A Message from the Director

April 19, 2019

Dear Chief Justice Coats and Justices of the Court,

Celebrating its fifth anniversary in 2018, CAMP has achieved a new level of maturity, functionality, and innovation in legal mentoring. Despite its youth, CAMP has solidified its role as a leader in mentoring and professional development for lawyers.

When a Colorado lawyer is seeking guidance for professional success, they call CAMP.

When organizational leaders are seeking mentoring expertise and training, they call CAMP.

When other states are building or refining their legal mentoring programs, they call CAMP.

Over the last year, we have worked together to set the tone for legal mentoring in Colorado and across the nation. Together, we have made mentoring innovation and efficacy strategic priorities. As a result, we are the first state attorney mentoring program in the country to offer a structured group mentoring experience for lawyers. Together, we have refined our expertise and ability to assist Colorado’s law firms, government law offices, and bar associations in building internal mentoring programs. Together, we have established a permanent professional development footprint through our original programming and training resources. Together we have moved closer to achieving our goal of making Colorado’s legal community the ideal for lawyers practicing with competence, professionalism, civility, and resilience.
With this letter, I enclose our 2018 Annual Report. In 2018, CAMP continued its work in supporting Colorado’s new and transitioning lawyers in finding mentors and coaches with the following key results:

- CAMP reached the milestone of matching its 1,000th mentee.
- CAMP’s mentor pool surpassed over 800 lawyers.
- CAMP formally expanded its consulting capabilities to assist law firms and legal organizations in building and improving internal mentoring programs.
- CAMP reached over 1,200 Colorado lawyers through speaking engagements.
- CAMP produced 14 original professional development events, reaching 718 lawyers and generating a robust online video training library accessible to all Colorado lawyers.
- The pilot year of CAMP’s Circle Mentoring Program was a great success and will be expanded in 2019.
- CAMP leadership collaborated with several Colorado Bar Association and Supreme Court committees including:
  - CBA/DBA Professionalism Coordinating Council
  - CBA Modern Law Practice Initiative
  - CBA/DBA Diversity & Inclusivity Steering Committee
  - CBA Board of Governors
  - Chief Justice Commission on the Profession New Lawyer Working Group
  - Colorado Supreme Court Advisory Committee
  - Colorado Bar Association Young Lawyers Division
  - Denver Bar Association Board of Trustees
  - Colorado Supreme Court Lawyer Well-Being Task Force
- CAMP added an additional FTE to assist in the ongoing growth and sustainability of the program.
- CAMP received the 2018 American Bar Association Gambrell Professionalism award.

We’ve reached a moment in the legal profession where the next generation of lawyers is redefining how we communicate, how we practice, and how we provide access to justice. CAMP is proud to be a part of this movement, and even prouder because our participants are leading it. They are solving problems, empowering the underrepresented, and defining the future of the profession. We are thrilled to be giving them the tools they need to get there. I hope you’ll continue to join us to ensure every Colorado lawyer has the chance to succeed. Thank you for your support.

Sincerely,

J. Ryann Peyton

J. Ryann Peyton, Esq. LLM

Executive Director, Colorado Attorney Mentoring Program
Colorado Attorney Mentoring Program
2018 was a great year for CAMP! Here’s everything you need to know about what we accomplished this year.

**Our Reach**

- **179 New Mentors**
  - With expertise in 37 different practice areas

- **232 New Mentees**
  - From 11 Colorado Judicial Districts

- **718 Webinar Attendees**
  - Statewide professional development reach through live webinar offerings

- **223 Social Media Followers**
  - 30,936 Facebook & Twitter impressions

- **Mentees from 10 States & 77 Law Schools**

**Investments in Innovation: Program Expansion**

1. **New Mentoring Program**
   - CAMP Mentoring Circles provide peer to peer group mentoring opportunities for lawyers of all experience levels

2. **New Government Law Partner Mentoring Programs**
   - RTD & Problem Solving Courts

