

# OFFICE OF THE STATE COURT ADMINISTRATOR

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November 28, 2023

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:

It is my pleasure to present the FY2023 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 FY2023 from July 1, 2022 to June 30, 2023. 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.

It has been my pleasure and an honor to serve as the inaugural Head of Judicial Diversity Outreach program at the Colorado Judicial Department. I am proud of the work that this program has achieved since the program's inception in February 2020, and I am confident that this program will continue to be an important voice in the Colorado Judicial Branch.

Thank you for your continued support of the judicial diversity program.

Sincerely,

Sumi Lee  
Head of Judicial Diversity Outreach  
Colorado Judicial Department



## Judicial Diversity Outreach FY2023 Annual Legislative Report



### Colorado Judicial Department

Office of the State Court Administrator

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## EXECUTIVE SUMMARY

The Judicial Diversity Outreach (JDO) program continues to have a positive impact on the collective effort to create a state judicial system that reflects the Colorado communities that we serve. By providing information regarding how to become a judge, collaborating with urban and rural communities, and educating and inspiring the next generation of attorneys, JDO educates the public and the legal community about the process of becoming a judge in Colorado.

From July 1, 2022 to June 30, 2023 (FY2023), the Colorado Judicial Department welcomed forty-six judges to the bench, a 44% increase from FY2022. Of the new appointments, 50% of are women and 50% are men, which are the same percentages as last fiscal year. Of the forty-six appointees, 28% were judges of color: one American Indian/Native judge (2.2% of new appointments), three Asian/Asian American judges (6.5%) one Black/African American judges (2.2%), five Hispanic/Latino judges (10.9%), and three multiracial judges (6.5%) joined the bench. Thirty-three judges, or 72% of FY2023 appointments, identified as White (not Hispanic or Latino), which is down from 75% last year. Of the new judge appointees, fifteen (33%) were judicial officers (magistrates, municipal court judges, or county court judges) at time of appointment.

As of the writing of this report, 18% of judges on the Colorado state court bench are judges of color, a 7% increase from 2018 when Judge Gary Jackson of Denver County Court made the community call to action for the need for more diverse judicial officers on the bench. And whereas Colorado had just one Black District Court judge serving our state in 2018, we now have fifteen Black judges—eighteen including Denver County Court—taking the bench each day and representing our community.

The progress is made possible because we do not do the work alone. As of the writing of this report, Colorado Governor Jared Polis has now appointed more than 47% of all state and county court judges in Colorado. Thanks to the diligent work of the Governor Polis's office, the thorough considerations of judicial nominating commissions, and the involvement of the legal community, we have judges that understand the demands of the job and the impact of

being a judge. Initiatives such as the Dream Team 2.0 Coaching Program and the Colorado Hispanic Bar Association's Judicial Task Force provide invaluable resources to diverse and first-time judicial candidates. Our courtrooms are important learning grounds for law students to see law in action and learn what judges do. Investing time and effort in programs for law students are investments made in tomorrow's lawyers and future judges.

JDO completed thirty-three community presentations to local and national organizations in FY2023, including in-person events in six counties. The Dream Team 2.0 Coaching Program expanded its program to provide one-on-one coaching to twelve diverse judicial applicants, and the Greater Colorado Law Student Experience program collaborated with over thirty-five organizations to bring a rural summer legal internship experience for nine law students in the 5th Judicial District (Clear Creek, Eagle, Lake, Summit Counties), 8th Judicial District (Jackson and Larimer Counties), 10th Judicial District (Pueblo), 13th Judicial District (Kit Carson, Logan, Morgan, Phillips, Sedgwick, Washington, and Yuma Counties), and the 19th Judicial District (Weld County).

As the judicial diversity program enters its next chapter, it is important to reiterate why the work of judicial diversity is so important. Judicial diversity plays an important role in living out this mission of providing equal access to justice and strengthening the rule of law. Who the litigants see on the bench and how they are treated in the courtroom can send an invaluable message of inclusion and help dispel negative stereotypes about the justice system.

# 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 FY2023 Annual Legislative Report covers the period between July 1, 2022 to June 30, 2023.

# DATA REPORTING

From July 1, 2022 to June 30, 2023 (FY2023), the Colorado Judicial Department welcomed forty-six judges to the bench, a 44% increase from FY2022. Of the new appointments, 50% of are women and 50% are men, which are the same percentages as last fiscal year. Of the forty-six appointees, 28% were judges of color: one American Indian/Native judge (2.2% of new appointments), three Asian/Asian American judges (6.5%) one Black/African American judges (2.2%), five Hispanic/Latino judges (10.9%), and three multiracial judges (6.5%) joined the bench. Thirty-three judges, or 72% of FY2023 appointments, identified as White (not Hispanic or Latino), which is down from 75% last year. Of the new judge appointees, fifteen (33%) were judicial officers (magistrates, municipal court judges, or county court judges) at time of appointment. Detailed data on judicial diversity by judicial district is provided in the Appendix.

## Diversity of Judges on the Colorado State Court Bench in 2023

New to this year's Annual Legislative Report is data that expands on aspects of diversity than what the JDO program has been able to report on in previous years. Currently, the only official data that is provided in the Appendix is on race, ethnicity, and gender. In order to supplement the data points and to examine the lived experiences of Colorado's state court judges, JDO conducted a survey of judges and magistrates at the Annual Judicial Conference in Vail, Colorado on September 13, 2022.<sup>1</sup>

Utilizing a real-time polling tool, judges and magistrates attending during the morning session of the second day of the conference were asked to participate in the survey by scanning a QR code from their mobile devices. As each question advanced on a projector screen, respondents answered the questions on their respective mobile devices. This survey collected data on a number of topics ranging from diversity of life and educational experiences and the judicial application experience. All survey results were collected anonymously and participation in the survey was voluntary. Each question included an option

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<sup>1</sup> Thank you to Justice Melissa Hart, Beth Robinson, David Quirova, and Jennifer Mendoza for your assistance with the judicial survey.



to decline to answer, and providing an answer to one question was not a requirement for advancing to the next question in the survey.

Of the 320 unique survey responses collected from judges and magistrates, 7% of respondents were under the age of forty, 30% were between forty and forty-nine years old, 32% were between fifty and fifty-nine years old, 22% were over the age of sixty, and 9% of respondents' age could not be ascertained. 48% of the respondents were women, 46% of respondents were men, and 7% of respondents' gender could not be ascertained.

Using an in-person opportunity to collect data rather than conducting a survey via email made for a successful survey with a high percentage of participation. The Judicial Conference survey resulted in an average of 63% response rate for each question.<sup>2</sup> Typically, data for Denver County Court judges are not included in the Annual Legislative Report due to the unique appointing body and process of the court; however, Denver County Court judge responses are included for the purposes of the data collected in this section.

### Data Point 1: Sexual Orientation



### Key Findings

- 224 judges (63% of total judges serving on the bench in September 2022) answered the question regarding sexual orientation. Judges were asked to select one from the following options for the question: Bisexual, Gay, Heterosexual, Lesbian, Other, and Decline to answer. Seven percent of respondents identified as bisexual, gay, lesbian, or other. Of the

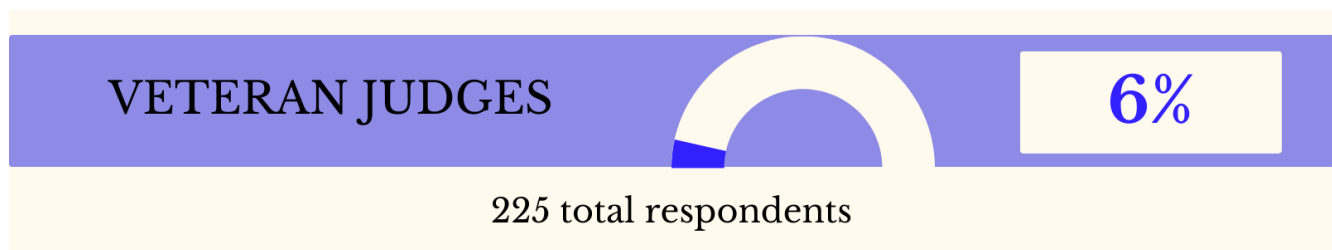
<sup>2</sup> Response rate calculation is based on the total number of judges serving on the bench as of September 2022, which is 353 judges, including Denver County Court. The number of collected responses averaged 300 respondents (judges and magistrates) for each question. However, only responses that could be specifically identified as being from a judge or a magistrate were included in the data points for this report. Because the first question of the survey asked each respondent to identify as a judge or a magistrate, respondents that began answering the survey questions after question 1 were not counted, as it could not be ascertained whether the response was from a judge or a magistrate. Judicial officers that are serving as both a judge and a magistrate were asked to select "judge" for the survey.



224 responses, 4.5% of judge respondents selected “declined to answer,” and the remaining 95.5% of respondents selected one of the other five answer options.

