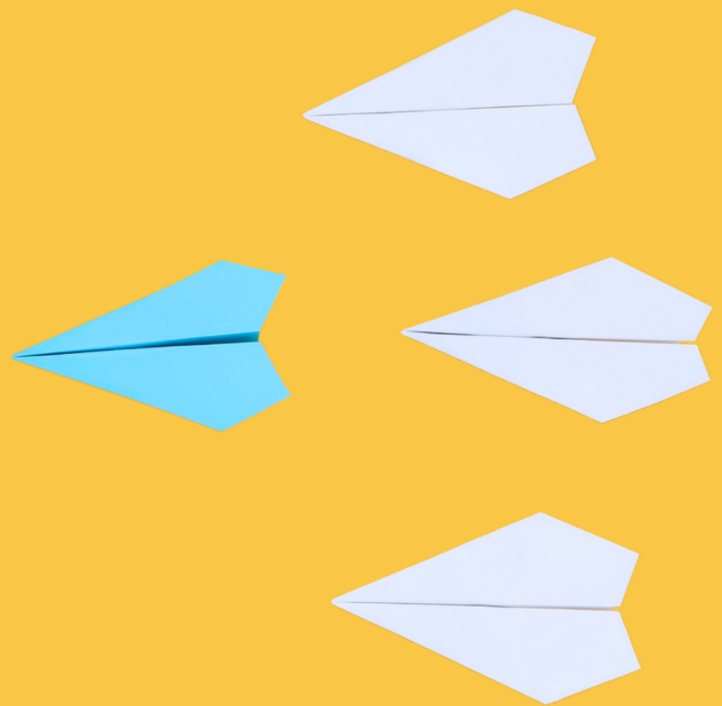


COLORADO
ATTORNEY
MENTORING
PROGRAM

2022
ANNUAL
REPORT





A WORD FROM THE DIRECTOR

In 2022, CAMP drove purposeful expansion and grew in innovation, services, and reach.

CAMP led important efforts in lawyer well-being, access to justice, equity & belonging, and thought leadership in an evolving legal profession.

In addition to our new and expanding service areas, we're excited to be the conveners of Legal Entrepreneurs for Justice and the Colorado Supreme Court Well-Being Recognition Program for Legal Employers. Each mission related program expands CAMP's vision of cultivating peak performance and excellence in practice for Colorado lawyers.

We hope to build on the amazing work of the last year to affirm our need as a values-based organization and our role in supporting the holistic success of Colorado's lawyers, judges, and law students.

In short, CAMP is thriving.

I've had the opportunity to meet with and listen to lawyers across Colorado's legal community over the past year. I've heard where our lawyers are succeeding and where they are challenged. I take these messages to heart, and they will help to guide our strategic priorities in the months and years ahead.

I look forward to the future, and all that we will accomplish together.

J. RYANN PEYTON, ESQ. LL.M.
DIRECTOR

LEADERSHIP- BOARD

The Colorado Attorney Mentoring Program serves at the pleasure of the Colorado Supreme Court.

The Supreme Court Advisory Committee on the Practice of Law assists the Court by reviewing the productivity, effectiveness, and efficiency of the Colorado Attorney Mentoring Program.

2022 Supreme Court Advisory Committee

David W. Stark, Esq. (Chair)

Steven K. Jacobson, Esq. (Vice-Chair)

David Beller, Esq.

Nancy L. Cohen, Esq.

Cynthia F. Covell, Esq.

Charles Goldberg, Esq.

Hon. Adam J. Espinosa

Carolyn D. Love, Ph.D.

Hon. Andrew McCallin

Barbara A. Miller

Henry R. Reeve, Esq.

Alexander R. Rothrock, Esq.

Sunita Sharma, Esq.

Daniel A. Vigil, Esq.

Brian Zall, Esq.

Alison Zinn, Esq.



LEADERSHIP- STAFF



Executive Director - Ryann Peyton (They/She)

Ryann serves as the Director of the Colorado Attorney Mentoring Program (CAMP). A former litigator and a seasoned consultant and advocate on professionalism, diversity, and equity in the legal field, Ryann is a frequent commentator, presenter, and lecturer. Prior to joining CAMP, Ryann focused their law practice on civil litigation with an emphasis on LGBTQIA+ families and civil rights. Ryann earned their law degree from the University of St. Thomas School of Law and holds an LLM and undergraduate degree from the University of Denver.