3. **New Mentoring Areas of Focus**
   - Modern Law Practice/Unsuccessful Bar Exam Results/Cannabis Law

4. **New Mentoring Resources**

**CAMP 2018 Professional Development**

- **Leadership Development**
  - Strategies for leading within your organization and within the profession

- **Professionalism & Well being**
  - Creating better lawyers through improved self-awareness and self-care

- **Practical Skills Training**
  - Skill building for core mentoring competencies

- **Practice Readiness**
  - Developing successful practice pathways
Leadership
The Colorado Attorney Mentoring Program serves at the pleasure of the Colorado Supreme Court. The Supreme Court Advisory Committee assists the Court by reviewing the productivity, effectiveness, and efficiency of the Colorado Attorney Mentoring Program.

2018 Supreme Court Advisory Committee

David W. Stark, Chair  Richard A. Nielson
Steven K. Jacobson, Vice-Chair  Henry R. Reeve
Nancy L. Cohen  Alexander R. Rothrock
Cynthia F. Covell  Daniel A. Vigil
Mac V. Danford  Brian Zall
David Little  Justice William Hood
Cheryl Martinez-Gloria  Justice Monica Márquez
Barbara A. Miller

Executive Director – Ryann Peyton

A former litigator and a seasoned consultant and advocate on professionalism, diversity, and inclusivity in the legal field, Ryann is a frequent commentator, presenter, and lecturer. Ryann sits on the boards of the Denver Bar Association, Colorado LGBT Bar Foundation, The Center on Colfax, Colorado Bar Association Board of Governors, and the Center for Legal Inclusiveness. Ryann is a graduate of the Colorado Bar Association Leadership Training (COBAL). Ryann's recent committee work includes the Colorado Bar Association Professionalism Coordinating Council, Colorado Bar Association Modern Law Practice Initiative, Chief Justice Commission on The Profession New Lawyer Working Group, Colorado Supreme Court Public Access Committee, and the CBA/DBA Diversity & Inclusivity Steering Committee. Ryann earned her law degree from the University of St. Thomas School of Law and holds an LLM and undergraduate degree from the University of Denver.
Prior to joining CAMP, Kelly received her B.S. in Molecular Biology from the University of Wyoming. She graduated from Willamette University College of Law in 2004. She began her legal career as an oil and gas attorney. In 2007, she became an Assistant Attorney General for the Colorado Department of Law where she served as general and litigation counsel to the Colorado Oil and Gas Conservation Commission. In 2010, she was assigned as general and litigation counsel to the Colorado Marijuana Enforcement Division. During her tenure at the Department of Law, Kelly routinely defended Colorado’s marijuana laws in state and federal court and advised her clients on day-to-day legal issues. Kelly also presided over numerous major rule making proceedings on behalf of her clients. In 2016, Kelly transitioned to the private sector where she practiced cannabis law.

Lauren received a bachelor’s degree from Metropolitan State College in Political Science with plans to attend law school. After a slight detour and a Graduate program at the University of Edinburgh, Lauren was hired on at the Colorado Bar Association where she worked for 3 years in the Law Practice and Risk Management Department. She was able to learn her way around many aspects of the legal profession including helping attorneys start their own practice, legal research, and paralegal practices. While at the Bar, Lauren worked closely with the Modern Law Practice Initiative developing a guide to help attorneys take on moderate income clients. In June 2013, following the launch of the Colorado Attorney Mentoring Program, Lauren was brought on as the Administrative Assistant to aid in developing the CAMP program.
Our Vision

The CAMP Approach

We are a community that celebrates intellectual curiosity, professionalism, and individuality; appreciates the power of collaboration among individuals with different perspectives, backgrounds, and areas of expertise; and fosters training and education with meaningful positive influence on legal practice in Colorado. In an era characterized by incivility and divisiveness, we cultivate an environment of thoughtful and informed professionalism. In a world focused on immediate results, we invest in the long-term intellectual, professional, and social growth of Colorado lawyers.