- Fifty-one magistrates answered this question, and 4% of magistrates indicated that they were LGBTQ+. No magistrates declined to answer the question.
- The Williams Institute at the University of California, Los Angeles School of Law estimates that 4.6% of Coloradans identify as LGBT.<sup>3</sup> The 2022 Annual Report from the Colorado Office of Attorney Regulation reports that 9.72% of attorneys participating in the demographic survey identify as LGBTQ+.<sup>4</sup>
- A separate question asked whether any judges identify as transgender. Of 270 judge and magistrate respondents to the question, no judge or magistrate identified as transgender. Four judicial officers declined to answer the question on transgender identity. The Williams Institute estimates that 0.6% of Coloradans identify as transgender.<sup>5</sup> The 2022 Annual Report from the Colorado Office of Attorney Regulation reports that 0.45% of attorneys participating in the demographic survey identify as transgender.<sup>6</sup>

## Data Point 2: Veteran Status



## Key Findings

- 225 judges (64% of total judges serving on the bench in September 2022) answered the question regarding veteran status. Judges were asked to select one from the following options for the question: Veteran, Not a Veteran, and Decline to answer. Of the 225

<sup>3</sup> The Williams Institute at UCLA School of Law. <https://williamsinstitute.law.ucla.edu/visualization/lgbt-stats/?topic=LGBT&area=8#density>. The data is based on the Gallup Daily tracking survey.

<sup>4</sup> 2022 Annual Report, Colorado Office of Attorney Regulation Counsel.

<https://coloradosupremecourt.com/PDF/AboutUs/Annual%20Reports/2022%20Annual%20Report.PDF>.

<sup>5</sup> The Williams Institute, *supra* note 3.

<sup>6</sup> OARC 2022 Annual Report, *supra* note 4.

responses, 6% of judges indicated that they were a veteran, and 0.9% of judge respondents selected “declined to answer.”

- 50 magistrates answered this question, and 4% of magistrates indicated that they were a veteran. No magistrates declined to answer the question.
- According to the National Center for Veterans Analysis and Statistics of the U.S. Department of Veteran Affairs, 6.7% of Colorado’s population in 2020 are veterans.<sup>7</sup> The 2022 Annual Report from the Colorado Office of Attorney Regulation reports that 7.28% of attorneys participating in the demographic survey identify as a veteran.<sup>8</sup>

### Data Point 3: Disability



### Key Findings

- 224 judges (63% of total judges serving on the bench in September 2022) answered the question regarding disabilities. The survey question asked respondents to answer Yes, No, or Decline to the following statement: “I am disabled due to a physical or mental impairment that substantially limits one or more major life activities.” Of the 225 responses, 5% of judges answered “yes” to the statement, and 1.3% of judge respondents selected “declined to answer,” and 94% of judges answered “no.”
- Fifty-two magistrates answered this question, and 2% of magistrates indicated that they had a disability. No magistrates declined to answer the question.
- The Institute on Employment and Disability at Cornell University estimates that 10.5% of Colorado’s population has a hearing, visual, cognitive, ambulatory, self-care, or independent living disability.<sup>9</sup> The 2022 Annual Report from the Colorado Office of

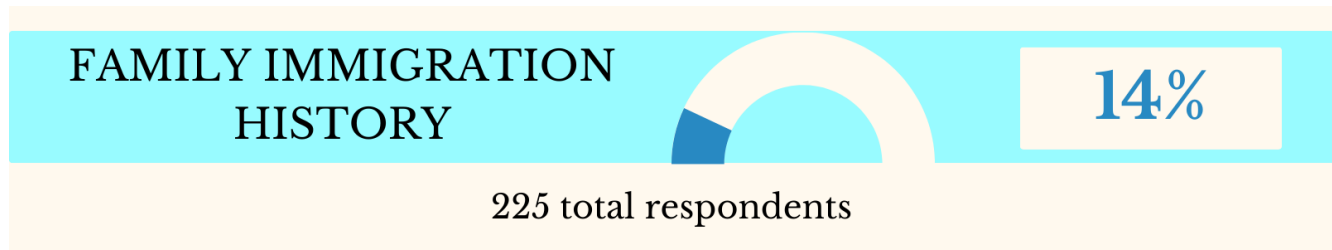
<sup>7</sup> National Center for Veterans Analysis and Statistics, U.S. Department of Veterans Affairs. [https://www.va.gov/vetdata/veteran\\_population.asp](https://www.va.gov/vetdata/veteran_population.asp).

<sup>8</sup> OARC 2022 Annual Report, *supra* note 4.

<sup>9</sup> Institute on Employment and Disability at Cornell University. <https://disabilitystatistics.org/>. Data is based on the 2019 American Community Survey.

Attorney Regulation reports that 4.33% of attorneys participating in the demographic survey identify as having a “physical or mental impairment limiting major life activities.”<sup>10</sup>

#### Data Point 4: Family Immigration History



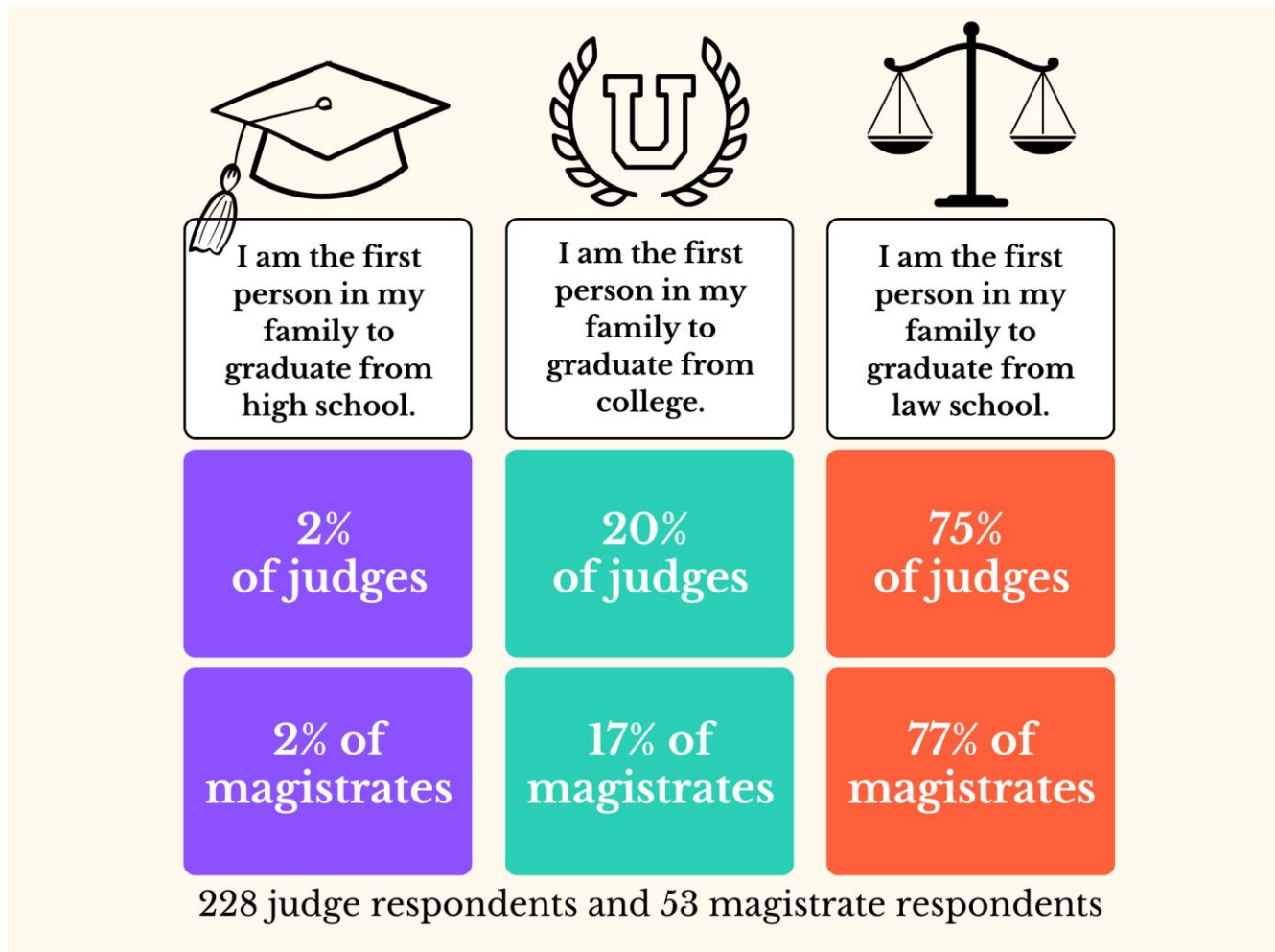
#### Key Findings

- 225 judges (64% of total judges serving on the bench in September 2022) answered the question regarding family immigration history. The question asked, “Are you an immigrant or a child of an immigrant?” Respondents were asked to choose from the following answer options: I am an Immigrant, I am a child of an immigrant, None of these statements apply to me, and Decline to answer. Of the 225 judge respondents, 2.2% selected “declined to answer,” 4% stated that they were an immigrant, and 10% stated that they were a child of an immigrant.
- Fifty magistrates answered this question, and 10% of magistrates indicated that they were an immigrant or a child of an immigrant. 2% indicated that they were an immigrant and 8% answered that they were a child of an immigrant. 2% of magistrate respondents declined to answer the question.
- The combined survey shows that 13% of judges and magistrates are an immigrant or a child of an immigrant. According to the Office of New Americans at the Colorado Department of Labor and Employment’s 2021 Annual Report, one in ten Coloradans (10%) is an immigrant, and 11% of the state’s population are native-born Americans with at least one immigrant parent.<sup>11</sup>

<sup>10</sup> OARC 2022 Annual Report, *supra* note 4.

