



UCLI

UTAH CENTER FOR
LEGAL INCLUSION

2019 ANNUAL REPORT

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1.0 Mission Statement & Standing Request

Mission Statement. The Utah Center for Legal Inclusion (UCLI) is a 501(c)(3) nonprofit organization dedicated to advancing the goals of equity and inclusion in Utah's legal profession. By coordinating with the Utah State Bar and its affinity groups, legal employers, government agencies, educational institutions, and community partners, UCLI strives to enhance organizational inclusion, facilitate educational opportunities and professional advancement for students and attorneys with diverse backgrounds, assist in eliminating bias in Utah's justice system, and track the progress of legal inclusion efforts throughout the state. UCLI invites all to participate in its inclusion initiatives, which will help strengthen Utah's legal institutions in an increasingly diverse state.

Standing Request. UCLI recognizes the unique challenges and sensitivities inherent in the topics of diversity, equity, and inclusion. It will make every effort to be sensitive to all groups and interests that exist in Utah and specifically, in Utah's legal community. To that end, UCLI asks that you **join the conversation**. Help UCLI navigate these sensitive and important topics. Please send us your feedback, suggestions, and criticisms by visiting <http://www.utahcli.org/contact-us/> or by emailing ucli@utahcli.org. Let us know how we can improve, share your experience and perspective, and provide new ideas for achieving UCLI's objectives.

2.0 Executive Summary

In 2019, UCLI's six committees began growing and implementing a number of projects and initiatives aimed at achieving UCLI's short- and long-term goals. These projects, more fully detailed below, include UCLI's Mentoring Program, Proximity Task Force, refugee outreach efforts, and Certification Program for legal employers. In addition, UCLI continued to refine the scope and goals of some of the committees to better reflect the immediate needs and resources within each area of focus:

- *Education—chaired by Judge Clemens Landau and Geidy Achebar.* UCLI will continue to develop and implement a comprehensive education initiative that serves diverse students in achieving academic and professional goals in the law, beginning in K-12 schools and continuing through undergraduate institutions and law schools. UCLI's Education Committee will develop its initiatives across three prongs of intervention: school presentations and outreach, team-based individualized mentoring, and scholarship support for diverse students.
- *Advancement—chaired by Jacey Skinner and Matt Durham.* UCLI will continue to support and encourage professional advancement for all attorneys. As a continuation of the mentoring efforts developed by the Education Committee, UCLI will develop an initiative that supports attorneys by providing mentoring and advancement opportunities from the time an attorney enters the legal profession in Utah and throughout her or his legal career. As a particular area of focus, UCLI will promote equity and inclusion on Utah's bench by identifying, encouraging, and mentoring qualified judicial candidates with diverse backgrounds and assisting the candidates during the appointment process. To that end, UCLI is developing advisory groups in each of Utah's eight judicial districts to facilitate outreach throughout the state.
- *Organizational Inclusion—chaired by James Sorenson.* UCLI will work with legal employers through the UCLI Certification Program, to promote diverse and inclusive work environments, satisfy client requirements, and provide relevant training. As part of the Certification Program, UCLI will also develop resources and other educational materials for attorneys and legal employers that address topics such as recognizing implicit bias, fostering inclusive workspaces, and recruiting, retaining, and



promoting attorneys with diverse backgrounds. Additionally, UCLI will assist with training and programs for the judiciary to help address issues specific to potential biases on the bench and throughout the court system.

- *Community Outreach*—chaired by Grace Acosta and Cliff Parkinson: UCLI will continue to pursue partnerships with local businesses and chambers of commerce to raise awareness and build support for legal inclusion efforts. The Community Outreach Committee will also partner with community groups and organizations serving diverse and marginalized populations in an effort to develop more effective programs and plans that meet the legal needs of various community interests. Through these efforts, UCLI aims to (i) ensure that all Utahns understand and trust Utah’s courts and justice system, (ii) increase proximity between lawyers and diverse populations in Utah, and (iii) amplify access-to-justice efforts around the state.
- *Continuing Legal Education* – chaired by Jonathan Hafen: UCLI created a CLE committee to ensure that attorneys and judges receive opportunities for trainings on diversity and inclusion issues.
- *Tracking Progress*—chaired by John Baldwin: UCLI will work with the Utah State Bar and other partners such as educational institutions and legal employers to gather reliable data reflecting the current demographics of Utah’s legal community and to track the progress of equity and inclusion initiatives over time. UCLI will be involved in developing and distributing several surveys that serve these aims in 2020.
- *Development*—chaired by Annette Jarvis and Kate Conyers: To ensure its long-term sustainability, UCLI will pursue fundraising efforts across four key categories of stakeholders: community foundations and philanthropic individuals, legal employers, legal vendors, and the business community.