Director of Mentoring & Community Engagement - Kristen Belolan (She/Her)



Kristen serves as CAMP's Director of Mentoring and Community Engagement. Prior to joining CAMP, she managed her own law practice helping Colorado small businesses and startups with a variety of corporate and transactional matters. She has also worked in business development and client relationship roles at legal technology and media companies supporting the professional development of lawyers and modernization of the legal profession - including Practical Law, ALM, and LegalTech Hub. She started her legal career as a corporate attorney at Cullen and Dykman, one of the oldest law firms in New York. Kristen earned her law degree from Brooklyn Law School and her undergraduate degree from Georgetown University.

Program Manager - Lauren Solomon (She/Her)

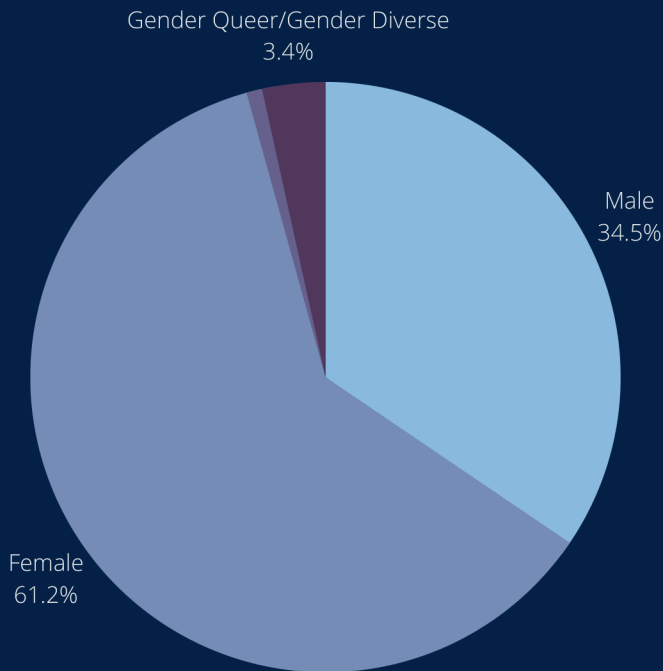


Lauren became a part of the Colorado Attorney Mentoring Program shortly after its inception in 2013. Prior to CAMP Lauren worked at the Colorado Bar Association for three years in the Law Practice and Risk Management Department. She was able to learn her way around many aspects of the legal profession 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.

OUR COMMUNITY

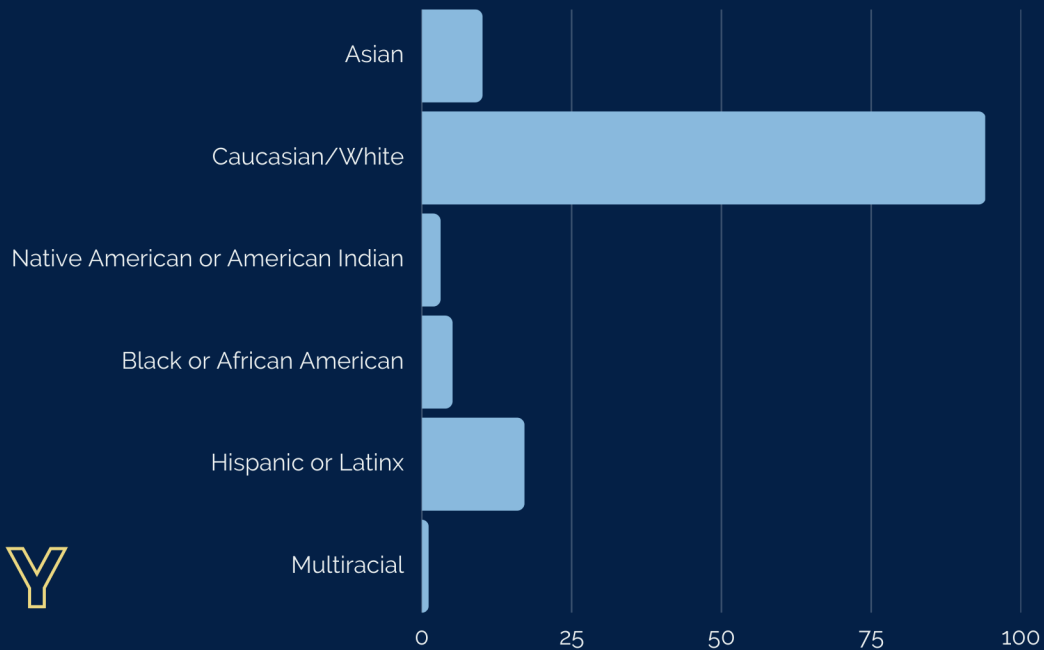
CAMP continues to prioritize the collection of participant metrics, including participant demographics, participant engagement, and mentoring outcomes.

