizations that support the development and leadership of diverse youth and looks forward to welcoming visitors to our courthouses.

As communication and messaging is a robust part of the CBA-CJI Coalition's work, the Coalition leaders and its Communications and Messaging Committee members helped amplify the voices of our diverse judges in local and national media, including: Essence

³[https://www.courts.state.co.us/userfiles/file/Court_Probation/Supreme_Court/Rule_Changes/2021/Rule%20Change%202021\(05\).pdf](https://www.courts.state.co.us/userfiles/file/Court_Probation/Supreme_Court/Rule_Changes/2021/Rule%20Change%202021(05).pdf)



Magazine,⁴ Colorado Public Radio,⁵ KUSA 9 News,⁶ KOAA News 5,⁷ SCAO’s Beyond the Collabobabble podcast,⁸ and Colorado Bar Association’s Our Voices podcast,⁹ to name a few. The topics of the featured programs and articles ranged from celebrating the “firsts” to highlighting the efforts to increase judicial diversity in Colorado.

The program’s reach this year went beyond the four corners of our state to the national stage as well. On July 12, 2021, Justice Monica M. Márquez testified before the U.S. House Judiciary Committee’s Subcommittee on Courts, Intellectual Property, and the Internet on the importance of judicial diversity and judicial diversity efforts in Colorado. The JDO program had the extraordinary opportunity to work with Justice Márquez in preparation of her oral and written testimonies before U.S. Congress.¹⁰ As a result of Justice Márquez’s participation in the hearing, JDO connected with judicial leaders from Minnesota, Washington, Indiana, and New Hampshire who are also spearheading efforts to create diversity, inclusivity, and equity on the bench in their respective states. The JDO program looks forward to exchanging ideas and sharing program successes with its interstate partners.

⁴ <https://www.essence.com/feature/record-number-black-women-judges-appointed-colorado>

⁵ <https://www.cpr.org/2020/10/19/two-black-women-judges-in-colorado-reflect-on-this-time-in-america>

⁶ <https://www.9news.com/video/news/local/next/13-women-on-the-bench-in-colorado-pay-tribute-to-justice-ginsburg/73-41b1cce9-a64d-4b5a-a326-3d4b7a392e74>

⁷ <https://www.koaa.com/news/covering-colorado/raising-the-bar-colorado-pushes-for-more-diversity-on-bench>

⁸ <https://castbox.fm/channel/Beyond-the-Collabobabble-id2094092?country=us>

⁹ <https://www.cobar.org/Podcast/Our-Voices>

¹⁰ The video replay of the hearing can be found at

<https://judiciary.house.gov/calendar/eventsingle.aspx?EventID=4631> (Justice Márquez’s remarks begin at 22:35). Justice Márquez’s written statement can be accessed here:

<https://docs.house.gov/meetings/JU/JU03/20210712/112884/HHRG-117-JU03-Wstate-MrquezM-20210712.pdf>.





FOCUS AREA 3A: SELECTION PROCESS ENHANCEMENT

As a state that utilizes merit selection (also known as the Missouri Plan) for judicial appointments, it is important for the Colorado Judicial Department to streamline the judicial application process and to support the work of the judicial nominating commissions by providing commissioners with updated resources and materials to aid in their decision making process.

The work to enhance the selection process this year included participation in the Nominating Commissions Committee of the CBA-CJI Coalition led by Ryann Peyton and Christine Hernández.¹¹ The Nominating Commissions Committee completed critical foundational work in 2021, including: creation of a proposed training outline for judicial nominating commissions, hosting virtual events about becoming a judicial nominating commissioner, and development of an Equity, Diversity, and Inclusion Survey for nominating commissions. The JDO program supports the committee's work by creating internal structures and developing programs to implement the committee's recommendations. One of the leading measures in building the judicial diversity pipeline includes increasing the number of diverse judicial nominating commissioners who are committed to diversity and increasing the number of resources available to decisionmakers.

In reviewing the judicial application and selection process during 2021, it was discovered that the nine-page Application for Colorado State Court Judgeship is not being reviewed on a regular basis. To ensure that the written application is current and reviewed for equity and access in the judicial application process, JDO will create and staff the Judicial Diversity Advisory Committee of the Colorado Supreme Court to periodically review the judicial application. In addition, the Judicial Diversity Advisory Committee will lead the CBA-CJI Coalition's efforts to update the training and resources provided to the 23 judicial nominating commissions. Increasing the number of resources available to judicial nominating commissioners also is one of the ways that JDO will measure progress in its work.

¹¹ J. Ryann Peyton is the Director of the Colorado Attorney Mentoring Program (CAMP) of the Colorado Supreme Court, and Christine M. Hernández is a shareholder at Hernandez & Associates, P.C.





FOCUS AREA 3B: PIPELINE DEVELOPMENT

For the program to continue its success, JDO's outreach must go beyond addressing issues for diverse judicial applicants in the application process to include optimizing the Colorado Judicial Department's role in inspiring and training the next generation of attorneys. JDO's pipeline efforts utilize one of the best resources of the Colorado Judicial Department: the depth of experiences of judges on the bench and their ability to inspire and develop future lawyers and judicial candidates.

Focused community conversations are important in fostering safe spaces for applicants to explore their career paths and to find mentors to guide them along the way. However, in order for the resources to continue to be effective, it is critical for these programs to build on one another from the first step of the application process to its completion. No judicial diversity outreach-focused program should stand alone, and the role that the CBA-CJI Coalition provides in bringing together the numerous judicial diversity partners continues to be critical.

To that end, the chart below summarizes the programs that were available to applicants in 2020-2021 into three general categories: 1) foundational programs, 2) roundtable and panel discussions, and 3) one-on-one coaching and mentoring programs. In 2022, JDO will widely share this chart to encourage cross-marketing between organization and minimization of duplicate efforts.

Programs for Diverse Judicial Applicants

Many organizations committed to promoting diversity on the bench host a number of programs for judicial applicants each year. Below is a list of programs currently offered in 2020-2021.

1

STORMING THE BENCH / YOU BE THE JUDGE FOUNDATION PROGRAMS (HALF-DAY AND MULTI-PART SERIES)

These half-day and multi-part programs are designed to provide applicants with the tools and resources to get started in the judicial application process.