Community
We build a supportive cohort of peers and role models who help our mentees grow and succeed.

Professionalism
Our programs create clear pathways to professionalism and civility in law practice.

Competency
We offer learning opportunities for our mentees to deepen their professional skills as well as their confidence.

Impact & Growth

CAMP continues to prioritize the collection of participant metrics, including participant demographics, participant engagement, and mentoring outcomes. Understanding who is engaging with our program and how they engage with the program allows CAMP to develop programming, strategize for sustainability, and provide insight to our partners within the profession. The following demographics represent the trends most relevant to CAMP stakeholders.

CAMP Mentee Demographics
The gender division of CAMP mentees continues to reflect a higher number of female attorneys as compared to Colorado’s female attorney population. While Colorado’s female attorney population comprises approximately 38% of all active attorneys, 51% of CAMP participants identify as female.
In 2018, CAMP developed a more inclusive demographics form to allow transgender and gender diverse lawyers to accurately report their gender identity. As a result, 1% of CAMP mentees identified themselves as gender diverse. We hope to use these metrics to help gender diverse lawyers feel welcome and included at CAMP.

CAMP continues to have a large state-wide impact and recruit participants from diverse locations. In 2018, CAMP matched mentees in 16 of Colorado’s 22 judicial districts. Approximately 76% of CAMP participants work or reside in the Denver, Adams, Arapahoe, Douglas, and Jefferson County areas while 18% of CAMP participants work or reside in the greater metro area and outstate Colorado. Approximately 5% of CAMP mentees are Colorado lawyers residing out of state and transitioning their practice to Colorado.
Overall CAMP’s diversity statistics remained the same in 2018 and continue to track the general diversity statistics within the legal profession. CAMP prioritizes significant outreach to partners in the diversity bar associations. In 2019, CAMP will offer a mentoring circle dedicated to the needs of diverse lawyers. Additionally, CAMP Director Ryann Peyton will continue to serve on the CBA/DBA Diversity & Inclusion Steering Committee, as well as the board for the Center for Legal Inclusiveness in an effort to remain educated on and connected to the unique needs of women and minority lawyers in the profession.

In 2018, CAMP began tracking the number of participants identifying as lawyers with disabilities. Approximately 1% of CAMP participants identify as disabled. CAMP is proud to be a program accessible to lawyers with visual and auditory disabilities, as well as learning disabilities.

The majority of CAMP participants continue to be in their first four years of practice (82%). However, CAMP saw a 3% increase in lawyers with 5-10 years of practice experience in 2018. We attribute this increase to CAMP’s expansion of inclusive programming and professional development opportunities for lawyers at all stages of practice and career transition.
Colorado is a desirable place to live and practice law. A large number of CAMP mentees are “new” to Colorado:

- 4.5% of mentees joined CAMP prior to relocating to Colorado
- 64% of CAMP mentees attended law school outside of Colorado
- 45% of CAMP mentees relocated to Colorado after becoming licensed in other states.

CAMP’s work with lawyers transitioning to Colorado increased overall by 13% in 2018. We attribute this increase to programming focused on lawyers new to the Colorado. CAMP’s website has a page specifically dedicated to this population. Additionally, CAMP has worked diligently with stakeholders and partners such as the Office of Attorney Admissions, Colorado Bar Association, and Denver Bar Association to generate direct outreach to lawyers new to the Colorado legal community.
CAMP mentees expressed a mentoring interest in 76 different practice areas in 2018. The most popular practice areas include (in order of popularity):

1. Business/Corporate
2. Civil Litigation
3. Criminal Defense
4. In-House Practice
5. Intellectual Property
6. Real Estate
7. Family Law
8. Estate/Probate
9. Employment & Energy (tied)
10. Tax

CAMP is generally adapting to an increase in requests for mentoring in transactional areas of law, especially in solo/small firm and in-house practice environments. Our 2019 plans include refining and expanding our transactional/in-house lawyer mentoring plan, as well as improving our outreach and collaboration with the Colorado Bar Association Solo/Small Firm section and Modern Law Practice Initiative.

