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## Scores Of Students Headed For Diversity Fair

By Don Knox  
LAW WEEK COLORADO

DENVER – In two weeks, between 80 and 100 promising minority law students from around the country will descend on Broomfield for the 2006 Rocky Mountain Diversity Legal Career Fair.

It's the fourth straight year for the fair, founded by Davis Graham & Stubbs and routinely attended by dozens of private and public employers.

"The purpose really is to provide an opportunity for employers who would like to meet diverse candidates from across the country,"

says Kenzo Kawanabe, who chairs Davis Graham's diversity committee. "At the same time, we want to provide an opportunity for those candidates who may be in other states but who may want to practice in Colorado."

"I think it's a great venue for employers to meet diverse law student candidates from around the country. For 2006, we have students from 63 law schools in 33 states and Canada that are registered."

Second year, third year and 2006 graduates from any law school are eligible to participate at the Sept. 15 event at the Renaissance Suites at Flatirons.

Participating employers include Baker & Hostetler, Ballard Spahr Andrews & Ingersoll, Brownstein Hyatt & Farber, Colorado State Public Defenders, Davis Graham & Stubbs, Denver Water, Faegre & Benson, Fennemore Craig (Phoenix), Gallagher & Kennedy (Phoenix), Kamlet Shepherd & Reichert, Kutak Rock, Morrison & Foerster, Otten Johnson Robinson Neff & Ragonetti, Patton Boggs and Rotherger Johnson & Lyons.

Recruiting is just one step in getting successful minority participation in law firms and legal departments, Kawanabe acknowledged. Retention is a "much more challeng-

ing aspect," he said.

"How do you retain diverse attorneys once you hire them?" he asked. "At Davis Graham, we think one of the keys is mentorship. We've revamped our mentorship program to be more formal to ensure that new attorneys as well as lateral attorneys are paired with mentors."

Kawanabe said the Rocky Mountain fair was launched four years ago after Davis Graham & Stubbs and "other firms committed to diversity" started attending diversity career fairs in other states.

## Starrs' Search

### New CBA President Visits Weld County, Begins Annual State Tour

By Amber Miller  
LAW WEEK COLORADO

GREELEY -- Elizabeth Starrs of Starrs Mihm and Chaschette last week visited with attorneys from the Weld Judicial District at a luncheon. The newly appointed president of the Colorado Bar Association was accompanied by Executive Director Chuck Turner in her first of 15 visits around the state.

"The previous presidents told me that this is one of the best parts about being president," Starrs said. "I agree."

This "Tour de Starrs" is a CBA requirement for new presidents. Starrs will travel to meet with members and relay her agenda for the next year.

Starrs' headlining issue for her visits is term limits for Colorado's appellate judges and justices. This is because of the measure coming up on the 2006 ballot officially labeled Amendment 40 and informally known as "Limit the Judges."

#### 'No. 1 Concern'

She said a survey issued to all CBA members showed the No. 1 concern this year for attorneys was judicial term limits.

Turner said the CBA's official stance on the issue is a "resounding no." The CBA's board of governors voted unanimously that the association will not be supporting the amendment.

"We recognize that we have 16,000 members, and not all of them will agree with us," Turner said. "But the CBA has been against term limits for 30 to 40 years now."

### PRESIDENTIAL VISITS

Aug. 31, Southern Colorado Bar, Trinidad  
Aug. 31, 16th Judicial District Bar, Rocky Ford  
Sept. 7, Adams/Broomfield Bar, Brighton  
Sept. 8, Larimer County Bar, Fort Collins  
Sept. 11, El Paso County Bar, Colorado Springs  
Sept. 13, San Luis Valley Bar, Alamosa  
Sept. 14, Southwestern Colorado Bar, Durango  
Sept. 14, Four Corners Bar, location TBD  
Sept. 15, Mesa County Bar, location TBD  
Sept. 15, 7th Judicial District Bar, Montrose  
Sept. 15, Delta County Bar, Montrose  
Sept. 29, Pitkin County Bar, Aspen  
Oct. 19, Aurora Bar, location TBD  
Oct. 26, Boulder County Bar, Boulder

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Elizabeth Starrs, current CBA president.

Among the reasons the CBA opposes Amendment 40 is it believes the system has worked perfectly for 40 years by using provisional terms along with internal and external review commissions. It sees the ballot measure as a radical solution in search of a problem, especially because Colorado would be the first state to enact this type of term limits.

Also Starrs said, "It injects politics into the courts. And it has taken us 20 years to get politics out of courts. Colorado has three distinct branches, and we don't want to marginalize one of them."

#### Issue Has Been Politicized

Starrs feels the topic of term limits is subject to the political whims of the day. She is worried people will not realize the implications of the amendment will be 71 percent of the Colorado Supreme Court and 32 percent of the Court of Appeals losing their jobs at the end of their current terms. Rehiring will take time, and even then the benches may be filled with less experienced justices.

Also at the luncheon, Starrs enumerated the initiatives of the new president of the American Bar Association, Karen Mathis. She said Colorado will align with Mathis, a Denver attorney, and lead in the charge for helping at-risk children and promoting attorneys to consider a second season of service.

She concluded her speech with an extension of the CBA's help to any of its member if needed.

"We are here to help," Starrs said.

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