2

BUILD ON THE DISCUSSION

Applicants are invited to build on the foundational programs by attending panel and roundtable discussions with judges that are offered throughout the year.



3

1-ON-1 COACHING AND MENTORING

Find the support and coaching for your judicial application by working with a mentor through CAMP or the Dream Team Coffee Brigade List, or by participating in the Dream Team 2.0 coaching program (currently in pilot stage).



JUDICIAL DIVERSITY OUTREACH

Applying to be a Judge: Monthly Discussion Series
March Discussion

Creating Meaningful Community Impact
Wednesday, March 24, 2021
12 - 1 p.m.
Register (it's free): bit.ly/3qbolmG

Community engagement is an important part of the judicial application process and to understanding the community you will serve as a judge. So how do you define what meaningful engagement means for you? Join us for this discussion led by:

Judge Mariana Vielma (17th Judicial District) and **Patricia Jarzowski** (Former judicial nominating commissioner and coach to many judicial applicants)

Applying to be a Judge: Monthly Discussion Series

In order to complement, not duplicate, pathway to the bench programming offered in the first category (by organizations such as the Colorado Hispanic Bar Association and the Colorado Women’s Bar Association), JDO focused on developing resources in the second and third categories of the chart above.

A series of panel discussions titled “Applying to be a Judge: Monthly Discussion Series” focused on addressing frequently asked questions and “hot

topics” in the judicial application process. The “Applying to be a Judge” programs in February, March, and April 2021 explored topics such as creating meaningful community impact in applying to be a judge, tips and tools for applicants interested in applying to be a magistrate, and engaged expert speakers for each topic. Taking advantage of the virtual platform, many of the events were recorded which will be made available for replay on the Judicial Diversity Outreach program’s website.



Dream Team 2.0

In addition to the monthly programs mentioned above, JDO program found that one of the critical components of finding success as a judicial candidate is to get one-on-one mentoring support from a judge and to garner support from the legal community. In 2017, the Center for Legal Inclusiveness (CLI) and the Colorado Judicial Department created the Bench Dream Team, a group of state court judges dedicated to diversity and inclusion in Colorado's judicial system. Over the years, the Bench Dream Team created programming to demystify the pathway to the bench for diverse applicants and updated an orientation video for our judicial nominating commissions, among other projects.

While there are many presentations on how to be a judge, there is currently no formal program that provides the one-on-one coaching for applicants—a critical component in being a successful judicial applicant. To better meet the needs of judicial applicants and promote equity and access in finding coaches, JDO worked with CLI to create a formal coaching program called Dream Team 2.0. Dream Team 2.0 Pilot Program enhances engagement with the judges who are part of the current Dream Team program by providing one-on-one individualized sessions with a set of specific expectations for both the judges and the participants. Participants can explore the possibilities of their own unique path to the bench with an experienced judge and leave the program knowing exactly what they need to work on.

Holding true to the original goal and purpose of the Dream Team program, Dream Team 2.0 focuses on pipeline building efforts for diverse judicial applicants. For the purposes of the pilot program, the definition of “diverse” or “diversity” include: Black, Indigenous, People of Color (BIPOC), persons with disabilities, and LGBTQ+. A target participant is someone who plans on applying to the bench in the next 1-5 years, or has already applied in the past, but been unsuccessful.

For the pilot program, eight judges will provide four coaching sessions with select participants within a six-month period from October 2021 to April 2022. Judges and participants will provide feedback to the program coordinators throughout the pilot program so that this program can launch in its full form in 2022.





java with judges
...a place to spill the beans.

Have you wanted to connect with a judge but don't know where to start? Wonder what their law school experiences were like and how they got to where they are now?

Grab a seat in our virtual coffee house to share in casual conversation and connection with judges and law clerks, a space designed to increase access to the Colorado court system for diverse law students. No preparation, reading, or business dress required – come as you are!

Coffee connections offered each week
January 8 - March 25, 2021
For sign up dates, times, and a list of participating judges, [click here](#).

Each chat is capped at 6 law students to provide space for close conversation and connection. Sign up for as many as you want! Each chat is hosted by different judges.

Sponsored by the Pipeline Subcommittee of the Court of Appeals Inclusivity, Diversity, Equity, and Anti-Racism (IDEA) Committee; members of the Colorado Supreme Court working group on diversity, equity, and inclusion; and the Judicial Diversity Outreach Program of the Colorado Judicial Department

Java with Judges

Judicial officers at all levels of the Colorado courts have long provided experiential learning opportunities for law students through externship and clerkship programs. What are the needs of diverse law students today, and how can we build on diversity programs already in place to increase our reach? These are the questions that guided JDO's approach to designing programs for diverse law students.

In small group conversations, diverse law students from CU and DU Law Schools shared that the concept of talking to a judge can be a foreign, if not intimidating, experience; and for many students, the challenges of remote learning

during COVID-19 reduced the number of networking opportunities. On the other hand, numerous judges on the bench were looking to connect with students while balancing a full-time docket. As a solution, we created a comfortable, safe “virtual coffeehouse” space for law students to meet with judges called Java with Judges. Created by the JDO program along with Inclusivity, Diversity, Equity, and Anti-Racism (IDEA) Committee of the Colorado Court of Appeals and the members of the Colorado Supreme Court working group on diversity, equity, and inclusion,¹² Java with Judges brings together judges and law students together in a casual virtual setting for networking and conversation on a weekly basis.

In the inaugural year of the program, Java with Judges has had great impact. From January 8, 2021 through August 17, 2021, Java with Judges linked over 107 students with 48 state court judges and 12 current and former law clerks in 24 one-hour sessions. Because the sessions were held virtually over WebEx, Java with Judges also served as one of the most effective programs to engage with judges outside of the Denver Metro area. Judges from 10 of the 22 Judicial districts around the state—from Grand Junction to Fort Collins to Durango to Pueblo—were able to easily connect with students from the comfort of their home or chambers.

¹² Special thanks to Hon. Jaclyn Casey Brown, Erin Scott, Amber Paoloemilio, Brittany Garza, Matt Simonsen, and Megan Berry of the Colorado Judicial Department for creating this program with JDO and for their service on the Java with Judges planning committee.