<sup>11</sup> 2021 Annual Report, Office of New Americans, Colorado Department of Labor and Employment. [https://cdle.colorado.gov/sites/cdle/files/Office\\_of\\_New\\_Americans\\_Annual\\_Report\\_2021.pdf](https://cdle.colorado.gov/sites/cdle/files/Office_of_New_Americans_Annual_Report_2021.pdf).

## Data Point 5: Education

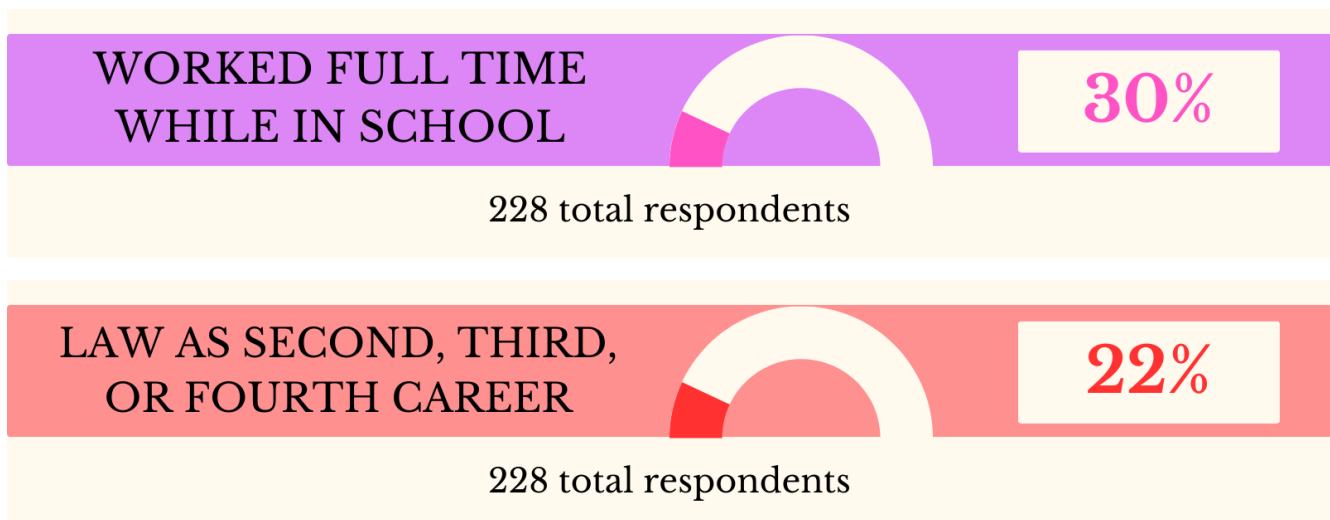


### Key Findings

- 228 judges (65% of total judges serving on the bench in September 2022) answered the question regarding their education experience. The question asked the respondents to select statements that apply to them:
  - I am the first in my family to graduate from high school.
  - I am the first in my family to graduate from college.
  - I am the first in my family to graduate from law school.
  - None of these statements apply to me.
  - Decline to answer
- Of the 228 judge respondents, 2% answered that they were the first person in their family to graduate from high school, 20% responded that they were the first person in their family to graduate from college, 75% of judges responded that they were the first person in their family to graduate from law school, and 0.4% of judges selected “decline to answer.”

- Fifty-three magistrates answered this question, 2% answered that they were the first person in their family to graduate from high school, 17% responded that they were the first person in their family to graduate from college, and 77% of judges responded that they were the first person in their family to graduate from law school. No magistrate declined to answer the question.
- Of the 75% of judges that answered that they were the first in their family to graduate from law school, 35% identified as diverse (racially or ethnically diverse, LGBTQ+, and/or a person with disabilities). According to the Law School Survey of Student Engagement, 29% of law students are first-generation.<sup>12</sup>

### Data Point 6: Work Experience



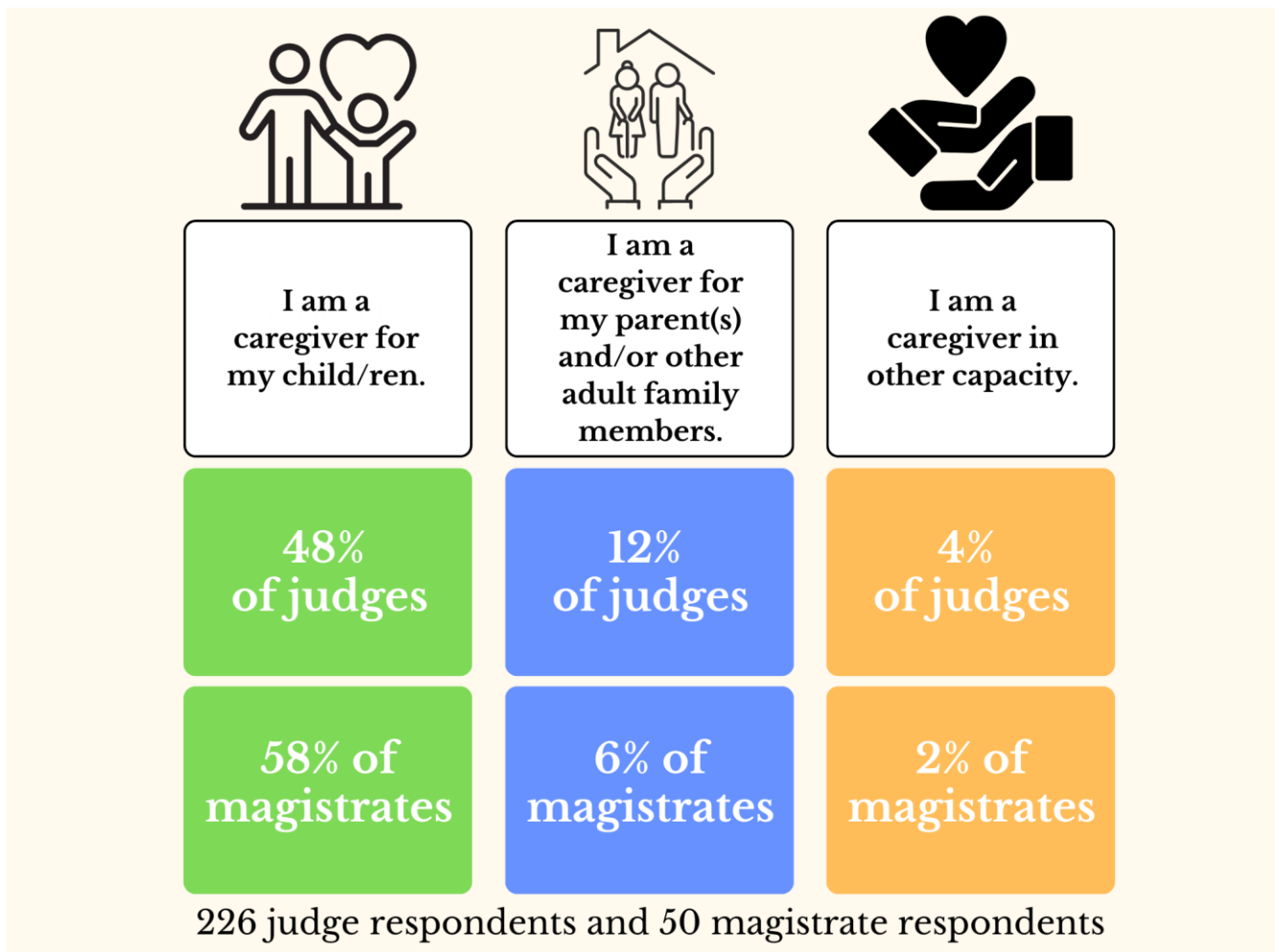
### Key Findings

- 228 judges (65% of total judges serving on the bench in September 2022) answered the question regarding their work experience prior to becoming a lawyer. These questions were designed to gathering information about judges that had work experiences before attending law school and/or worked full time while attending college or law school. The question asked the respondents to select all statements that apply to them:
  - I worked full-time while going to college and/or law school.
  - Law is my second, third, or fourth career.