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.

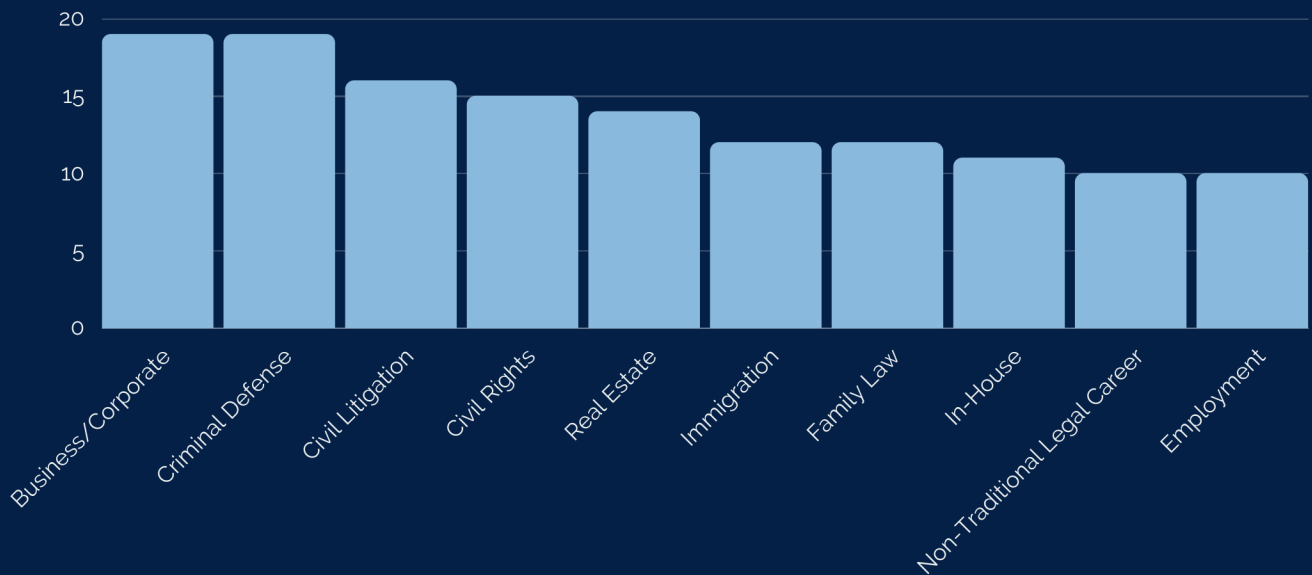


MENTEE GENDER

MENTEE ETHNICITY

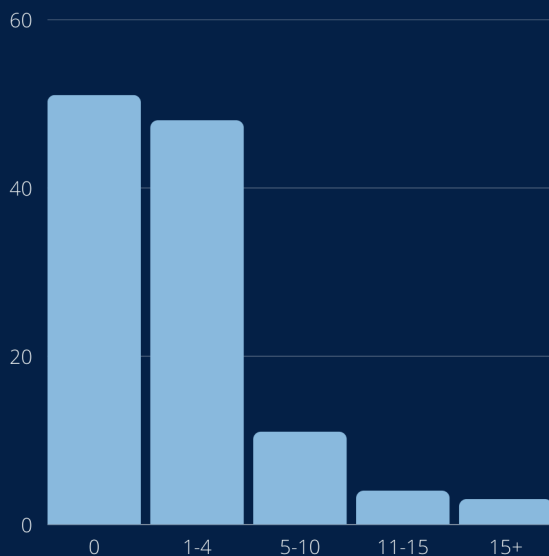


2022 Top 10 Mentoring Practice Areas

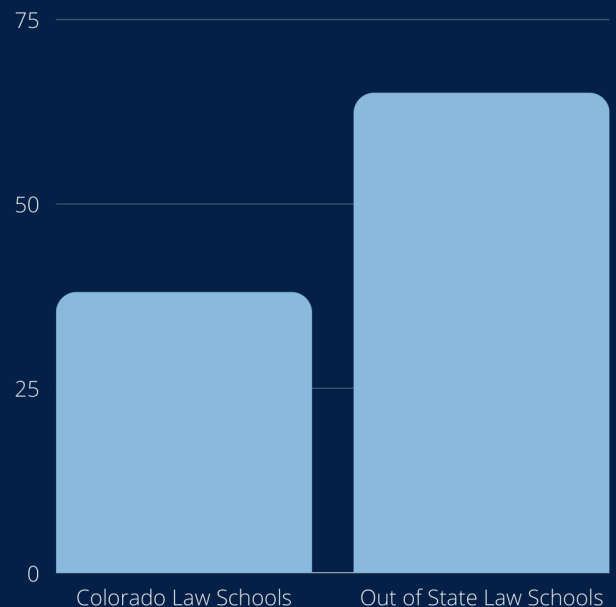


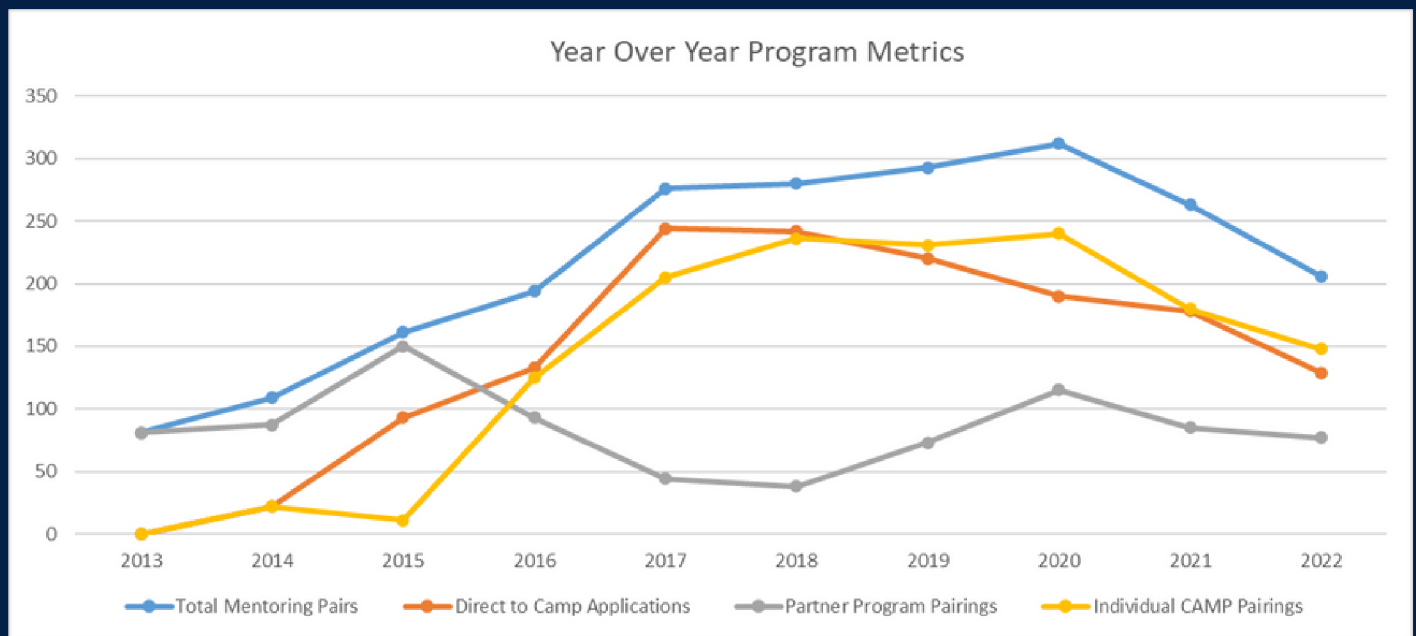
For the first time in CAMP's history, non-traditional legal careers were in the top 10 mentoring practice areas. In 2022, 84% of CAMP participants were in their first four years of practice. Additionally, CAMP continues to primarily serve lawyers new to Colorado.