Java with Judges program also partnered with CLI to provide a one-hour orientation and training program for the participating judges. Establishing a safe, common ground requires understanding of the challenges that today's diverse law students face and overcoming power dynamics, implicit bias, and microaggressions in working with law students. The custom orientation program provided tangible strategies to address these issues and written guides on creating safe and welcoming virtual spaces for diverse law students.

The planning committee did not fully understand the impact of this program until we read the feedback comments from participants. All the law student participants who completed the survey asked that this program be continued for future semesters, with one student noting, "I was a bit nervous, not knowing what to anticipate. It [Java with Judges] ended up being a comfortable, open, and valuable conversation. I learned more about clerking and the paths to judgeship, and everyone was kind and easy to talk to." A student from the University of Denver Sturm College of Law reported that the Java with Judges program "opened up doors" for her in connecting with judges that resulted in an externship program at the Colorado Supreme Court. The program had a positive impact on the judges as well; judges stated that they were "impressed with the students' questions. The students were very thoughtful, and there is no substitute for personal connections and contacts to improve diversity in our courts." One judge added, "It's moments like these that make me appreciate the legal profession." The Java with Judges program will continue for as long as there is interest from diverse law students and continues to be offered each week as of the date of this report.

Greater Colorado Efforts

In July 2021, the Colorado Bar Association's Greater Colorado Task Force published a Task Force Report reporting that the number of attorneys living and working in Greater Colorado does not meet the legal needs of rural communities.¹³ To address this issue, one of the recommendations included a collaborative, community-wide effort to recruit new attorneys to places outside the Denver metro area and creating programs that engage local legal practitioners with new attorneys, introducing them to the communities, and breaking down barriers.

¹³ Report and Recommendations, Colorado Bar Association Greater Colorado Task Force (June 2021): https://drive.google.com/file/d/1LvSZYLH8FAyQUtkFxV0Edb_lvX_ouyT/view



The effects of “legal deserts” are felt in the recruitment of judicial officers in rural communities as well. Many of the chief judges in rural districts report that recruiting for judicial vacancies in rural districts can be difficult. In its Greater Colorado efforts, the JDO program focused on two main areas in 2021: first, JDO hosted a series of “Spotlight on...” events that promote judicial vacancies in rural communities, and second, JDO brought together eight organizations to create a pilot program that sends law students into Colorado’s rural communities and introduces them to the life and law practice in underserved areas.

Spotlight On... Series

The Spotlight on... series is a one-hour virtual event that provide judicial applicants with detailed information about a judicial vacancy in a rural community. Attendees have the opportunity to hear directly from the chief judge of the district on the needs and culture of the district, get advice on the application process from a recent judicial appointee, and hear from a local judicial nominating commissioner about the application and interview process.



JUDICIAL DIVERSITY OUTREACH

Spotlight on...

1st Judicial District District Court Judicial Vacancy (Gilpin and Jefferson Counties)

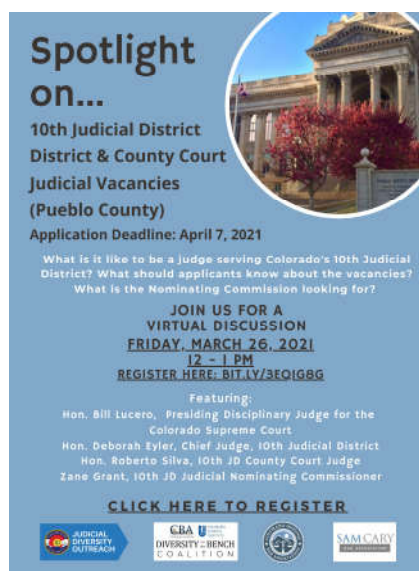
What is it like to be a judge serving Colorado's 1st Judicial District? What should applicants know about the vacancy? What is the Nominating Commission looking for?

JOIN US FOR A VIRTUAL DISCUSSION
WEDNESDAY, OCTOBER 21, 2020
12 - 1 PM

JOIN VIA WEBEX (NO REGISTRATION REQUIRED)
[HTTPS://JUDICIALWEBEX.COM/JOIN/1ST_JUDICIAL_VACANCY](https://judicialwebex.com/join/1st_judicial_vacancy)

Featuring:
 Hon. Jeffrey Pilkington, Chief Judge, 1st Judicial District
 Hon. Lindsay VanGilder, 1st JD District Court Judge
 Allison Zinn, 1st JD Judicial Nominating Commissioner

CLICK HERE TO LEARN MORE ABOUT THE VACANCY AND HOW TO APPLY



Spotlight on...

10th Judicial District District & County Court Judicial Vacancies (Pueblo County)

Application Deadline: April 7, 2021

What is it like to be a judge serving Colorado's 10th Judicial District? What should applicants know about the vacancies? What is the Nominating Commission looking for?

JOIN US FOR A VIRTUAL DISCUSSION
FRIDAY, MARCH 26, 2021
12 - 1 PM
REGISTER HERE: [BIT.LY/3EOIG8G](https://bit.ly/3EOIG8G)

Featuring:
 Hon. Bill Lucero, Presiding Disciplinary Judge for the Colorado Supreme Court
 Hon. Deborah Tyler, Chief Judge, 10th Judicial District
 Hon. Roberto Silva, 10th JD County Court Judge
 Zane Grant, 10th JD Judicial Nominating Commissioner

CLICK HERE TO REGISTER

JUDICIAL DIVERSITY OUTREACH **GBA UNIVERSITY-BENCH COALITION** **SAM CARY**



Spotlight on...

Sedgwick County Court Judicial Vacancy (13th Judicial District)

Vacancy Information
 Application Deadline: September 8, 2021

What is it like to be a judge serving Sedgwick County? How do you apply to be a judge? What is the Nominating Commission looking for?

JOIN US FOR A VIRTUAL DISCUSSION
MONDAY, AUGUST 23, 2021
12 - 1 PM
REGISTER HERE: [HTTPS://BIT.LY/3K1XMIC](https://bit.ly/3K1XMIC)

Featuring:
 Hon. Carl S. McGuire III, Chief Judge, 13th Judicial District
 Hon. Kristel Jones, Yuma County Court Judge
 Margaret Fix Seboldt, 13th JD Judicial Nominating Commissioner

CLICK HERE TO REGISTER
 OR CALL THE COURT AT 970-474-3627 FOR MORE INFORMATION.