<sup>12</sup> Law School Survey of Student Engagement, Indiana University Center for Postsecondary Research. <https://lsse.indiana.edu/tag/first-generation/>.

- None of these statements apply to me.
- Decline to answer
- Thirty percent of judges answered that they worked full-time while in college and/or law school, and 22% answered that law is their second, third, or fourth career. Of the 228 judge respondents, 0.4% selected “decline to answer.”
- Fifty-three magistrates answered this question, and 11% indicated that they worked full time while in college and/or law school, and 14% answered that law is their second, third, or fourth career. No magistrate declined to answer the question.

### Data Point 7: Caregiver Responsibilities



## Key Findings

- 226 judges (69% of total judges serving on the bench in September 2022) answered the question regarding caregiver responsibilities. The question asked the respondents to select all statements that apply to them:
  - I am a caregiver for my child/ren.
  - I am a caregiver for my parent(s) and/or other adult family members.
  - I am a caregiver in other capacity.
  - None of these statements apply to me.
  - Decline to answer
- Of the 226 judge respondents, 48% answered that they are a caregiver for their child or children, 12% of judges stated that they are a caregiver for their parent, parents, and/or other adult family members, 4% answered that they are a caregiver in other capacity, and 1.3% declined to answer the question.
- Fifty magistrates answered this question, and 58% answered that they are a caregiver for their child or children, 6% stated that they are a caregiver for their parent, parents, and/or other adult family members, 2% answered that they are a caregiver in other capacity. No magistrate declined to answer the question.
- The aggregate data of judges and magistrates show that 64% of judges and 66% of magistrates have caregiver responsibilities for a child, a parent, an adult, or other persons.

## Data Point 8: Race

Race	% of Judge Respondents (Survey)	% of Judges (Appendix Data)
American Indian or Alaska Native only	0.4%	0.6%
Asian or Asian American only	2.7%	2.7%
Black or African American only	3.6%	4.5%
Middle Eastern or North African only	0.4%	N/A
White only (includes Hispanic/Latino)	84.0%	82.4% <sup>13</sup>

<sup>13</sup> The Appendix data specifies “White, not Hispanic or Latino,” as race and ethnicity categories are presented together in the same question.



<b>American Indian/Alaska Native, Black/African American, White, and Multiracial</b>	0.4%	N/A
<b>American Indian/Alaska Native and White</b>	2.2%	N/A
<b>Asian/Asian American and White</b>	0.9%	N/A
<b>Some other race</b>	2.2%	N/A
<b>Some other race and White</b>	0.4%	N/A
<b>Decline to answer</b>	2.7%	N/A

## Key Findings

- Currently, one of the limitations of the official data on race and ethnicity as provided in the Appendix is that judges are limited to selecting one racial and ethnic category in the onboarding data survey. The survey questions separated collection of data on race and ethnicity and allowed respondents to select more than one race option.
- The question asked, “What is your race? If you identify as multiracial, please check all that apply.”
  - American Indian or Alaska Native
  - Asian or Asian American
  - Black or African American
  - Middle Eastern or North African
  - Native Hawaiian or other Pacific Islander
  - White or Caucasian
  - Some other race
  - Decline to Answer
- The categories of “Middle Eastern and North African,” and “Native Hawaiian or other Pacific Islander” are not currently available as answer options in the onboarding process at the Judicial Branch. However, these categories are a part of the U.S. Census as well as the Demographic Survey of the Colorado Office of Attorney Regulation Counsel and were provided as options for this survey.
- 225 judges (64% of total judges serving on the bench in September 2022) answered the question on race. The responses are consistent with the demographic information provided in the Appendix, with a few exceptions: the number of multiracial judges with American Indian/Alaska Native heritage is 2.7%, which is more than four times the number of judges that reported as American Indian or Alaska Native in the Appendix of

the report (0.6%). This data suggests that the number of American Indian/Alaska Native judges that are reported as part of the Annual Legislative Report is underrepresented, perhaps due to the “check one box” nature of the current onboarding data collection, and not being able to capture detailed information when a judge selects “one or more race.”

- The second notable point is consistent with the Colorado population becoming an increasingly multiracial state; the number of judges that selected two or more race categories was more than double what is reported as “two or more races” in this report. The question on race demonstrates the need for reevaluation of how information on race and ethnicity is collected as part of the onboarding process to fully capture the judges’ racial and ethnic backgrounds.

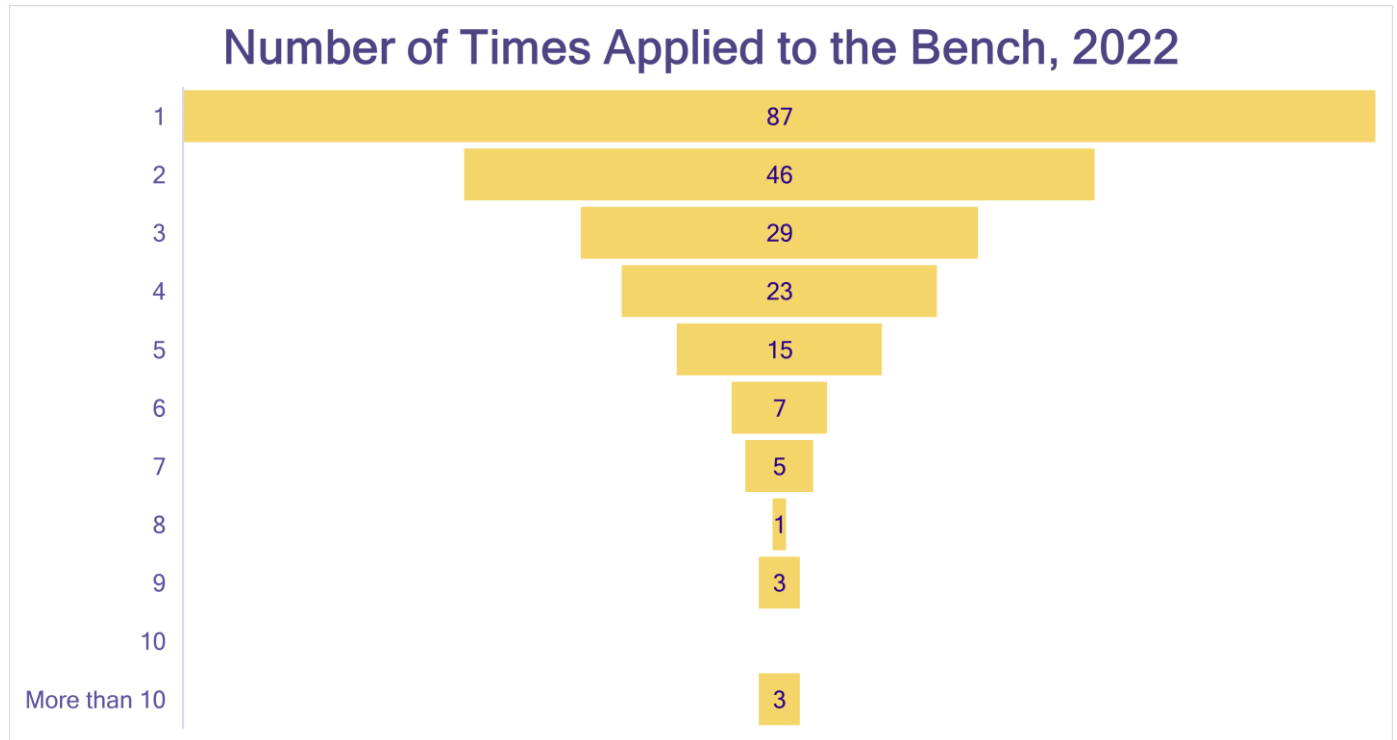
### Data Point 9: Ethnicity

Ethnicity	% of Judges Respondents (Survey)	% of Judges (Appendix Data)
Hispanic, Latino, or Spanish Origin	14.2%	8.1%
Not Hispanic, Latino, or Spanish Origin	82.7%	N/A
Decline to answer	3.1%	N/A

### Key Findings

- 226 judges (64% of total judges serving on the bench in September 2022) answered the question regarding ethnicity. The question asked, “Are you of Hispanic, Latino, or Spanish origin?” Respondents were asked to choose from the following answer options: Yes, I am of Hispanic, Latino, or Spanish origin, No, I am not of Hispanic, Latino, or Spanish origin, or Decline to answer. Of the 226 responses, 3.1% of judges selected “declined to answer,” and 32 judges answered that they are of Hispanic, Latino, or Spanish origin. The number of Hispanic/Latino judges identified through the survey is consistent with the number of Hispanic/Latino judges that reported in the Appendix of this report.