CAMP Mentor Demographics
CAMP welcomed 179 new mentors in 2018. These mentors are trending younger in age, as well as more diverse in gender and race. Additionally, our new pool of mentors boasts diversity in practice, with many utilizing modern, non-traditional, and technology based practice methodology.

CAMP continues to focus its mentor recruiting approaches on lawyers who not only bring respected expertise to the practice of law, but who are engaged leaders in Colorado’s legal community and understand the role of mentoring in developing professional practice goals. Our focus in 2019 will be on recruiting mentors from traditionally underrepresented populations, including underrepresented geographic diversity within Colorado.
The volume of new CAMP mentees remained steady in 2018. However, CAMP experienced an increase in repeat mentees seeking new or additional mentoring as their professional goals and trajectory change. Additionally, the launch of the circle mentoring program drove a new type of mentee to the program.

We believe the limited volume growth in 2018 is a reflection of (1) the increase in repeat mentees seeking additional resources, and (2) the capacity of the program under one full time employee. With the addition of a second FTE in 2018, we expect to see 2019’s growth align with 2016 and 2017’s growth metrics.

CAMP again saw a decline in direct mentee participation through CAMP partner organizations. This decline is purposeful and expected as CAMP continues to recentralize its programming and mentoring options. CAMP partner programs remain an effective and meaningful way for CAMP to engage with the broader legal community, recruit participants, and provide professional development education. In centralizing our operations, however, partner programs appreciate CAMP’s ability to offer a workflow paradigm which reduces the organizational impact on partner programs and the internal resources necessary for partner programs to offer a unique mentoring experience to their members.
Table 1. Total CAMP Mentoring Pairs

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Mentoring Pairs (Individual, Partner, In-House, &amp; Circle Programs)</th>
<th>% Change From Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>81</td>
<td>-</td>
</tr>
<tr>
<td>2014</td>
<td>109</td>
<td>35%</td>
</tr>
<tr>
<td>2015</td>
<td>161</td>
<td>48%</td>
</tr>
<tr>
<td>2016</td>
<td>194</td>
<td>20.5%</td>
</tr>
<tr>
<td>2017</td>
<td>276</td>
<td>42%</td>
</tr>
<tr>
<td>2018</td>
<td>280</td>
<td>1.5%</td>
</tr>
</tbody>
</table>

Table 2. Total Mentee Applications

<table>
<thead>
<tr>
<th>Year</th>
<th>Individual Program Mentee Applications</th>
<th>% Change From Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2014</td>
<td>22</td>
<td>-</td>
</tr>
<tr>
<td>2015</td>
<td>93</td>
<td>323%</td>
</tr>
<tr>
<td>2016</td>
<td>133</td>
<td>43%</td>
</tr>
<tr>
<td>2017</td>
<td>244</td>
<td>83%</td>
</tr>
<tr>
<td>2018</td>
<td>242</td>
<td>-1%</td>
</tr>
</tbody>
</table>
### Table 3. Total Individual Program Pairings

<table>
<thead>
<tr>
<th>Year</th>
<th>Individual CAMP Pairings</th>
<th>% Change From Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2014</td>
<td>22</td>
<td>-</td>
</tr>
<tr>
<td>2015</td>
<td>11</td>
<td>~50%</td>
</tr>
<tr>
<td>2016</td>
<td>101</td>
<td>818%</td>
</tr>
<tr>
<td>2017</td>
<td>232</td>
<td>130%</td>
</tr>
<tr>
<td>2018</td>
<td>242</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