COLORADO COURTS **JUDICIAL DIVERSITY OUTREACH**

The JDO program hosted 3 “Spotlight on...” programs between September 2020 and August 2021:

- October 21, 2020: Vacancy on the District Court in the 1st Judicial District (Gilpin and Jefferson Counties)
- March 26, 2021: Vacancies on the District and County Courts of the 10th Judicial District (Pueblo County)
- August 23, 2021: Vacancy on the Sedgwick County Court in the 13th Judicial District



One of the challenges of putting on these programs is the short length of the application period and the need to mobilize quickly. The program will improve its communication with chief judges of the Colorado state courts to host “Spotlight on” programs quickly and easily.

Greater Colorado Law School Experience

Greater Colorado Law Student Experience is a pilot program in collaboration with the CBA Underserved Areas and Legal Deserts Initiative. In early 2021, eight legal organizations of the 5th and 9th Judicial Districts¹⁴ came together to design an immersive summer experience to introduce Colorado Law and Denver Law students to the life and legal practice in Colorado’s rural communities. While completing a judicial externship is one part of this program, this program is much more than a typical judicial externship.

Created with developing a sense of community and belonging in mind, this program provides law students with the experience of living and working in a Greater Colorado community. Students will get an opportunity to meet and work with local community organizations to understand the community through a wider lens and network with attorneys and judges through the local bar associations to explore career opportunities. What are the strengths, challenges, and resources of the community in this region? What opportunities are possible in the legal profession? This program will give students an opportunity to explore these questions during 8 weeks in summer 2022. The program will provide housing resources and stipend to selected participants to cover housing costs in the districts for the 8 weeks.

Even though this program will launch in the 5th and 9th Judicial Districts, the foundations of the Greater Colorado Law Student Experience program will be vital to the success of similar projects in other jurisdictions.

¹⁴ The eight organizations are: Judicial Diversity Outreach Program (Colorado Judicial Department), University of Denver Sturm College of Law, University of Colorado Law School, CBA Underserved Areas and Legal Deserts Initiative, Alpine Legal Services, Continental Divide Bar Association, Pitkin County Bar Association, and the 9th Judicial District Bar Association.





MEASUREMENT AND REVIEW

Through its educational and outreach efforts, the Judicial Diversity Outreach program seeks to further the mission of the Colorado Judicial Branch to provide the community with a fair and impartial system of justice by ensuring that our courts reflect the communities we serve.

For the purposes of the JDO program, the definition of “diverse” or “diversity” include racial and ethnic diversity, persons with disabilities, LGBTQ+ individuals, and gender diversity. In addition, the Colorado Judicial Department promotes public confidence in the rule of law by supporting a culture that values the rich array of life experiences and professional backgrounds that judges bring to the bench.

Measuring the success of a pipeline building program such as the JDO program is not an easy task. For a program that has short-term and long-term focus, the effectiveness of the program must go beyond the overall numbers to include the impact that the program has on promoting diversity, equity, and inclusion in the judicial application process and measuring its reach in the community. Therefore, the success of the JDO program will be measured by critical markers such as:

- Increasing the number of racial, ethnic, gender, and LGBTQ+ diverse 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.

In 2021, JDO increased the number of educational resources available to the community about the judicial application process. As mentioned in the earlier sections of this report, JDO completed 27 public presentations with over 1,200 total attendees. It is clear that one of the



successes and strengths of this program is in its collaboration with community partners and its role as facilitator of community dialogue around judicial diversity. As one of the attendees of the monthly program stated, “I feel like I walked away [from the program] with individualized action steps to make my future application substantive.” One of the goals of the program is to provide diverse applicants with the tools and encouragement to take the critical first steps in applying for the bench.

Contributing to the success of this past year is the Colorado Judicial Department’s renewed engagement with the faculty, staff, and law students of the University of Colorado Law School and the University of Denver Sturm College of Law. In addition to the “Clerkship Mythbusters” programs held virtually at both law schools in the fall of 2020, over 107 students have met with judges—often for the first time—through the Java with Judges program. We have received overwhelming interest and support for this program from magistrates, judges, and justices of Colorado’s courts that we have maintained a waitlist since the program’s inception.

The foundational work of the JDO program strengthens the judicial pipeline so that we can sustain the growth of the past two years. In 2021, the Colorado Judicial Department welcomed 35 new judges to the Colorado state court bench.¹⁵ 51% of the appointments in those 12 months were women, and 49% of appointments were men. Of the 35 new judges, 5 were Black/African American (14.3%), 4 Hispanic/Latino (11.4%), 2 multiracial (5.7%), and 24 White (not Hispanic or Latino) (68.6%). We celebrated a number of “firsts” in the Denver metro area: in December 2020, Judge Madoche Jean became the first Black judge to be appointed in Adams County, and in April 2021, Judge Dea Lindsey became the first Black judge to be appointed in Boulder County. In October 2018, Colorado was left without a single Black district court judge serving in our state court system; we currently have 12 Black and African American judges on our state court bench, 9 of whom serve at the district court level. The 12 Black judges on our bench—15 including Denver County Court judges—is the highest number of Black and African American judges that we have ever had serving at one time in Colorado’s history. In addition, three judges that openly identify as LGBTQ were appointed in 2021, including one to the Colorado Court of Appeals.

¹⁵ This figure does not include Denver County Court judges.



