

# Leading through Engagement

A Message from the  
Greater Colorado Task Force

BY IAN MCCARGAR



## Introduction



In December 2020, I shared my President's Message with two past presidents of the Colorado Hispanic Bar Association, Christine Hernández and Annie Martínez, to promote the proposed CLE requirement relating to equity, diversity, and inclusivity.<sup>1</sup> This month, I am delighted to share my column with Windsor Town Attorney and CBA Executive Council member Ian McCargar, to highlight what the CBA is doing to assess and address the needs of CBA members statewide.

This work arises from the CBA's REFOCUS 2020 Strategic Plan, introduced in spring 2016, which includes statewide outreach and inclusion as a significant priority. Specifically, the "E" in "REFOCUS" stands for our objective to "Engage Under-Represented Populations," including statewide populations, by "improving and ensuring their inclusion at all levels of the CBA" through means such as "using technology to better reach members statewide" and "strengthening local bar associations."<sup>2</sup>

In light of this strategic priority, CBA Immediate Past President Kathleen Hearn Croshal constituted the Greater Colorado Task Force—a geographically diverse group of eight CBA members from around the state—and appointed Ian McCargar as chair. Since January 2020, the Task Force has met over a dozen times. Conversations with invited guests guided the Task Force toward a better understanding of issues practitioners and Colorado citizens face outside the metro area. Through these conversations, a consistent theme emerged: the CBA can and should do more to promote greater participation in CBA programs, communication, and leadership opportunities for its members in Greater Colorado.

—Jessica Brown, CBA president

The Greater Colorado Task Force has created a Report and Recommendations (Report), which it will present during the CBA Board of Governors' upcoming June meeting. The Report urges the CBA to improve the value and relevance of CBA membership to lawyers who practice outside the Denver metropolitan area. It identifies four key areas of focus:

- CBA structure
- CBA programs and benefits
- local bar resources and local bar impacts
- role of technology.

The Report recommends changes in CBA policy and practices within each of these key focus areas. The Task Force believes each recommendation will benefit the CBA and its membership. Recommendations include:

- structural revisions through amendments to the CBA Bylaws
- contributions of content to *Colorado Lawyer* from Greater Colorado
- program enhancements targeted at Greater Colorado
- enhanced staff, administration, and leadership outreach to Greater Colorado
- continued investment in remote meeting culture, technology, and training.

These recommendations, whether standing alone or in aggregate, encourage the CBA

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## WHERE WILL THE NEXT GENERATION OF ATTORNEYS PRACTICE?

In the past 10 years, Colorado has experienced significant growth in areas outside the Denver metropolitan region. The Census Bureau's QuickFacts website<sup>1</sup> tells the story we all know. To cite a few examples, between 2010 and 2019, Larimer County experienced a 19.1% increase in its population, Weld County grew by 28.3%, and El Paso County grew by 15.8%. That growth surpassed—or closely rivaled—that of Denver, which experienced a 21.2% population growth during the same time. And the trend is expected to continue. According to forecasts from the State Demography Office (SDO), by 2050, the Western Slope's population is projected to grow by approximately two-thirds, and Colorado Springs is expected to surpass Denver in population.<sup>2</sup> That significant rise in population is accompanied by an influx of new attorneys, families, and individuals seeking a better life. The Task Force's efforts will ensure the CBA is well-positioned to offer value to those professionals.

### NOTES

1. US Census Bureau QuickFacts: United States, <https://www.census.gov/quickfacts/fact/table/US/PST045219>.

2. SDO, <https://demography.dola.colorado.gov/population/population-totals-counties>.



Counties	SDO Estimate 2010	SDO Projection 2050	% increase
<b>Colorado</b>	<b>5,050,332</b>	<b>7,894,664</b>	<b>56.3</b>
Weld	254,230	676,077	165.9
Elbert	23,107	49,072	112.4
Archuleta	12,060	23,923	98.4
Adams	443,711	824,277	85.8
San Miguel	7,356	13,570	84.5
Routt	23,439	41,003	74.9
Larimer	300,532	522,986	74.0
Garfield	56,150	95,912	70.8
Broomfield	56,107	94,468	68.4
El Paso	627,232	1,052,481	67.8
Montrose	41,188	67,090	62.9
La Plata	51,441	83,625	62.6
Douglas	287,124	463,165	61.3
Mesa	147,155	236,677	60.8
Grand	14,790	23,129	56.4



Ouray, Colorado

Counties	SDO Estimate 2010	SDO Projection 2050	% increase
Summit	28,073	42,298	50.7
Arapahoe	574,819	839,880	46.1
Denver	604,879	880,292	45.5
Eagle	52,057	75,402	44.8
Morgan	28,196	40,739	44.5
Chaffee	17,797	25,361	42.5
Lincoln	5,474	7,803	42.5
Clear Creek	9,155	12,814	40.0
Alamosa	15,474	21,419	38.4
Boulder	295,605	406,793	37.6
Gunnison	15,309	21,013	37.3
Ouray	4,446	6,046	36.0
Montezuma	25,532	34,703	35.9
Park	16,262	21,916	34.8
Lake	7,282	9,722	33.5
Pueblo	159,496	210,507	32.0

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to change how it engages collaboratively with its membership and serves its statewide citizenry. The Task Force urges all CBA members, from all corners of the state, to contribute to the organization, which we believe will strengthen rural communities and attract legal talent to increase citizen access to justice.

The Task Force also believes that over time the recommendations will boost member engagement, collaboration, and leadership for CBA members from Greater Colorado. This infusion of talent will add vitality, diversity, and inclusivity to the organization, complementing ongoing racial justice, equity, diversity, and inclusivity (REDI) efforts within the bar. The CBA is better and stronger when its leaders are cultivated broadly throughout our great state.


**Overarching Goal: Improve Our Communities**

The Task Force members are lawyers who have built successful practices in Greater Colorado and who value CBA membership. We are keenly aware of the benefits to their communities when lawyers step forward. Our profession brings a unique toolkit to solving community challenges: respect for the rule of law, analysis and problem-solving, diplomacy, and empathy. While the Task Force's recommendations will improve engagement within the CBA, the real beneficiaries of these ideas will be our improved communities across all of Colorado.

Anyone interested in an advanced copy of the Task Force Report and Recommendations may contact any of the following Task Force members:

- Danita Alderton, Pueblo, [alderton@altman-keilbach.com](mailto:alderton@altman-keilbach.com)

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As chair, I also want to thank Kathleen Hearn Croshal, Jessica Brown, Joi Kush, Amy Larson, Dan Sweetser, Kath Schoen, and Emy López. The support of these able contributors anchors the work of the CBA Greater Colorado Task Force. 



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**Ian McCargar**, Windsor Town Attorney, was born and raised in Grand Rapids, Michigan. He moved to Steamboat Springs after graduating from law school in 1982 and relocated to Fort Collins seven years later. As Town Attorney, he serves as chief legal adviser to the Town Board and Town employees. His responsibilities include representing the Town in legal proceedings and assisting in the negotiation of agreements, contracts and other legal documents and transactions. McCargar is a member of the CBA Executive Council and the chair of the CBA's Greater Colorado Task Force.

**NOTES**

1. Hernández and Martínez, “Leading the Way to a Diversity-Focused CLE Requirement,” 49 *Colo. Law.* 4 (Dec. 2020), <https://cl.cobar.org/departments/leading-the-way-to-a-diversity-focused-cle-requirement>.
2. CBA Strategic Plan Refocus 2020, <https://www.cobar.org/For-Members/Committees/CBA-Strategic-Plan-Refocus-2020>.