## Data Point 10: Applying to be a Judge



### Key Findings

- 219 judges (62% of total judges serving on the bench in September 2022) provided information about the number of times they applied to be a judge. Judges were asked to answer from 1 through 10, “10 or more,” or decline to answer. The question clarified that if they were appointed as a judge the first time they applied, the answer to the question would be 1. If judges were appointed in multiple jurisdictions (i.e. appointed to the County Court bench and later appointed to the District Court bench), respondents were asked to provide data for their first appointment to the bench.
- The chart above provides data on how many times a judge applied for the bench, with the number represented in each bar graph showing the number of responses received for each number of applications. The data shows that the average number of applications to become a judge is 2.6.<sup>14</sup>

<sup>14</sup> For the purposes of calculating the average, 11 was used for the responses “More than 10.”

# PROGRAM OVERVIEW

## Program Focus

As discussed in previous 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

As demonstrated in the earlier section, Data and Research provide important benchmarks for judicial diversity in Colorado and communicate the need for additional information to be collected and analyzed. Because JDO cannot support vacancies in all of Colorado's 22 Judicial Districts at the same time, data helps identify focus points and priorities. There are consistent and frequent requests for judicial diversity data in presentations, meetings, and policy discussions. With continued focus on data and research, JDO will continue to be able to provide judicial diversity insights and report on trends.

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. As the Judicial Diversity Outreach program becomes a part of the Office of People and Culture's work within the Human Resources Department, JDO can contribute in the evaluation and improvement of how and what information is collected about our judicial officers so that the program can not only have accurate information but also help set the tone of an inclusive workplace where the richness of each person's identities can feel seen and celebrated.

The Judicial Diversity Outreach webpage on the Colorado Judicial Department's website ([www.courts.state.co.us/judicialdiversity](http://www.courts.state.co.us/judicialdiversity)) continues to provide information to internal and external partners. Last year's 2022 Annual Legislative Report was widely read and accessed by the members of the Colorado Bar Association (CBA) – Colorado Judicial Institute (CJI) Diversity on the Bench Coalition and by the members of the Judicial Nominating Commissions.

## PROGRAM FOCUS 2: COMMUNITY ENGAGEMENT

The Judicial Diversity Outreach program completed thirty-three community presentations to local and national organizations in FY2023, including in-person events in six counties. In addition to sharing judicial diversity outreach work through CLE programming hosted by the Arapahoe County Bar Association, CBA Judicial Liaison Section, the CBA Litigation Section, the Colorado Diverse Attorney Community Circle, Colorado Attorney Mentoring Program, and the Colorado Court Employees Conference, JDO participated in events to engage with middle school and college students to promote a career in the legal profession.

In September 2022, JDO partnered with Colorado College to bring Law Night for Colorado College and University of Colorado at Colorado Springs students at the Colorado College campus. The event served as an informational session for college students from both schools who are interested in the legal profession. The students had the opportunity to hear from a panel of judges featuring Judge Frances Johnson of 4th Judicial District, Judge Sueanna Johnson of the Colorado Court of Appeals, Joel Pratt, a Colorado Springs attorney, and Evan Mahon, a 2L student from the University of Colorado Law School.



Law Day at Colorado College with Colorado College and University of Colorado at Colorado Springs students



After the panel discussion, the 45 students participated in small group discussions with attorneys and judges in the Colorado Springs area where they learned about how to apply for law school and ask questions about summer internships and various practice areas.

In October 2022, JDO hosted middle school students from Asian Girl Ignite, whose mission is to build a strong community of Asian Pacific and Pacific Islander (AAPI) girls and women by celebrating their individual and collective power through shared stories.<sup>15</sup> AAPI middle school students spent an afternoon visiting the Ralph Carr Judicial Center, the Judicial Learning Center, and participated in a storytelling panel discussion with Judge Neeti Pawar and Judge Sueanna Johnson of the Colorado Court of Appeals. The students got to hear the judges' stories of growing up as Asian American women and what it means for them to be an Asian American woman on the bench. The event provided AAPI girls to have access to role models who will inspire and help them envision their potential for success, and to create spaces where AAPI girls feel they belong.



Hon. Neeti Pawar and Hon. Sueanna Johnson with students from Asian Girls Ignite

Updates to the Judicial Application in December 2022 also provided an opportunity to connect with attorneys about specific questions on the judicial application. Over 10 years had passed since the Application for Colorado State Court Judgeship was last updated, and the Judicial Application was updated in 2022 to provide clarity for applicants and to help

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<sup>15</sup> Asian Girls Ignite, <https://www.asiangirlsignite.org/>.



decisionmakers find and collect relevant information about each applicant.<sup>16</sup> JDO participated in a work group that reviewed and updated the questions on the Judicial Application. Some of the notable changes include combining and re-ordering of certain questions to reduce redundancy, requesting the submission of a resume as part of Question 12, changing the personal statement length to 400 words for each subpart, and providing an opportunity for the applicant to explain plans to become a qualified elector of the county or judicial district if they are not an elector at the time of the application. The application also now includes a voluntary demographic survey to collect demographic information about judicial applicants. JDO hosted a virtual WebEx shortly after the release of the new Judicial Application to help attorneys and decisionmakers learn about the changes to the Judicial Application.

Building off the in-person visits with judicial districts that began in FY2022, JDO held in-person events in 6 counties: Arapahoe County, Boulder County, Denver County, El Paso County, Jefferson County, and Larimer County. The JDO program was able to provide virtual and in-person services to 17 counties in FY2023. JDO also presented at several conferences this year: the Colorado Court Employees' Conference, conducting the survey at Judicial Conference, Law Night at the University of Colorado at Colorado Springs, and the Colorado Diverse Attorney Community Circle. In March 2023, JDO was invited to attend an all-day meeting on Judicial Performance Convening: Examining Colorado's Judicial Performance Evaluation Program hosted by the Institute for the Advancement of the American Legal System (IAALS). Because judicial performance impacts retention and support is needed for new judges that experience the process for the first time, JDO was able to help imagine Colorado's judicial performance evaluation system to better assist justices and judges. Nationally, JDO had the opportunity to share the work done in Colorado with the Utah State Court Administrator's Office and to the National Council of Juvenile and Family Court Judges, which resulted in new connections with out-of-state contacts that are also engaged in judicial diversity work.

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<sup>16</sup> The updated Judicial Application is available at <https://www.courts.state.co.us/Careers/Judge.cfm>.

## 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 2022 Annual Legislative Report continue to grow and expand its reach. Below, JDO will report on the progress of these pipeline programs.

### Dream Team 2.0 Coaching Program

JDO continues to partner with the Center for Legal Inclusiveness (CLI) in its Dream Team 2.0 Diverse Coaching Program offering. In the program's second year, twelve judicial applicants participated in the 6-month coaching program with a dedicated justice or judge coach for each of them. From October 2022 to April 2023, 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 2023 Dream Team Coaching Program:

Justice Richard Gabriel	Colorado Supreme Court
Justice William Hood	Colorado Supreme Court
Chief Judge Susan Blanco	8th Judicial District 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 Melina Hernandez	Arapahoe County Court
Judge Sueanna Johnson	Colorado Court of Appeals
Judge Isabel Pallarés	Denver County Court
Judge Don Toussaint	18th Judicial District Court

A new offering as part of the 2023 program was a lunchtime program that featured success stories from previous Dream Team 2.0 participants and representatives of Governor Polis's Office of Legal Counsel to share about their due diligence and interview process. This event

was well attended and received, and the participants have requested more events like this to complement the one-on-one offering. Since the Dream Team 2.0 Coaching Program's inception, five of the twenty-two total program participants have been successfully appointed as judges and two participants have been selected as finalists. Based on participant feedback, one of the benefits of the program is demystifying the judicial application process and knowing that they do not have to go through the process alone. As one of the participants from the 2023 class stated:

*Because of the program, I got to meet other people who are going through the process. We were able to provide insight and even coach one another. My coach was amazingly helpful and insightful about the judicial application process, and I would recommend this program to anyone.*

2023 Dream Team 2.0 Program participant

As stated in last year's report, 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. The flexibility in scheduling allows for busy attorneys to create time in their schedule to dedicate to progressing their judicial application preparation, and the six-month timeline motivates the participants to focus and to make the most out of the judge coaches' time and energy. Future plans for this program include hosting monthly events that address a specific aspect of the application process, such as well-being practices in the judicial application process and personal branding and interviewing skills.