Specifically, Colorado saw the greatest increase in the number of Black and African American women judges appointed to the bench in the past two years. With the appointment of eight judges in 2020 and 2021, Colorado has now appointed more Black and African American women to the bench in the last two years than in the past 25 years combined:¹⁶

Colorado State Court Appointments made in 1994 - 2019	Colorado State Court Appointments made in 2020-2021
Hon. Claudia Jordan ¹⁷ (1994)	Hon. Frances Johnson (2020)
Hon. Karen Ashby (1998, ¹⁸ 2013)	Hon. Nikea Bland (2020)
Hon. Dianne Briscoe (2011)	Hon. Pax Moultrie (2020)
Hon. Cheryl Rowles-Stokes (2012)	Hon. Samorreyan Burney (2020)
Hon. Olympia Fay (2015)	Hon. Jill Dorancy (2020)
	Hon. Tanja Wheeler (2020)
	Hon. Renee Goble (2021)
	Hon. Dea Lindsey (2021)

It is important to note that only 1 out of the 5 Black female judges appointed to the bench prior to 2020 served at the district court level or higher (20%), whereas 5 out of 8 Black female judges appointed in 2020 - 2021 were appointed at the district court level (63%). However, there are currently no Black/African American or American Indian/Alaska Native judges, male or female, serving at the Colorado Court of Appeals or the Colorado Supreme Court, as noted in the chart below. Currently, Hispanic and Latino judges are the only judges of color that are represented in all four levels of the Colorado courts. As many of the recent appointees gain

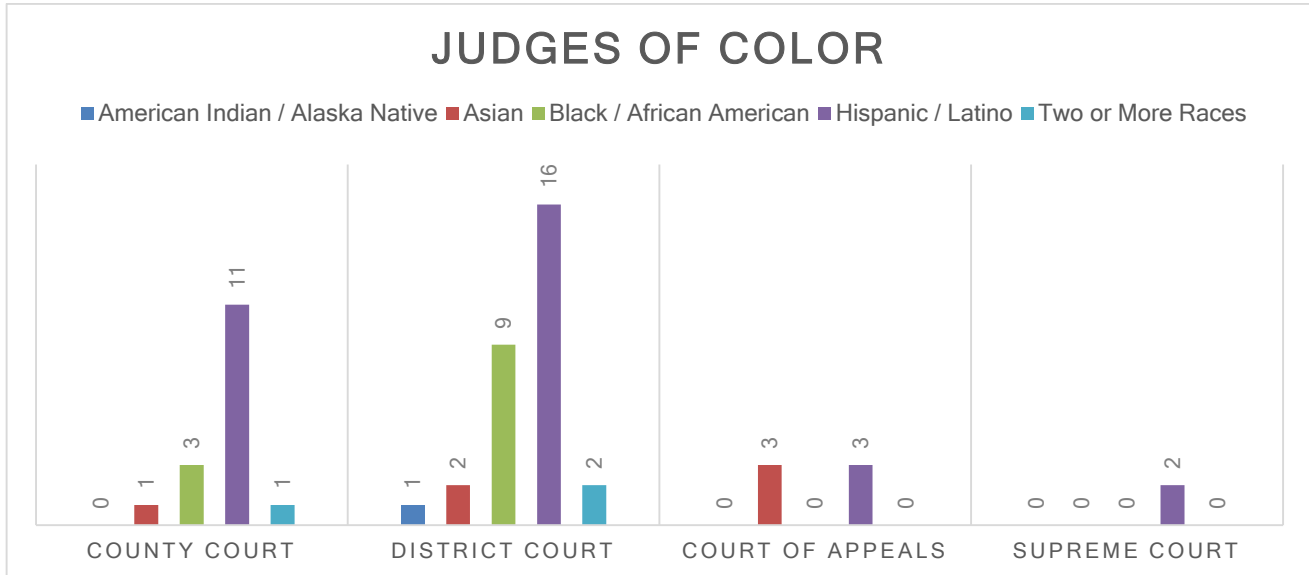
¹⁶ In the interest of providing a complete historical list, Denver County Court judges were included in this list. However, the comparison remains true even if Denver County Court judges were not included.

¹⁷ Hon. Claudia Jordan is the first Black female judge to be appointed in Colorado. She was appointed by Denver Mayor Wellington Webb, the first African American mayor of Denver, to the Denver County Court bench in 1994.

¹⁸ Hon. Karen Ashby was appointed to the Denver Juvenile Court bench in 1998, and to the Colorado Court of Appeals in 2013.



experience on the bench and the CBA-CJI Coalition and the JDO program mature, diversity on the bench at all levels will be impacted.



Based on the statewide data provided in the Appendix, the largest discrepancy between the Colorado statewide population and the Colorado state court bench continues to be in the Hispanic and Latino population. The Hispanic and Latino population, currently at nearly 22% of the state's population according to the 2018 Census, is one of the fastest growing populations.

In its full first year of the program, the Judicial Diversity Outreach program launched a number of educational and outreach programs that have contributed to the overall success of the judicial diversity outreach efforts in Colorado. JDO program will continue to collect and analyze data in each of its program areas to measure short-term and long-term impacts.

LOOKING AHEAD

In 2021, JDO cultivated support and enthusiasm by taking steps to introduce new initiatives and hosting community conversations to support momentum of the judicial diversity movement going forward. JDO also took the opportunity to review and reflect on the work of the past 18 months to focus the program's outreach efforts in areas that the Colorado Judicial Department can be the most effective. To that end, the program has identified priority areas in each of the three major pillars of the JDO program to guide its future years.

In the Data and Research pillar, JDO will focus on two priority areas to **share judicial diversity data with the community to spotlight opportunities** by:

- A) Creating the Judicial Diversity Outreach webpage; and
- B) Collecting, analyzing, and sharing additional data.

In the Selection Process Enhancement pillar, JDO will focus on supporting the work of the judicial nominating commissions by **providing the commissioners with updated resources and materials to aid in their decision making**. The priority areas are:

- A) Forming the Judicial Diversity Advisory Committee of the Colorado Supreme Court to review and update the judicial application;
- B) Updating the manual for judicial nominating commissions; and
- C) Working with chief judges and community partners to anticipate and spotlight vacancies.

In the Pipeline Development pillar, JDO will focus on **engaging our judiciary to inspire and coach diverse judicial applicants and law students**. The priority areas are:

- A) Developing the Dream Team 2.0 coaching program;
- B) Hosting the Java with Judges program; and
- C) Providing pathway to the bench programs each year: foundation programs in odd-numbered years (2023, 2025, 2027) and bimonthly lunch-and-learn events in even-numbered years (2022, 2024, 2026).

Through focused efforts in each of these three areas, the Colorado Judicial Department continues to promote judicial diversity as a priority area in providing a fair and impartial system of justice and promoting public confidence in our judicial system.