### Table 4. Total Partner Program Affiliated Pairings

<table>
<thead>
<tr>
<th>Year</th>
<th>Partner Affiliated Pairings</th>
<th>% Change From Prior Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>81</td>
<td>-</td>
</tr>
<tr>
<td>2014</td>
<td>87</td>
<td>7%</td>
</tr>
<tr>
<td>2015</td>
<td>150</td>
<td>72%</td>
</tr>
<tr>
<td>2016</td>
<td>93</td>
<td>~38%</td>
</tr>
<tr>
<td>2017</td>
<td>44</td>
<td>~53%</td>
</tr>
<tr>
<td>2018</td>
<td>38</td>
<td>~13.6%</td>
</tr>
</tbody>
</table>

### Table 5. Total Mentor Applications

<table>
<thead>
<tr>
<th>Year</th>
<th>Mentors Approved</th>
<th>% Change over previous year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>141</td>
<td>-</td>
</tr>
<tr>
<td>2014</td>
<td>104</td>
<td>~26%</td>
</tr>
<tr>
<td>2015</td>
<td>72</td>
<td>~31%</td>
</tr>
<tr>
<td>2016</td>
<td>104</td>
<td>44%</td>
</tr>
<tr>
<td>2017</td>
<td>173</td>
<td>66%</td>
</tr>
<tr>
<td>2018</td>
<td>179</td>
<td>3%</td>
</tr>
</tbody>
</table>
Program Outcomes

Working with our software vendor partner, CAMP was able to more effectively measure the outcome of CAMP mentoring relationships in 2018. CAMP’s mentoring software allows us to survey participants at various points within the relationship to assess progress toward achieving mentoring goals, satisfaction with mentoring partners, and overall satisfaction with the CAMP program.

Our 2018 survey responses were overwhelmingly positive:

- **30 Day checkpoint survey**
  - 68% response
  - 90% rated mentoring connection effectiveness as Very good or Good
  - 94% are satisfied with their mentoring partner.

- **Mentoring Connection Feedback**
  - 100% response
  - 89% rated mentoring connection effectiveness as Very good or Good
  - 98% are satisfied with their mentoring partner. None asked to be rematched.

Table 1. Snap Shot of CAMP Mentoring Software Outcomes in 2018

<table>
<thead>
<tr>
<th>Activity</th>
<th>Metrics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Logged Mentoring Activities (hours)</td>
<td>1,008 hours</td>
</tr>
<tr>
<td>Mentoring Goals Achieved</td>
<td>289 goals</td>
</tr>
<tr>
<td>Mentoring Meetings Completed</td>
<td>149 meetings</td>
</tr>
<tr>
<td>CLE Applications Processed</td>
<td>28 Certificates of Completion</td>
</tr>
</tbody>
</table>
Stories of Success

I cannot thank you enough for everything you’ve done so far. You have done an excellent job, and I am so grateful for CAMP and you. Your approach has been effective and efficient, and I’m very pleased with the prospects of where this can go. I finally feel like there will be some good guidance and direction for my career.

I just wanted to briefly touch base with you and say thank you. My start here out in Colorado definitely has not been what I expected but throughout everything you have been a phenomenal go-to person in navigating the legal community here. I cannot thank you enough for everything you have done for me (going beyond making connections). I hope we can continue to stay in touch and perhaps one day get the chance to work together. P.S. I passed the bar!

I really appreciated yesterday’s webinar. As a new attorney, I always seem to want to hear whatever a Judge has to say on any matter. Also, I liked the reminder that professionalism is also about having a general, giving presence in the community. And yes, I agree! Answering one’s calling creates an authentic self that oozes professionalism! I am looking forward to more webinars!

Thank you for meeting with me today. Going into the meeting I felt optimistic. Coming out I felt seen, hopeful, and grateful as well. Please know that I respect the work you and CAMP do.
### Vision: Strategic Planning Scorecard

After developing and implementing the organization’s first comprehensive, multi-year strategic plan in 2017, CAMP completed “Year One” under the plan in 2018 and accomplished “partial completion” of 94% of strategic goals.