### **“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 FY2023. JDO held two “Spotlight On” events in FY2023. The first event, held in November 2022, provided information about the vacancies in Rio Blanco County Courts that occurred due to the passing of Judge Francis “Joe” Fennessy. Due to the timing of the vacancies and the unique residency requirement of the Rio Blanco County associate county judge position, the Judicial Diversity Outreach collaborated with the 9th Judicial District to host a WebEx event to explain

the positions' requirements and responsibilities. The second spotlight event, held in January 2023 at the Jefferson County Combined Courts and via WebEx, provided information regarding the day-to-day functions of the district court judge position. The event also provided an opportunity for participants to ask a member of the local Judicial Nominating Commission and the Governor's office about the interview and selection process.

Applicants are continuing to find the "Spotlight On" series as an effective way to explore the specific requirements of each vacancy, the collaborative culture of the district, and to ask questions to judges that have been through the process. 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 events in an efficient manner.

## **Java with Judges**

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.<sup>17</sup> Java with Judges has provided robust networking opportunities for diverse law students in the past three years, connecting over 350 students with 200 judges and 100 law clerks virtually and in person. As of the writing of this report in August 2023, the program celebrated the 100th session of Java with Judges program.

One of the key features of the Java with Judges is the small group setting format. From the program's inception, each Java with Judges has been capped at two judge and one law clerk hosts that meet with six law students for a one-hour conversation. By keeping the group size small, students enjoy the opportunity to ask questions and judge hosts can hear from everyone in the group.

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<sup>17</sup> The Judicial Diversity Outreach program would like to thank the following members of the Java with Judges Steering Committee for the FY2023 year: Hon. Jaclyn Casey Brown, Hon. Don Toussaint, Megan Berry, Ellen Blatt, Xelef Botan, Caley Carlson, Hayden Deporter, K.D. Dingey, Evan Mahon, Nicole Soto Quintero, and Jeanette Sternberg Lamb. Thank you for your service and volunteering your time and expertise for this program.

*It was great for the Java with Judges session to be limited to a few people because it allowed each of our questions to be answered. Also, having three hosts was great because it allowed us to hear more in-depth about each of their experiences and ask particular questions to each.*

Student participant in Java with Judges

In addition to open topic sessions, Java with Judges continues to offer “special theme” sessions, such as a session for students interested in public interest law, a session for law students and judges with disabilities in celebration of Disability Pride Month, immigration law-interest session, and a session for LGBTQ+ students and judges. Participants have stated that they enjoy connecting on a specific topic of interest and discussing the career paths in detail. When many students enter law school with an interest in many areas of the law, Java with Judges is one of the ways that law students can get a glimpse into the life and practice in an area of the law.

As COVID-19 restrictions have lifted and law schools have resumed in-person classes, Java with Judges program is also seeing the impact of the post-COVID-19 world on its program attendance. While the program has been offered mostly in a virtual format for the past three years, law students are looking to connect with justices, judges, and law clerks in a new format. The program benefits from the dedicated work of the Steering Committee who will engage in a new round of listening tours with diverse law student organizations to determine the program’s future programming. One of the strengths of the Steering Committee is the open communication between current law students, recent graduates, law clerks, and judges to better understand the needs of law students from underrepresented communities. The continued success of the Java with Judges program is in its creativity, versatility, and the Steering Committee’s willingness to listen to the needs of the students and to evolve as a pipeline program.

## **Judicial Walking Tours for Diverse Law Students**

The Judicial Diversity Outreach program expanded its reach to offer state judicial walking tours to more diverse law student organizations in FY2023. The state judicial walking tours



are half-day events that give diverse law students an introduction to the Colorado Supreme Court, the Colorado Court of Appeals, and Colorado state trial courts, as well as an opportunity to dialogue with attorneys and judges from their respective diverse community.

In September 2022, the Colorado Judicial Department hosted the Black Law Students' Associations (BLSA) of the University of Colorado Law School (Colorado Law) and the University of Denver Sturm College of Law (Denver Law) for the walking tour. In October 2022, the students of the Latinx Law Students' Association (LLSA) and the Native American Law Students' Association (NALSA) of Colorado Law and Denver Law completed the judicial walking tour. In the spring semester, LGBTQ+ students of the OUTLaws at Colorado Law and Denver Law attended the tour, and the Asian Pacific American Law Students' Association (APALSA), the South Asian Law Students' Association (SALSA), and the Arab Law Students' Association (ALSA) of Colorado Law and Denver Law participated in the tour in April 2023.



Students of the Black Law Students' Associations at Colorado Law and Denver Law



Judge Adam Espinosa and CHBA members hosting LLSA and NALSA students for a panel discussion

The Judicial Walking Tour program includes a fireside chat with members of the judiciary and practitioners to give students an opportunity to ask questions about the judges' career paths and learn about the attorneys' experiences that are specific to their diverse community. The students get a chance to visit both Colorado's state appellate courts and trial courts and learn about the differences in the day-to-day for the judges serving in each of these courts. By engaging in conversations specific to their community, these events help create a sense of community and an intentional space for students to identify shared experiences with attorneys and judges from their community. Several students have obtained judicial internships as a result of connections they have made with justices and judges at the Judicial Walking Tour as well.

The Judicial Walking Tours are now a part of the annual programming offering for the JDO program and the IDEA Committee of the Colorado Court of Appeals. By opening the doors and welcoming communities that have historically been underrepresented in our highest courts, JDO program helps law students learn early on in their law school experience about what judges do, how to become a judge, how diverse attorneys navigate the challenges they face, and what resources are available to them.





Students of OUTLaws at Colorado Law and Denver Law



Students of APALSA, SALSA, and ALSA at Colorado Law and Denver Law

## Greater Colorado Law Student Experience

As mentioned in previous annual reports, building legal opportunities in Colorado's rural communities is an important aspect of addressing access to justice issues as well as building a strong pipeline to the bench. In FY2023, the Greater Colorado Law Student Experience

(GCLSE)<sup>18</sup> program graduated from pilot stage in 2022 to expand the program's reach in additional regions. In partnership with local bar associations, CBA leaders, local judicial districts, and community partners, the 2023 GCLSE Program was offered in the following regions with total of nine participating students:

- 5th Judicial District: Eagle, Lake, Summit, and Clear Creek Counties (two students)
- 10th Judicial District: Pueblo (three students)
- 8th, 19th, and 13th Judicial Districts: Jackson, Larimer, Weld, Morgan, Logan, and Washington Counties (four students)

A change that was made from last year was to better leverage the Friday programming by utilizing both Thursdays and Fridays to expose students to legal opportunities and projects outside of the courthouse. Each local community also provided ample opportunities for students to visit with private practitioners and public service attorneys and participate in community events to expose them to the life and culture of the community. Across the three regions, over thirty-five organizations came together to make this program possible.<sup>19</sup> As one student noted:

*While I had a vague notion of the “legal desert” within rural Colorado before starting this internship, I am leaving with an impression that resources are scarce, but the communities are also close-knit and work their hardest to find creative solutions to these problems.*

Greater Colorado Law Student Experience Fellow 2023

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<sup>18</sup> 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).

<sup>19</sup> The Judicial Diversity Outreach program would like to thank the following organizations for making the 2023 Greater Colorado Law Student Experience possible: 5th Judicial District (especially Hon. Paul Dunkelman, Hon. Jonathan Shamis, Michael Pisciotto, Vanessa McClain, Beth Pond, and Julia Chamberlain), 8th Judicial District (especially Hon. Susan Blanco and Hon. Kandace Majoros), 10th Judicial District (especially Hon. Allison Ernst), 13th Judicial District (especially Hon. Carl McGuire), 19th Judicial District (especially Hon. Allison Esser and Marci Hoffman), Colorado Judicial Department, Marci Fulton and the University of Colorado Law School, Dean Alexi Freeman and the University of Denver Sturm College of Law, Claire Havelda (Chair of the Northern Colorado GCLSE program), Kyle Aber (Chair of the Pueblo GCLSE program), 13th JD Bar Association, Colorado Bar Association (especially Amy Larson, Amy Sreenen, and Emy López), Colorado Bar Foundation, Colorado Women's Bar Association, Larimer County Bar Association, Pueblo Bar Association, Weld County Bar Association, CBA Family Law Section, CBA Litigation Section, CBA Real Estate Section, CBA Trust and Estate Section, Gail Rodosevich and Colorado Legal Services – Pueblo Office, Eagle Valley Land Trust, Lake County Build a Generation, Art Abplanalp, Ian McCargar, Colorado Mountain College, Colorado State University – Pueblo, University of Northern Colorado, Evans City Attorney's Office, Fort Collins City Attorney's Office, Weld County DA's Office, Burnham Law Firm, Coan Payton Payne, Tricia Matuszczak, and many others.