APPENDIX

Race/Ethnicity and Gender Data of Colorado State Court Judges

Statewide Data

Race / Ethnicity	# of Judges ¹⁹	% of Judges	Colorado Population ²⁰
American Indian / Alaska Native	1	0.3%	1.6%
Asian	6	1.8%	3.5%
Black / African American	12	3.6%	4.6%
Hispanic / Latino	32	9.5%	21.8%
White, not Hispanic or Latino	284	84.0%	67.7%
Two or More Races - Not Hispanic or Latino	3	0.9%	3.1%
	338	100.0%	102.3%

Gender	# of Judges	% of Judges	Colorado Population
Male	198	58.6%	50.1%
Female	140	41.4%	49.9%
	338	100.0%	100.0%

Judicial Appointments of the Past 12 Months (September 1, 2020 - August 31, 2021)

	# of New Judges ²¹	% of New Judges
American Indian / Alaska Native	0	0.0%
Asian	0	0.0%
Black / African American	5	14.3%
Hispanic / Latino	4	11.4%
White, not Hispanic or Latino	24	68.6%
Two or More Races	2	5.7%
	35	100.0%

	# of New Judges	% of New Judges
Male	17	48.6%
Female	18	51.4%
	35	100.0%

¹⁹ 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 August 31, 2021. The data does not include demographic information for judges that were appointed but not yet taken their oaths of office as of August 31, 2021, Denver County Court judges, Magistrates, or Water Referees.

²⁰ Based on 2018 Colorado Population Data provided by the Colorado State Demography Office. The 2020 Census data by district was not yet available through the Colorado State Demography Office.

²¹ This data includes judicial appointments made between September 1, 2020 and August 31, 2021 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.

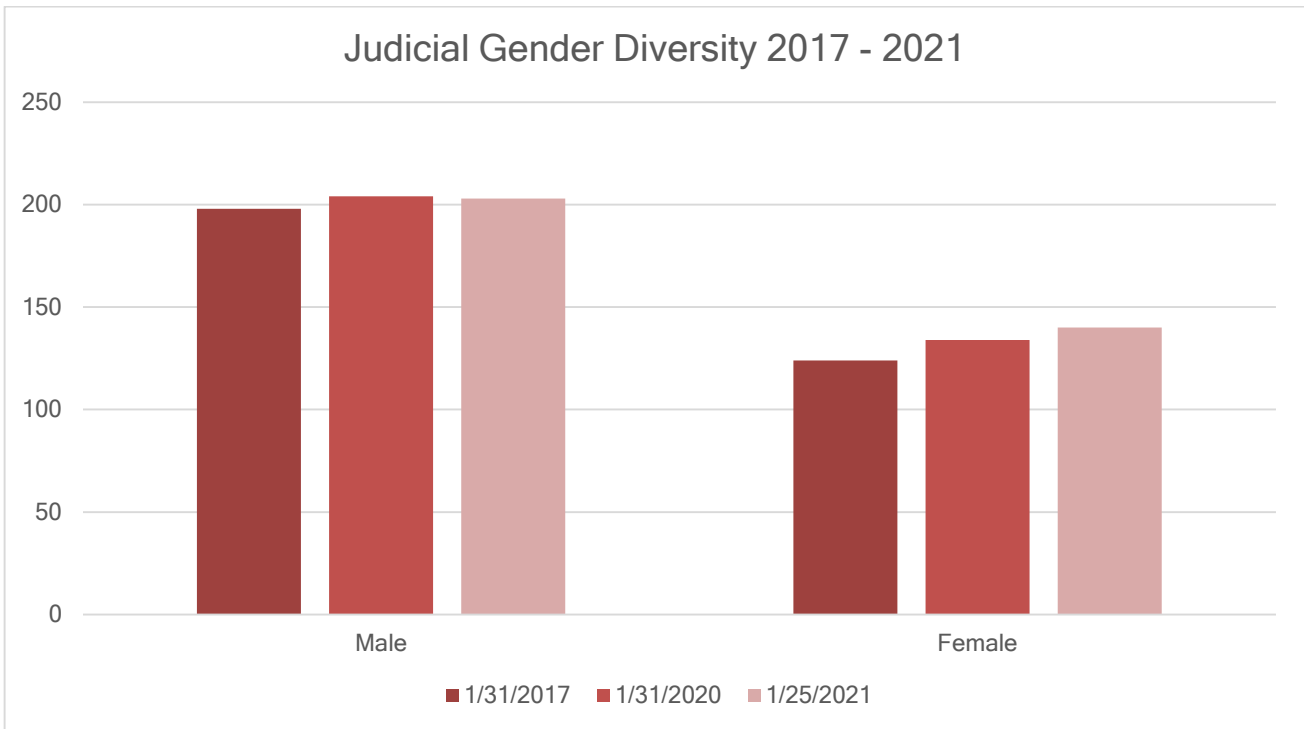
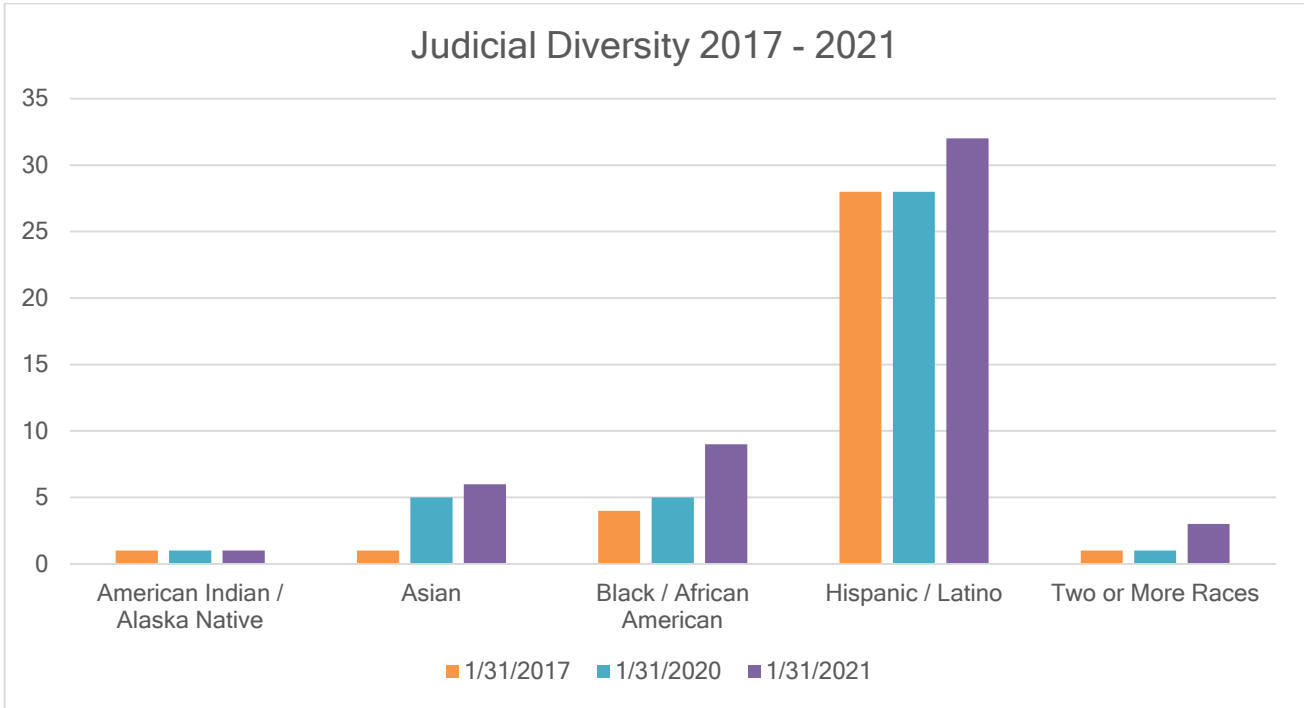