Mentee Years in Practice



Mentee Law School Attendance





Overall new mentee applications for the traditional CAMP program (1:1 Mentoring) were down in 2022 as compared to 2021 metrics. This trend is in keeping with a changing landscape in legal mentoring since 2020:

- The growth of external mentoring programs developed by CAMP in prior years have become self-sustaining and require less CAMP facilitation;
- The demand of Colorado lawyers to engage in group mentoring experiences and CAMP partner programs offered by law firms, bar associations, and legal organizations has increased since the start of the pandemic; &
- The ability for legal employers and legal organizations to develop internal mentoring programs to meet the needs of their employees and members has improved with CAMP's support and expertise.

The shifting mentoring landscape will inform CAMP's next strategic plan as we seek to leverage our community partnerships and mission related programs to reach Colorado lawyers in new and meaningful ways.

In 2022, CAMP's group mentoring engagement stayed consistent with 2021 metrics. CAMP also partnered with the following new and returning organizations to build or facilitate internal mentoring programs:

- o Charter Communications
- o Colorado Department of Law
- o Colorado Disability Justice Alliance (CU & DU Law)
- o Colorado Women's Bar Association
- o Dentons LLP
- o Jefferson County District Attorney's Office

STATISTICS - PARTICIPANT ENGAGEMENT

Quantitative program participation is only one measurable metric of CAMP's impact on Colorado's legal community. We also actively consider the outcomes of individual mentoring relationships to assess the success and value of CAMP. The CAMP efficacy metrics remained steady in 2022 as reflected in the following data:

Post-Introductory Meeting Survey

- 96.3% rated proposed mentoring partner as "Very High Quality" or "High Quality"
-

30-Day Post Match Survey

- 95.24% "Very Satisfied" or "Satisfied" with mentoring partner
-

Six-Month Checkpoint Survey

- 90% "Very Satisfied" or "Satisfied" with effectiveness of mentorship
 - 100% "Very Satisfied" or "Satisfied" with mentoring partner
-

Relationship Closure Survey

- 84% "Very Satisfied" or "Satisfied" with effectiveness of mentorship
- 83% "Very Satisfied" or "Satisfied" with mentoring partner
- 83% would recommend CAMP to other Colorado lawyers



**336
MENTORING
ACTIVITIES
LOGGED**

**272 NEW CAMP
MEMBERS**

**2,472
MENTORING
HOURS
COMPLETED**

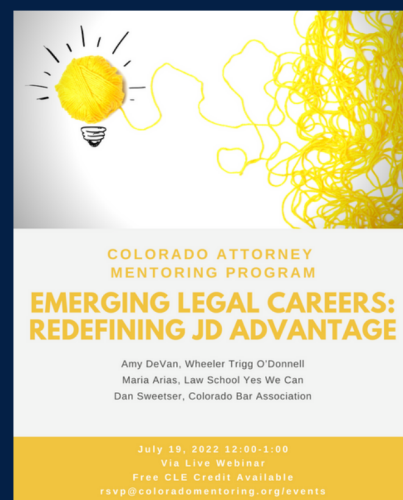
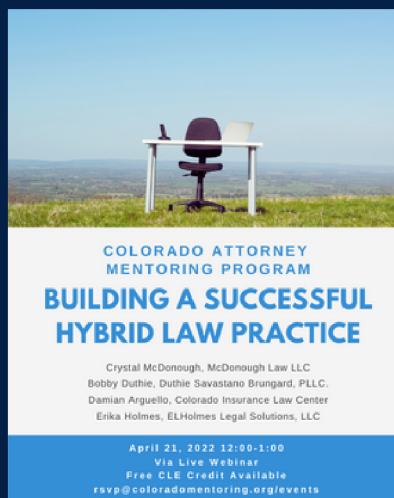


