

February 8, 2023

The Hon. Michael Bennet
The Hon. John Hickenlooper
c/o Amy Friedman
Acting Chief of Staff & State Director to Senator Bennet
amy_friedman@bennet.senate.gov

Dear Senators Bennet and Hickenlooper:

We, the undersigned, are a group of Colorado attorneys who have represented plaintiffs in employment and/or civil rights matters and write to offer our support for and recommendation that Magistrate Judge S. Kato Crews be nominated to the U.S. District Court for the District of Colorado to fill a seat created by the move to senior status by the Hon. Raymond Moore.

Each of the undersigned attorneys is dedicated to protecting the rights of Colorado workers by advocating for fairness, justice, and equality in application of the law to employment-related matters. None of us is a stranger to the U.S. District Court for the District of Colorado; combined, we have represented hundreds of employees in Colorado and collectively we have developed a unique understanding of, and appreciation for, the influence an Article III judge has on the lives and rights of clients, particularly ours.

Every signor to this letter has either practiced with Magistrate Judge Crews before he took the bench or appeared as a party in his courtroom. Some have done both. Regardless, all offer support not only on their behalf but, we reasonably believe, on behalf of clients involved, and whose lives Magistrate Judge Crews has meaningfully touched. We provide such support recognizing Magistrate Judge Crews has served as an adversary, defending employers, and has rendered judgments we might not have wanted. Notwithstanding that reality, not one of us questions Magistrate Judge Crews' intellect, integrity, respect for the rule of law, and the profession we share. We similarly have never seen him exhibit bias or disrespect toward a party or counsel and have witnessed him handle challenging situations with calm and grace. Put simply, when he was an attorney, we observed Magistrate Judge Crews treat employee plaintiffs with the utmost respect and professionalism while still zealously advocating for his clients. As a Magistrate Judge, he has embodied what all hope to see in a judicial officer—fairness and impartiality. Above all, we have observed Magistrate Judge Crews treat our clients with dignity and kindness while also evidencing a degree of empathy and understanding for the stress and challenge plaintiffs, in particular, experience in pursuit of their employment-related claims. That alone has left a positive impact on our clients and the judicial system, regardless of the outcome of their cases.

With Judge Moore's transition to senior status, we think it also important to note the District of Colorado is losing its only Article III Black Judge. Magistrate Judge Crews is the District's first Black Magistrate Judge and we believe it fitting he be nominated to fill a seat vacated by a Judge of color. It is also worth noting, Magistrate Judge Crews' selection would also meet the Biden Administration's stated goal of promoting diversity among members of the federal bench, a value and goal the undersigned share and believe is critical if justice is to be experienced by all.

In closing, we, the undersigned members of the Colorado Bar, cannot more fully express our support and recommendation that Magistrate Judge Crews be nominated to the U.S. District Court for the District of Colorado. If you have any questions, please feel free to contact any of the undersigned attorneys.

Sincerely,

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