One-Year Lookback

	8/31/2020	8/31/2021	Net (Number)	Net (Percentage)
American Indian / Alaska Native	1	1	NC	NC
Asian	7	6	-1	-0.3%
Black / African American	8	12	+4	+1.17%
Hispanic / Latino	30	32	+2	+0.56%
White, not Hispanic or Latino	292	284	-8	-2.61%
Two or More Races	1	3	+2	+0.59%
	339	338		

	8/31/2020	8/31/2021	Net (Number)	Net (Percentage)
Male	202	198	-4	-1.01
Female	137	140	3	1.01
	339	338		

3-Year Lookback (As of January 31st of each year)



Appellate Courts

Colorado Supreme Court

	# of Justices	% of Justices	Colorado Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	3.7%
Black / African American	0	0.0%	4.6%
Hispanic / Latino	2	28.6%	21.5%
White, not Hispanic or Latino	5	71.4%	69.4%

7

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

Colorado Court of Appeals

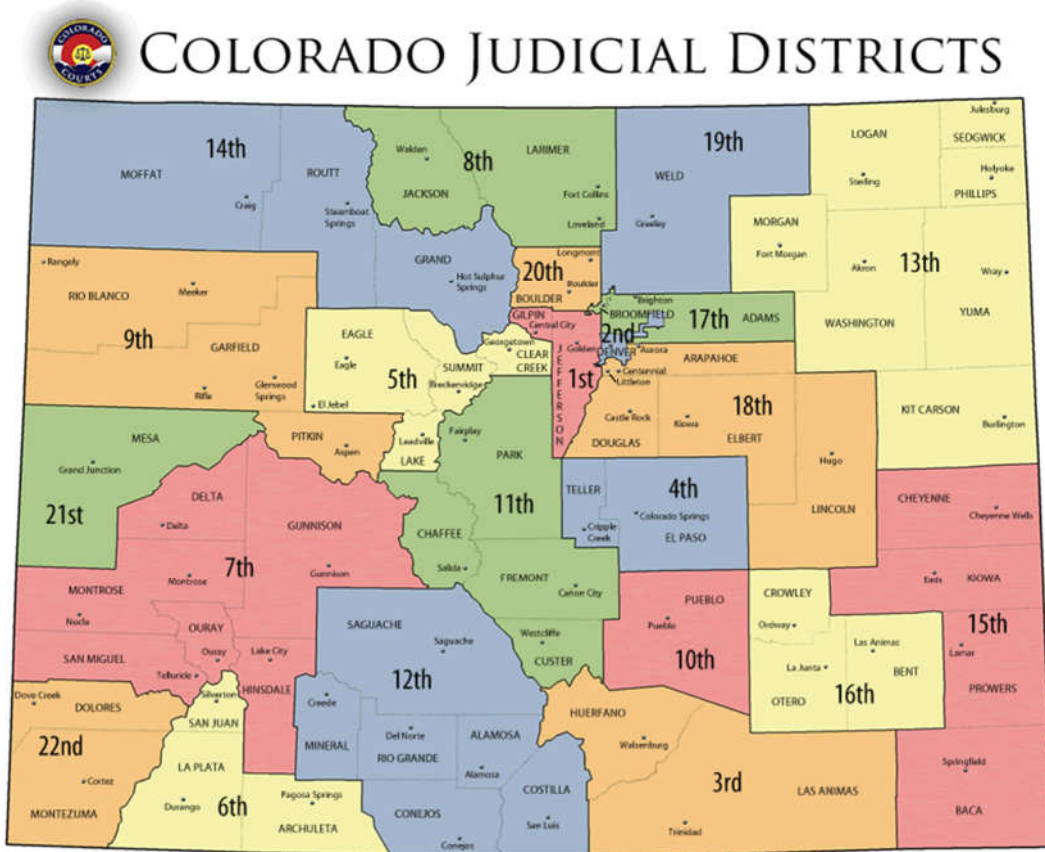
	# of Judges	% of Judges	Colorado Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	3	13.6%	3.7%
Black / African American	0	0.0%	4.6%
Hispanic / Latino	3	13.6%	21.5%
White, not Hispanic or Latino	16	72.7%	69.4%

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



District and County Courts



1st Judicial District (Gilpin and Jefferson 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	0	0.0%	1.4%
Hispanic / Latino	2	8.3%	15.3%
White, not Hispanic or Latino	22	91.7%	79.5%
Two or More Races	0	0.0%	
	24	100.0%	100.0%

	# of Judges	% of Judges	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)²²

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	0	0.0%	4.2%
Black / African American	4	12.9%	9.8%
Hispanic / Latino	3	9.7%	29.9%
White, not Hispanic or Latino	23	74.2%	55.4%
Two or More Races	1	3.2%	
	31	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	17	61.3%	50.1%
Female	14	38.7%	49.9%
	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%	1.4%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	1.6%
Hispanic / Latino	0	0.0%	39.6%
White, not Hispanic or Latino	4	100.0%	56.4%
Two or More Races	0	0.0%	
	4		100.0%

