CTLA Diversity and Inclusion Policy

Diversity and inclusion are core values of the Colorado Trial Lawyers Association and essential to the achievement of our mission. When applied in unison, diversity and inclusion create meaningful representation and involvement of persons with varied backgrounds, experiences, identities, and abilities in every aspect of CTLA, each with the opportunity to make robust contributions to the organization without discriminatory barriers. To express these values CTLA promotes diversity and inclusion in our organizational structure and policies, leadership, membership, programs and services, employment practices, and relationships with coalition partners and donors.

CTLA is committed to encouraging and making diversity an integral aspect of all membership services it delivers. The diversity found within the legal profession offers the ability for CTLA to recruit and include previously undiscovered and talented individuals who should have the equal chance to participate in our organization as board members, officers, committee leaders, continuing legal education speakers, members, student members, and staff. Promotion of the concept of diversity in all its forms—including but not limited to age, gender, religion, race, culture, national origin, ethnicity, sexual orientation, gender identity, disability, veteran status, socioeconomic status, expertise, and geographic location—furthers CTLA’s mission. Diversity throughout our organization provides fresh ideas to our members who serve an increasingly diverse pool of clients and community.

It shall be the explicit policy of CTLA that every board member, officer, committee leader, continuing legal education / seminar organizer, and employees incorporate the above diversity and inclusion values into all CTLA decisions.

All CTLA board members, officers, committee leaders, continuing legal education / seminar organizers and employees shall be required, on an annual basis, to sign a statement affirming they have read and understand the CTLA Diversity and Inclusion Policy.