What the development of this program in the past three years has shown is that the rural communities are energized and motivated to support a program like this. By providing the organizational and financial support, the GCLSE program helps bridge the gap between the law students and the need for new attorneys in rural communities. GCLSE has been a success because of the passion for access to justice that the attorneys and the local bar associations bring to this program. In addition, working with the students have been invigorating for the attorneys in Greater Colorado communities as well:

*The externs' contagious enthusiasm has truly been a breath of fresh air for our [organization's] staff attorneys. Last Thursday, during our time at the eviction docket and lunch, their energy and passion were evident, reminding us of how thrilling and rewarding our work can be. Our opportunity to work with the externs reaffirms our commitment to actively engage with students and provide them with valuable insights into the realities of practicing law outside of the metro area.*

GCLSE internship supervisor in the 2023 program

Two aspects of this program that continue to be challenge areas are financial resources and affordable housing options. Eight organizations awarded scholarships to provide stipends for housing and living expenses for nine students at \$3,400 per student<sup>20</sup> for the 2023 Greater Colorado Law Student Experience program: The CBA Business Law Section, CBA Family Law Section, CBA Trust and Estate Section, CBA Real Estate Section, the Colorado Bar Foundation, the 13th JD Bar Association, Larimer County Bar Association, and the Weld County Bar Association.

Housing options for the students in the 2023 program were made available at Colorado State University – Pueblo campus, Colorado Mountain College at Leadville, the University of Northern Colorado, and the Colorado State University. However, because some of the counties did not have a college campus (such as Jackson County and Morgan and Logan Counties), the students relied on private housing and short-term rental options as well. Due to

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<sup>20</sup> \$3,400 is the public service scholarship amount available through Colorado Law and Denver Law.

the higher cost of short-term housing in the summer, the recommendation is to provide a \$5,000 housing and living stipend per student participating in this program in future summers. The higher stipend amount will also help the program stay competitive among other summer internship options.

Embarking on a mission to create this program three years ago began with a small group conversation, and the program has now grown into a foundation for a program with great reach and impact. The Greater Colorado Law Student Experience is an example of how the issues that impact the legal community in Colorado are related; addressing the judicial diversity issues for a majority of the twenty-two Judicial Districts also involves addressing legal desert issues and creating legal opportunities in Greater Colorado. As stated in last year's report, The concepts of "law deserts," access to justice, and rural practice are not new to the Colorado legal community. The need for pipeline building and succession practice planning outside of the metro areas has been apparent for decades, and innovative programs like these are needed to make an impact. This program has discovered a surprising number of students at Colorado Law and Denver Law are looking for legal opportunities outside of the Denver Metro area.<sup>21</sup> Without a program like this, many law students and young lawyers without prior connections to Colorado's rural regions will continue to rely on assumptions and stereotypes about being a lawyer in a Greater Colorado community.

To support the GCLSE program's growth in future years, JDO will explore opportunities to partner with statewide programs such as the Colorado Access to Justice Commission (CAJC).<sup>22</sup> CAJC's mission is to expand access, quality, and fairness in the justice system for all Coloradans, and the CAJC is comprised of twenty appointees from various legal entities in Colorado. As an entity that is known as a hub of many stakeholders working to improve access to justice in Colorado, CAJC can help expand GCLSE's reach and strengthen its pipeline building efforts with law students.

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<sup>21</sup> Forty-four students have applied for the GCLSE program in the last two years.

<sup>22</sup> Colorado Access to Justice Commission, <https://www.coloradoaccesstojustice.org/>.



## MEASUREMENT AND REVIEW

As in prior years, the FY2023 Annual Legislative Report provides data on the number of diverse judges serving on the Colorado state court bench as of June 30, 2023. This information can be found 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>Collected data on LGBTQ+ judges and judges with disabilities at the 2022 Colorado Judicial Conference.</p> <p>Began implementing anonymous, voluntary demographic survey of judicial applicants as part of the Judicial Application beginning in December 2022.</p> <p>All twelve applicants who participated in the 2022-2023 Dream Team 2.0 Coaching Program identify as Black, Indigenous, People of Color (BIPOC), persons with disabilities, and/or LGBTQ+. Five of the twenty-two program participants in the past two years have been appointed as judges.</p>

<p>Increasing the number of resources available to decision makers</p>	<p>JDO continues to share judicial diversity data and judicial district demographic data with the Governor's office on a regular basis.</p> <p>The 2022 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>Supporting judicial well-being programs that promote long-term successes of diverse judges</p>	<p>JDO participated in Judicial Performance Convening: Examining Colorado's Judicial Performance Evaluation Program hosted by the Institute for the Advancement of the American Legal System (IAALS) to provide input on the improvement of Colorado's judicial performance evaluation process.</p> <p>JDO provides the Judicial Well-Being Committee with judicial diversity data and information and collaborates in its work to create an inclusive workplace.</p>

## LOOKING AHEAD

The work of increasing judicial diversity and improving access to justice certainly cannot be done alone. However, Colorado's investment in having a full-time position has empowered the Colorado Judicial Branch to help address the need more effectively. As the JDO program completes its third full year, this report has provided the opportunity to reflect on the foundational work done in the first three years and identify areas where the program can have greater impact. As the judicial diversity program enters its next chapter, it is important to reiterate why the work of judicial diversity is so important. Judicial diversity helps the Judicial Branch represent not just some—but all—of the communities that we serve. As the updated mission of the Colorado Judicial Department states:

The Judicial Department works to provide equal access to justice, contribute to public safety, and strengthen the rule of law across Colorado. Together our courts and probation departments are committed to impartial and timely dispute resolution; support for families, litigants, and victims; client rehabilitation; and meaningful community engagement.

The increase in number of diverse judges in Colorado can be seen in data points, charts, and graphs that are presented throughout this report. However, the impact of judicial diversity on litigants, court staff, judges, attorneys, and the legal community is perhaps difficult to measure but just as important. At the Colorado Judicial Conference in September 2022, many judges noted that Judicial Conference looked and felt different that year, and that it was encouraging to see more women and more diverse colleagues among them. Judges note the impact they can see on the litigants' faces when they see diversity reflected behind the bench. New judges understand they have program resources and colleagues to turn to if they face difficulties as a new judge. Law students share how inspiring it is to meet judges that were also the first in their family to go to law school and to know they are not alone in figuring out who they are as lawyers. These experiences contribute to the challenging but important work of creating belonging and inclusion in the workplace and providing equal access to justice and strengthening the rule of law across Colorado.



# APPENDIX

## RACE, ETHNICITY, AND GENDER DATA OF COLORADO STATE COURT JUDGES<sup>23</sup>

### Statewide

Race / Ethnicity	# of Judges	% of Judges	Colorado Population <sup>24</sup>
American Indian / Alaska Native	2	0.6%	0.6%
Asian	9	2.7%	3.5%
Black / African American	15	4.5%	4.1%
Hispanic / Latino	27	8.1%	22.0%
White, not Hispanic or Latino	276	82.4%	67.3%
Two or More Races - Not Hispanic or Latino	6	1.8%	2.4%
	<b>335</b>	<b>100.0%</b>	<b>100.0%</b>

Gender	# of Judges	% of Judges	Colorado Population
Male	184	54.9%	50.1%
Female	151	45.1%	49.9%
	<b>335</b>	<b>100.0%</b>	<b>100.0%</b>

### Judicial Appointments of FY2023 (July 1, 2022 – June 30, 2023)<sup>25</sup>

	# of New Judges	% of New Judges
American Indian / Alaska Native	1	2.2%
Asian	3	6.5%
Black / African American	1	2.2%
Hispanic / Latino	5	10.9%
White, not Hispanic or Latino	33	71.7%
Two or More Races	3	6.5%
	<b>46</b>	<b>100.0%</b>

<sup>23</sup> 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, 2023. The data does not include demographic information for judges that were appointed but not yet taken their oaths of office as of June 30, 2023, Denver County Court judges, Magistrates, or Water Referees.

<sup>24</sup> Based on 2020 U.S. Census Data provided by the Colorado State Demography Office.