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

²² 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%	0.8%
Asian	0	0.0%	3.6%
Black / African American	2	5.7%	7.1%
Hispanic / Latino	1	2.9%	16.7%
White, not Hispanic or Latino	32	91.4%	71.8%
Two or More Races	0	0.0%	
	35	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	17	48.6%	50.0%
Female	18	51.4%	50.0%
	35	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%	1.2%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	20.0%	23.3%
White, not Hispanic or Latino	8	80.0%	73.9%
Two or More Races	0	0.0%	
	10		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	6	60.0%	52.7%
Female	4	40.0%	47.3%
			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%	5.2%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	0	0.0%	13.8%
White, not Hispanic or Latino	7	100.0%	79.4%
Two or More Races	0	0.0%	
	7		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	5	71.4%	50.5%
Female	2	28.6%	49.5%
			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%	0.8%
Asian	0	0.0%	0.9%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	0	0.0%	15.7%
White, not Hispanic or Latino	11	91.7%	81.9%
Two or More Races	1	8.3%	
	12		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	9	75.0%	50.5%
Female	3	25.0%	49.5%
			100.0%

8th Judicial District (Jackson and Larimer Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	0	0.0%	2.7%
Black / African American	0	0.0%	1.3%
Hispanic / Latino	1	6.7%	11.4%
White, not Hispanic or Latino	13	86.7%	84.1%
Two or More Races	1	6.7%	
	15		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	7	46.7%	49.7%
Female	8	53.3%	50.3%
			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%	0.6%
Asian	0	0.0%	1.1%
Black / African American	0	0.0%	1.0%
Hispanic / Latino	0	0.0%	23.1%
White, not Hispanic or Latino	9	100.0%	74.2%
Two or More Races	0	0.0%	
	9		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	6	66.7%	51.5%
Female	3	33.3%	48.5%
			100.0%



10th Judicial District (Pueblo County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	2.1%
Hispanic / Latino	1	9.1%	43.0%
White, not Hispanic or Latino	10	90.9%	53.0%
Two or More Races	0	0.0%	
	11	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	72.7%	49.2%
Female	3	27.3%	50.8%
	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%	1.3%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	2.9%
Hispanic / Latino	0	0.0%	10.9%
White, not Hispanic or Latino	8	100.0%	84.0%
Two or More Races	0	0.0%	
	8		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	4	50.0%	54.8%
Female	4	50.0%	45.2%
			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%	0.9%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	20.0%	45.8%
White, not Hispanic or Latino	8	80.0%	50.7%
Two or More Races	0	0.0%	
	10		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	3	30.0%	49.9%
Female	7	70.0%	50.1%
			100.0%

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

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	0.8%
Black / African American	0	0.0%	2.6%
Hispanic / Latino	0	0.0%	24.1%
White, not Hispanic or Latino	12	100.0%	71.9%
Two or More Races	0	0.0%	
	12		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	8	66.7%	51.8%
Female	4	33.3%	48.2%
			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%	1.1%
Hispanic / Latino	0	0.0%	9.7%
White, not Hispanic or Latino	6	100.0%	87.8%
Two or More Races	0	0.0%	
	6		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	3	50.0%	52.0%
Female	3	50.0%	48.0%
			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%	0.4%
Black / African American	0	0.0%	1.1%
Hispanic / Latino	0	0.0%	30.1%
White, not Hispanic or Latino	6	100.0%	67.6%
Two or More Races	0	0.0%	
	6		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	5	83.3%	49.4%
Female	1	16.7%	50.6%
			100.0%

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

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	1.1%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	4.2%
Hispanic / Latino	2	40.0%	38.0%
White, not Hispanic or Latino	3	60.0%	55.7%
Two or More Races	0	0.0%	
	5		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	5	100.0%	55.5%
Female	0	0.0%	44.5%
			100.0%

17th Judicial District (Adams and Broomfield Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.7%
Asian	2	8.0%	4.8%
Black / African American	1	4.0%	3.4%
Hispanic / Latino	4	16.0%	36.8%
White, not Hispanic or Latino	18	72.0%	54.3%
Two or More Races	0	0.0%	
	25	100.0%	100.0%

	# of Judges	% of Judges	Jud. District Population
Male	14	56.0%	50.1%
Female	11	44.0%	49.9%
	25	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	2.7%	0.5%
Asian	0	0.0%	6.1%
Black / African American	4	10.8%	8.0%
Hispanic / Latino	3	8.1%	15.4%
White, not Hispanic or Latino	29	78.4%	70.0%
Two or More Races	0	0.0%	
	37		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	21	56.8%	49.3%
Female	16	43.2%	50.7%
			100.0%

19th Judicial District (Weld County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.6%
Asian	0	0.0%	1.8%
Black / African American	0	0.0%	1.4%
Hispanic / Latino	2	13.3%	29.6%
White, not Hispanic or Latino	13	86.7%	66.5%
Two or More Races	0	0.0%	
	15		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	9	60.0%	50.0%
Female	6	40.0%	50.0%
			100.0%

20th Judicial District (Boulder County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	1	7.1%	5.2%
Black / African American	1	7.1%	1.3%
Hispanic / Latino	2	14.3%	13.8%
White, not Hispanic or Latino	10	71.4%	79.3%
Two or More Races	0	0.0%	
	14		100.0%

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

21st Judicial District (Mesa County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.8%
Asian	0	0.0%	1.1%
Black / African American	0	0.0%	1.1%
Hispanic / Latino	1	11.1%	14.6%
White, not Hispanic or Latino	8	88.9%	82.4%
Two or More Races	0	0.0%	
	9		100.0%

	# of Judges	% of Judges	Jud. District Population
Male	7	77.8%	49.7%
Female	2	22.2%	50.3%
			100.0%

22nd Judicial District (Dolores and Montezuma Counties)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	12.0%
Asian	0	0.0%	0.7%
Black / African American	0	0.0%	0.8%
Hispanic / Latino	1	25.0%	12.3%
White, not Hispanic or Latino	3	75.0%	74.2%
Two or More Races	0	0.0%	
	4		100.0%

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