"This program has already contributed so much to me in my vision for career planning and fulfillment. Cara is a choice mentor. We are in the design of a mentorship plan that will incorporate aspects of the structured program and leverage a unique aspect of our shared program goals. It's an exciting endeavor! Thank you for your work to develop this program with structure and creative capacity."

OUTREACH

PROFESSIONAL DEVELOPMENT

CAMP continued to see historically high engagement in our monthly CLE webinars. In 2022, CAMP produced 10 unique, in-house CLE events focused on leadership development, practice readiness, practical skills training, and professionalism & wellness. Additionally, our social media audiences continued to grow across platforms garnering over 34,000 unique impressions in 2022.



CAMP reached over 1,000 Colorado legal professionals in 2022 through professional development seminars provided to the following organizations:

Arapahoe County Bar Association
Berg Hill Greenleaf Ruscitti LLP
Center For Legal Inclusiveness
Chicago Bar Association
City of Fort Collins City Attorney's Office
Colorado Bar Association Ethics Committee
Colorado Bar Association Family Law Section
Colorado Bar Association Government Counsel Section
Colorado Bar Association Solo/Small Firm Conference
Colorado Court of Appeals
Colorado Defense Lawyers Association
Colorado Department of Law
Colorado Diverse Attorney Community Circle
Colorado District Court Judge's Association
Colorado Juvenile Defender Center/Alternate Defense Counsel
Colorado Real Estate Symposium
Colorado School of Public Health
Colorado Trial Lawyers Association
Colorado Women's Bar Association- El Paso County Chapter
Colorado W.O.L.F.
El Paso County Bar Association
El Paso County Bar Association New Lawyers Division
El Paso County Bar Trial School
Gordon Rees Scully Mansukhani, LLP
Jefferson County District Attorney's Office
Larimer County Bar Association
LawLine
National Association of Bar Executives
Practising Law Institute
Pueblo County Bar Association
Sheridan Ross P.C.
Thompson Marsh Inn of Court
Twin Cities Diversity in Practice
University of Denver School of Law
University of Colorado School of Law
University of Wyoming School of Law
Wyoming State Bar Association

"A Different Practice" podcast
"Profit with Law" podcast
"The Law Entrepreneur" podcast
"The Tech Savvy Lawyer" podcast

Additionally CAMP remains a featured author in The Colorado Lawyer providing thought leadership through quarterly articles examining the intersection of mentoring and the practice of law.

Requests for CAMP CLEs and other professional development events increased 33% over 2021!

OUTREACH



TALENT GETS
YOU NOTICED

Character
GETS YOU
RECRUITED



CONSCIOUS
Conflict
RESOLUTION

CAMP continues to innovate ways to connect with Colorado lawyers. With an audience of 1,968 subscribers, CAMP's monthly newsletter contains meaningful video and written messages of encouragement, humor, validation, and learning for Colorado's legal professionals.

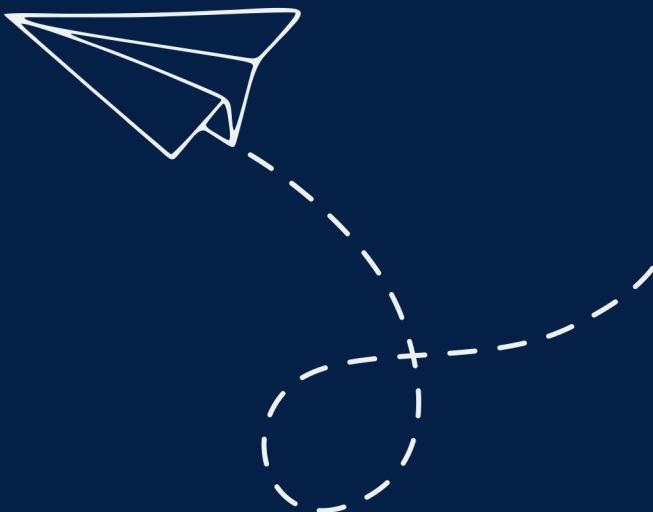


CREATING
A CULTURE
OF
FEEDBACK

...