Over the next two years, CAMP will launch initiatives that bring us closer to our goal of promoting professionalism and competence in legal practice, while also reinforcing our organization as a clear leader in the legal mentoring movement.

Our work in 2018 focused on our four strategic pillars:

<table>
<thead>
<tr>
<th>1</th>
<th>Integrative Program Development</th>
</tr>
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<tbody>
<tr>
<td>CAMP excels at professional development that integrates knowledge from diverse disciplines. We will build on this distinctive strength through investments in thematic areas that will engage Colorado’s legal community on issues of importance to the profession now and in the future. These investments include:</td>
<td></td>
</tr>
<tr>
<td>- Cultivating Practice Readiness</td>
<td></td>
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<tr>
<td>- Integrating Wellness in Practice</td>
<td></td>
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<tr>
<td>- Creating Diverse and Inclusive Legal Communities</td>
<td></td>
</tr>
<tr>
<td>- Exploring Rural &amp; Mountain Practice Experience</td>
<td></td>
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<tr>
<td>- Sustaining Access to Justice</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>2</th>
<th>Strategic Partnerships</th>
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</thead>
<tbody>
<tr>
<td>We will continue to strengthen relationships and partnerships that support professional engagement, cultivate the diversity required for excellence, enhance participants’ access to mentors and coaches, support existing CAMP partnerships, and forge new partnerships with organizations throughout the State of Colorado.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>3</th>
<th>Innovative &amp; Wide Reaching Communications</th>
</tr>
</thead>
<tbody>
<tr>
<td>We will reinvigorate our messaging and branding, strengthen our outreach to generate a state-wide footprint, and create robust virtual and technological initiatives that enhance the connections between current members of the CAMP community and prospective members around the state.</td>
<td></td>
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</tbody>
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<table>
<thead>
<tr>
<th>4</th>
<th>Excellence in Relationship Building</th>
</tr>
</thead>
<tbody>
<tr>
<td>We will sustain CAMP’s position as a leader in creating meaningful, substantive mentoring and coaching relationships through conscious matching approaches, thoughtful mentor recruitment strategies, and innovative relationship facilitation models.</td>
<td></td>
</tr>
</tbody>
</table>
CAMP’s most substantial progress was made in the area of integrative program development, where we:

- Cultivated practice readiness through the implementation of our first annual original programming calendar
- Highlighted wellness in practice through our inaugural CAMP Wellness Day
- Created a diverse & inclusive profession through partner programs with diversity bar associations and events dedicated to inclusivity and equity topics
- Explored rural and mountain practice experiences by expanding CAMP’s Rural-Virtual Practice Program
- Improved access to justice through partnerships with the CBA Modern Law Practice Initiative and Metro Volunteer Lawyers

CAMP has several initiatives contemplated in 2019, including a focus on the pillars of strategic partnerships and innovative communication. Our main goal in 2019 is to develop a robust Community Engagement Plan which will allow CAMP to implement an engagement system and strategy to more efficiently and effectively catalyze our stakeholders.

CAMP will leverage the use of technology to gain efficiencies and enhance communication between CAMP, participants, and community members. We will review and evaluate engagement systems and activities to make enhancements to improve reach. We will provide consultation, training and assistance to CAMP partners and participants on implementing engagement tools and best practices. We will identify potential community partners and build lasting and reciprocal relationships. Finally, we will ensure that the needs of culturally and economically diverse lawyers are met and identify and remove barriers to participation in CAMP programming.
2018 New Initiatives

The mentoring circles concept relies on peer-to-peer mentoring, as opposed to traditional “one-on-one” mentoring paradigms. In the circle program, participants of all practice levels are encouraged to join an ongoing circle or propose their own mentoring topic. Topics don’t always have to be practice related and can cover a wide range of ideas. A few inspiration topics include “Working Parents,” “Young Lawyers,” or “Time Management.”