<sup>25</sup> This data includes judges that began their term between July 1, 2022 and June 30, 2023 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	23	50.0%
Female	23	50.0%
	<b>46</b>	<b>100.0%</b>

## New Appointments: 3 Year Comparison<sup>26</sup>

	FY2021 (7/1/20 – 6/30/21)	FY2022 (7/1/21 – 6/30/22)	FY2023 (7/1/22 – 6/30/23)
American Indian / Alaska Native	0	0	1
Asian	0	1	3
Black / African American	5	3	1
Hispanic / Latino	4	4	5
White, not Hispanic or Latino	19	24	33
Two or More Races	2	0	3
	<b>30</b>	<b>32</b>	<b>46</b>

	FY2021 (7/1/20 – 6/30/21)	FY2022 (7/1/21 – 6/30/22)	FY2023 (7/1/22 – 6/30/23)
Male	12	16	23
Female	18	16	23
	<b>30</b>	<b>32</b>	<b>46</b>

<sup>26</sup> 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%
	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

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

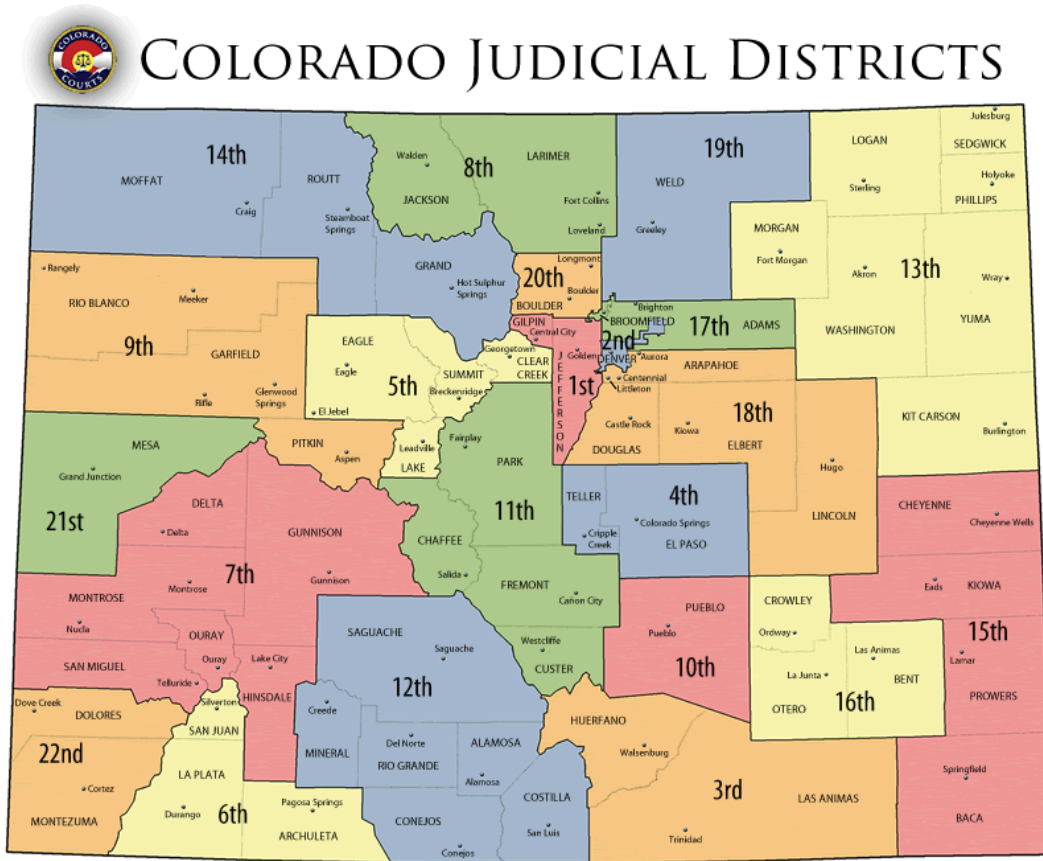
### Colorado Court of Appeals

	# 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	15	68.2%	69.1%
Two or More Races	1	4.5%	2.5%
	<b>22</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Colorado Population
Male	13	59.1%	50.1%
Female	9	40.9%	49.9%
	<b>22</b>	<b>100.0%</b>	<b>100.0%</b>

## 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%
	<b>24</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges in District	Jud. District Population
Male	14	58.3%	49.6%
Female	10	41.7%	50.4%
	<b>24</b>	<b>100.0%</b>	<b>100.0%</b>

## 2nd Judicial District (Denver County)<sup>27</sup>

	# 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	1	3.2%	29.2%
White, not Hispanic or Latino	24	77.4%	54.8%
Two or More Races	2	6.5%	2.4%
	<b>31</b>	<b>100.0%</b>	<b>100.0%</b>

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

## 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%
	<b>4</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	3	75.0%	50.5%
Female	1	25.0%	49.5%
	<b>4</b>	<b>100.0%</b>	<b>100.0%</b>

<sup>27</sup> 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	8.6%	5.8%
Hispanic / Latino	1	2.9%	17.7%
White, not Hispanic or Latino	31	88.6%	68.7%
Two or More Races	0	0.0%	3.9%
	<b>35</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	15	42.9%	50.1%
Female	20	57.1%	49.9%
	<b>35</b>	<b>100.0%</b>	<b>100.0%</b>

**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%
	<b>10</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	5	50.0%	52.4%
Female	5	50.0%	47.6%
	<b>10</b>	<b>100.0%</b>	<b>100.0%</b>



### 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	2	28.6%	0.8%
Black / African American	0	0.0%	0.6%
Hispanic / Latino	1	14.3%	14.0%
White, not Hispanic or Latino	4	57.1%	77.8%
Two or More Races	0	0.0%	2.0%
	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	5	71.4%	50.4%
Female	2	28.6%	49.6%
	<b>7</b>	<b>100.0%</b>	<b>100.0%</b>

### 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%
	<b>12</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	7	58.3%	50.5%
Female	5	41.7%	49.5%
	<b>12</b>	<b>100.0%</b>	<b>100.0%</b>

### 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%
	<b>15</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	9	60.0%	49.6%
Female	6	40.0%	50.4%
	<b>15</b>	<b>100.0%</b>	<b>100.0%</b>

### 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	8	100.0%	72.1%
Two or More Races	0	0.0%	1.4%
	<b>8</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	4	50.0%	51.4%
Female	4	50.0%	48.6%
	<b>8</b>	<b>100.0%</b>	<b>100.0%</b>

### 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	2	18.2%	43.6%
White, not Hispanic or Latino	9	81.8%	51.2%
Two or More Races	0	0.0%	1.7%
	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	7	63.6%	49.3%
Female	4	36.4%	50.7%
	<b>11</b>	<b>100.0%</b>	<b>100.0%</b>

### 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%
	<b>8</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	3	37.5%	54.8%
Female	5	62.5%	45.2%
	<b>8</b>	<b>100.0%</b>	<b>100.0%</b>

### 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	1	10.0%	0.8%
Black / African American	0	0.0%	0.9%
Hispanic / Latino	1	10.0%	46.0%
White, not Hispanic or Latino	8	80.0%	49.2%
Two or More Races	0	0.0%	1.6%
	<b>10</b>	<b>100.0%</b>	<b>100.0%</b>

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

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

	# of Judges	% of Judges	Jud. District Population
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%
	<b>12</b>	<b>100.0%</b>	<b>100.0%</b>

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

### 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	3	50.0%	49.5%
Female	3	50.0%	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	1	20.0%	1.0%
Asian	0	0.0%	1.0%
Black / African American	0	0.0%	3.7%
Hispanic / Latino	1	20.0%	38.8%
White, not Hispanic or Latino	3	60.0%	54.3%
Two or More Races	0	0.0%	1.3%
	<b>5</b>	<b>100.0%</b>	<b>100.0%</b>

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

**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	16	66.7%	51.8%
Two or More Races	1	4.2%	2.1%
	<b>24</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	13	54.2%	50.1%
Female	11	45.8%	49.9%
	<b>24</b>	<b>100.0%</b>	<b>100.0%</b>



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

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	1	2.8%	0.4%
Asian	0	0.0%	6.1%
Black / African American	5	13.9%	7.3%
Hispanic / Latino	2	5.6%	16.1%
White, not Hispanic or Latino	28	77.8%	67.2%
Two or More Races	0	0.0%	3.0%
	<b>36</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	20	55.6%	49.3%
Female	16	44.4%	50.7%
	<b>36</b>	<b>100.0%</b>	<b>100.0%</b>

### 19th Judicial District (Weld County)

	# of Judges	% of Judges	Jud. District Population
American Indian / Alaska Native	0	0.0%	0.5%
Asian	1	6.7%	1.8%
Black / African American	0	0.0%	1.2%
Hispanic / Latino	2	13.3%	30.6%
White, not Hispanic or Latino	12	80.0%	64.1%
Two or More Races	0	0.0%	1.6%
	<b>15</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	7	46.7%	50.1%
Female	8	53.3%	49.9%
	<b>15</b>	<b>100.0%</b>	<b>100.0%</b>

### 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	1	7.1%	13.8%
White, not Hispanic or Latino	11	78.6%	77.6%
Two or More Races	0	0.0%	2.3%
	<b>14</b>	<b>100.0%</b>	<b>100.0%</b>

	# of Judges	% of Judges	Jud. District Population
Male	9	64.3%	50.2%
Female	5	35.7%	49.8%
	<b>14</b>	<b>100.0%</b>	<b>100.0%</b>

### 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	0	0.0%	15.1%
White, not Hispanic or Latino	9	100.0%	80.7%
Two or More Races	0	0.0%	1.8%
	<b>9</b>	<b>100.0%</b>	<b>100.0%</b>

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

## 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	0	0.0%	12.6%
White, not Hispanic or Latino	4	100.0%	72.8%
Two or More Races	0	0.0%	2.1%
	<b>4</b>	<b>100.0%</b>	<b>100.0%</b>

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