Normalizing
REJECTION
In the Legal Profession



LEADERSHIP

In addition to outreach via traditional professional development and communications vehicles, CAMP staff engaged with and served the Colorado and national legal communities in a number of ways in 2022. Through leadership positions in bar associations, community organizations, and stakeholder collaboratives, CAMP staff utilized community engagement opportunities to grow CAMP's stature within the profession.

American Bar Association Center For Professional Responsibility

American Bar Association Standing Committee on Professionalism

Colorado Bar Association Executive Council

-

Colorado Bar Association President

Colorado Bar Association Board of Governors

Colorado Bar Association Ethics Committee

Colorado Bar Association Professionalism Coordinating Council

CBA/CJI Diversity on the Bench Coalition

Center for Legal Inclusiveness

Law School Yes We Can!





LEGAL ENTREPRENEURS FOR JUSTICE

LEJ is a small business incubator for socially conscious lawyers providing affordable legal solutions to low and middle-income people in Colorado. This target market includes those people who fall into the so-called “justice gap”: individuals who make too much money to qualify for free legal services, but not enough to pay traditional market rates and assume the risk and inherent uncertainty of the traditional legal pricing model, the billable hour.

LEJ provides the training, mentoring, resources, and support these lawyers need to establish their own law practices. LEJ lawyers are committed to offering predictable pricing and flexible representation options and leveraging technology and innovation from other industries to increase client engagement and efficiency.

CAMP officially launched its first Legal Entrepreneurs for Justice (LEJ) cohort in 2022, the largest and most diverse cohort in the program's history. Cohort members attend a two-week bootcamp and 11 months of bi-monthly training in topics such as business planning, pricing, marketing, client communications, and technology. In 2022, cohort members contributed 2,400 pro bono hours during their time in the program and successfully launched new practices focused on immigration, small business, and criminal defense law.

The acquisition of LEJ as a mission-related program has allowed CAMP to expand its aptitude for professional development delivery and broadened our reach and credibility in the legal community.



AUTONOMY

TO BUILD A BUSINESS YOU WANT TO WORK FOR!





LEGAL
ENTREPRENEURS
FOR JUSTICE

WWW.LEJCO.ORG



SUCCESSION TO SERVICE

COLORADO'S PRO BONO PIPELINE

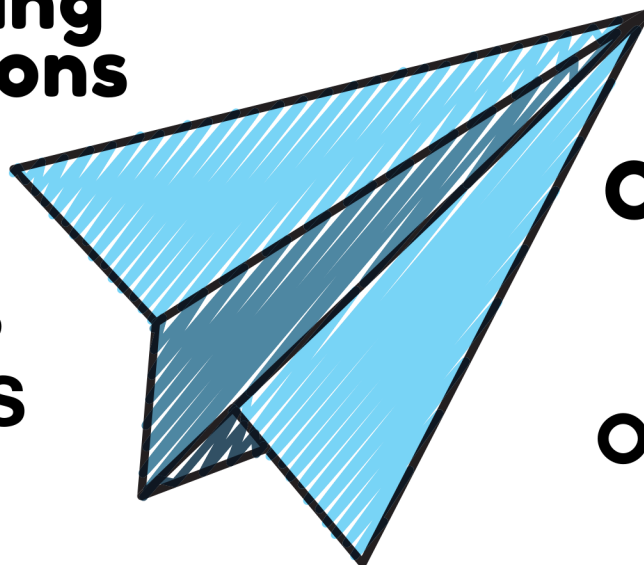
In collaboration with Paladin, a justice tech company, Succession to Service is Colorado's statewide online portal designed to help lawyers find volunteer opportunities and assist Coloradans with their legal needs. Through the free portal, volunteer lawyers and law students have a centralized location to search and sign up for pro bono opportunities across the state.