Circle owners designate limits for the number of participants, set expectations for how, when, and why the circle will meet, and put their proposed circle on a “marketplace” – a listing of circles that need participants. Lawyers browse the marketplace for circles that interest them and when enough people join, the circle owner formally launches the circle.

2018 Mentoring Circles Fast Facts:

- **37 participants (0 - 20+ years of practice experience)**
- **28 hours of mentoring completed**
- **5 mentoring circles completed**
- **2 strategic partners (CDLA & CBA Business Law Section)**
The benefits of group mentoring for lawyers are immense.

**Knowledge sharing:** People from across practice areas and generations can learn from one another, expanding the knowledge pool.

**Expanding awareness of career development opportunities:** People seeking exposure to specific practice areas can network with those practicing in those areas, or connect with colleagues who are currently working on some version of what they’re looking for professionally.

**Building personal relationships:** There’s a reason Gallup asks the question “Do you have a best friend at work?” as part of their annual Q12 engagement questionnaire. Making friends with people at work contributes to retention, and circles can help people find those with common interests.

**Improving innovation:** Solve challenges in unique ways by connecting people with varying skillsets who are interested in solving the same problems of the profession.

We believe that CAMP is currently the only state attorney mentoring program in the nation to offer structured circle/group mentoring experiences. As a result of the success of 2018’s circle mentoring pilot programs, CAMP will expand its circle program in 2019 to include additional circles in a wide variety of practice areas and topics.
Professional Development

CAMP is committed to providing robust professional development opportunities for Colorado lawyers.

This year, we offered original programming in four categories of development:

**Leadership**

**Practice Readiness**

**Practical Skills Training**

**Professionalism & Wellness**

We also offered in-house mentoring orientation and training to new mentors and mentees through

**BaseCAMP:** Training for mentees on making the most of a CAMP mentoring relationship

**But I’m Not a Mentor!** Training for mentors to improve their mentoring and counseling skills in formal and informal professional relationships

All CAMP events are available via live webinar for participants outside of the metro area and recorded to generate an online professional development video library.

CAMP reached **718 lawyers** through 14 original professional development offerings.
Consulting

In addition to working with individual lawyers, this year CAMP regularly consulted with legal organizations across the state to develop effective internal mentoring programs.

In 2018, CAMP worked with law firms, corporate and government law offices, bar associations, and legal non-profits to create mentoring programs and provide learning opportunities and team building around professionalism and legal career pathways.

CAMP offers consulting services in:

- Building & Implementing Internal Mentoring Programs
- Developing Lawyer Professional Identity
- Mentor Training & Coaching
- Diversity & Inclusivity
- Developing Career Goals & Objectives
Outreach

Bar Exam Retakers

This year, CAMP collaborated with COLAP and the Chief Justice Commission on the Profession New Lawyer Working Group to produce a video containing shared stories of those who found professional success after not passing their first bar exam. The video is hosted on the CAMP website and provides inspiration, empathy, and resources to any future Colorado lawyer struggling with unsuccessful bar exam results.

The video has been viewed over 122 times in its first few months of availability and has resulted in a 3% increase in CAMP mentees seeking resources for unsuccessful bar exam applicants.

Lawyer Professionalism

CAMP is a leader in developing lawyer professionalism. This year, CAMP created a cache of CLE workshops dedicated to improving professionalism and civility in Colorado’s legal profession. Examples of these workshops include:

“Mentoring a Professional Identity”: This workshop focuses on the role of professional identity in creating a successful legal career, including the correlation between poorly developed professional identity and heightened burn out, unprofessionalism, and disciplinary issues in practice. The goal is to move away from the common, simplistic professional identity of most attorneys and develop a more holistic, positive identity which comprises all of the professional characteristics the lawyer currently embodies and wishes to embody in the future. This training provides a practical, interactive experience for participants to develop a written description of their holistic professional identity.
“Inclusive Professionalism: Diversity, Wellness, and & Mentoring for Law Firms”: Avoiding attorney malpractice and ethical grievance claims starts with ensuring that your attorneys are (i) able to bring their whole selves to work, and (2) provided with the tools necessary to ensure their emotional, mental, and physical wellness. This workshop discusses ways to move your organization from good intentions to a concerted inclusivity and wellness initiative to attract and retain talented employees and help keep them out of professionalism peril.