The portal is designed to make it easy for legal professionals to search, learn about, and volunteer for matters suitable to their interests and skills, and to connect directly with the referring agency to get started. For legal services organizations, the portal allows them to manage and track pro bono interest and engagement in real time.

As a mission related program, Succession to Service allows CAMP to connect mentoring pairs to utilize pro bono matters as a learning platform to build practice competency skills. Additionally, Succession to Service provides CAMP with access to community building opportunities with Colorado's legal service providers to support LEJ cohort members and expand our reach in Greater Colorado legal communities.

Participating Organizations

**35 LEGAL
SERVICES
PROVIDERS**



Pro Bono Opportunities

**195
OPPORTUNITIES
POSTED**



Colorado

Well-Being Recognition
Program For Legal
Employers

The Colorado Supreme Court approved the Colorado Well-Being Recognition Program for Legal Employers in October 2022 and the program officially launched in January 2023.

Outreach to the Colorado legal community began in November 2022 with an editorial sent to publications across the state and through direct outreach to law firms, bar associations, professional organizations, government law offices, and non-profit law offices, and a social media campaign. Outreach will continue monthly throughout 2023. The program website serves as the program hub, allowing participating organizations to take the Colorado Pledge to Lawyer Well-Being, obtain tools and resources for meeting pledged goals, register for events, and submit attestation forms.

The program will offer three collaborative learning events in 2023 on April 13th, June 22nd, and December 7th. The program will also host a full day conference on September 14th to include peer-to-peer mentoring and collaborative learning sessions. Through a partnership with CBA/CLE, CAMP is able to offer these events at no cost to Colorado lawyers and at minimal cost to the program.

The launch of the Colorado Well-Being Recognition Program for Legal Employers as a mission-related program allows CAMP to expand its reach to impact structural, systemic, and cultural change in the legal profession. By creating a platform for leader-to-leader, lawyer-to-lawyer, and organization-to-organization well-being mentoring, CAMP will provide more holistic support for lawyer excellence.



MAKE WELL-BEING A PROFESSIONAL PRIORITY

COLORADO WELL-BEING RECOGNITION PROGRAM FOR LEGAL EMPLOYERS

- Take the Pledge**
Affirming the six-point lawyer well-being framework:
 - Leadership
 - Mentoring
 - Work-Life Integration
 - Diversity, Equity, and Inclusion
 - Compensation Metrics
 - Client Focus
- Make Well-Being a Priority**
Work towards the completion of your well-being goals, attend free educational and resource events, and submit your attestation form.
- Get Recognized**
The Colorado Supreme Court will recognize legal organizations for their pledged commitment and their achievements in the form of a culminating recognition event, wall certificate, and electronic website badge.

Visit coloradolawyerwellbeing.org to take the pledge today!



LOOKING FORWARD

WHAT'S NEXT?

CAMP will complete its 2021 - 2023 strategic plan and embark on a new three-year strategic plan to refine its programmatic and educational offerings through 2026. We will launch a comprehensive "post-pandemic" 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.

CAMP is becoming recognized within the profession as providing expert education, thought-leadership, and capacity building in areas of professionalism, civility, inclusion/belonging, communicating across differences, professional identity development, and leadership development – in addition to providing access to meaningful mentoring and practice readiness skills.

As can be seen in CAMP's 2022 outreach, the majority of requested presentations focus on EDI, professionalism, relationship development, and practice development. CAMP's reputation in these areas is aligned with our strategic direction and vision to grow the CAMP office into a broader office focused on promoting professional excellence among the lawyers and judges of Colorado; fostering commitment to the elimination of bias and divisiveness within the legal community; and cultivating strong relationships between the bar, courts, clients, law schools and the public, through the teaching of the core values and ideals of the legal profession.

We look forward to continuing CAMP's growth in these areas of expertise and growing our footprint as a core component of professional excellence for Colorado lawyers in the coming years.



Want to know more?
Contact Ryann Peyton at
r.peyton@csc.state.co.us.

1300 Broadway, Ste 230
Denver, CO 80203



www.coloradomentoring.org