“Professionalism For Rock Star Lawyers”: This workshop will help you to become a professionalism rock star in your organization! Topics include: (1) Views from the Presiding Disciplinary Judge on the difference and intersection of the Rules of Professional Conduct and Professionalism as a concept, as well as how a lawyer’s overall professionalism impacts the resolution of disciplinary matters. (2) Developing professionalism through community engagement. (3) Finding “Professionalism Role Models” and overcoming professionalism mistakes and missteps. (4) Practical tips for becoming a professionalism rock star including communication, accountability, and professional identity.

Local, National, & International Reach

Mentoring is a concept that transcends cultures, languages, and nationalities. We all have a human need to connect with one another, learn from those who have come before us, and teach those who follow in our footsteps.

This year, CAMP had the privilege of visiting Beijing with a delegation of Colorado legal professionals invited by the Beijing Institute of Technology School of Law to share insights on the American legal system and profession. Joining CAMP on this trip were Colorado Supreme Court Justice Richard Gabriel; Barbara Ezyk, Former Executive Director of the Colorado Lawyer Assistance Program; Margaret Funk, Chief Deputy Regulation Counsel at the Office of Attorney Regulation Counsel; and Scott Meiklejohn, Vice Chair of Colorado Lawyers Helping Lawyers.

Together, we served as ambassadors of Colorado’s legal profession in an effort to build bridges with our counterparts in China.

As a national leader in attorney mentoring, CAMP is in a unique position to also define itself as an international model for lawyer mentoring.
In 2018, CAMP reached over 1,200 Colorado lawyers through speaking engagements with the following organizations:

- Center for Legal Inclusiveness
- CBA/CLE Colorado Lawyer Self-Assessment Program
- CBA/CLE Hanging Your Shingle CLE
- CBA/CLE Modern Law Practice
- CBA/CLE Practicing with Professionalism CLE (all 14 classes)
- CBA Solo/Small Firm Section
- CBA Young Lawyers Division
- Colorado Defense Lawyer’s Association
- Colorado Hispanic Bar Association
- Denver Bar Association
- Denver MaMa
- Holland & Hart LLP
- El Paso County Bar Association
- Gunnison County Inn of Court
- National Legal Mentoring Consortium
- RTD
- Sherman & Howard LLP
- University of Denver Sturm College of Law
- University of Colorado School of Law
2018 Recognition

On August 2nd, CAMP received the 2018 Gambrell Professionalism Award from the American Bar Association. The E. Smythe Gambrell Professionalism Awards, administered by the ABA Standing Committee on Professionalism and supported by the E. Smythe Gambrell Fund for Professionalism, recognizes the nation’s exemplary, innovative, and on-going professionalism programs in law schools, bar associations, courts and other legal organizations that help ensure the maintenance of the highest principles of integrity and dedication to the legal profession and the public.

What’s Ahead?

CAMP will continue to implement its strategic plan and refine its programmatic and educational offerings. We look forward to launching a comprehensive Community Engagement Plan which will allow us to improve our relationship with and utilization of current partner programs and stakeholders within the broader Colorado legal community.

Additionally, CAMP will grow its leadership and expertise in lawyer mentoring and professional identity development. CAMP has received state and national recognition each year since 2017 and we look forward to further recognition of our efforts in 2019.

Finally, we look forward to expanding our reach and capacity to serve Colorado lawyers as they successfully transition into and within the practice of law.