In 2019, UCLI hired Aida Neimarlija, who previously served as interim executive director, to serve as its permanent executive director. As planned, UCLI also hired a full-time supporting staff member, Ling Ritter, who serves as the assistant director. Looking forward to 2020, UCLI will strive to hire a part-time staff to oversee the development and implementation of its program to promote legal education to Utah’s diverse communities (see section 6.1 below).

3.0 Utah Demographics and Diversity Efforts

During the twentieth century, Utah’s legal profession made progress toward including people of various backgrounds, including women and racial minorities. Between 1872 and 1975, the Utah State Bar admitted ninety-one women, and the next year an additional twenty-eight women graduated, which helped the Bar push past the mark of one hundred women attorneys. The first minority attorney in Utah was admitted to practice in 1909, and by 1980, fifty minority attorneys had been admitted.

While UCLI celebrates these milestones, continued progress has been slow and has stalled in recent years. Despite the fact that the overall population in Utah is becoming more diverse, the legal profession has not followed the same trajectory. Surveys show that women and minorities are still significantly under-represented. We recognize that race and gender are not the only relevant categories, but statistics for disability, sexual orientation, religion, and other demographics are more difficult to obtain. Nonetheless, race and gender statistics indicate that the legal profession continues to be primarily composed of white male attorneys.

Over the years, the Utah State Bar and several existing organizations have engaged in efforts to improve the inclusiveness of Utah’s legal profession. For example, the Utah Minority Bar Association proposed and the Utah State Bar adopted the Pledge to Racial and Ethnic Diversity. Several legal employers in Utah signed the pledge, indicating their commitment to increase the hiring, retention, and promotion of attorneys of color. Women



Lawyers of Utah has developed various inclusion programs, including a special project committee focused on community outreach to groups that provide educational and other resources to girls in elementary and secondary schools. In addition, the LGBT and Allied Lawyers of Utah provide scholarship funds to LGBTQ students pursuing legal careers. These examples provide a small sampling of existing efforts aimed at promoting equity and inclusion in Utah's legal profession. UCLI was formed to coordinate and enhance these existing efforts and to develop a comprehensive structure that will meet the specific needs of Utah's legal community as Utah's demographics change. In order to gain widespread support throughout the legal profession, UCLI formed an inaugural Board of Directors in November 2016 with representation from various segments of the legal profession and from all political and ideological backgrounds.¹ The Board of Directors worked to identify and refine UCLI's scope and purpose. It published UCLI's Strategic Plan, [available here](#).

4.0 Organizational Structure

UCLI is managed by its Board of Directors, which includes UCLI's Executive Committee, officers, and committee chairs, as well as business and community representatives and liaisons from the Utah Minority Bar Association (UMBA), Women Lawyers of Utah (WLU), LGBT and Allied Lawyers of Utah (LALU), Young Lawyers Division (YLD), Utah's Disability Law Center (DLC), the Utah State Courts, the Utah Federal District Court, the University of Utah S.J. Quinney College of Law, and the Brigham Young University J. Reuben Clark Law School.

Oversight is provided by UCLI's Executive Committee, which is tasked with managing the organization's major operations. The Executive Committee is composed of UCLI's two co-Chairs, Justice Christine Durham (retired) and Francis Wikstrom; UCLI's two co-Presidents, Melinda Bowen and Kristen Olsen; and UCLI's Executive Director, Aida Neimarlija.

In 2019, UCLI welcomed six new board members. Barbara Melendez, the new Director of Diversity, Equity, and Inclusion at BYU J. Reuben Clark Law School, took over for Carolina Núñez as the BYU Law School Representative. Jasmine Maciel-Fierro assumed Chelsea Davis' position as the YLD Representative. Remington "Jiro" Johnson replaced Abby Dizon-Maughan as the UMBA Representative. Aaron Kinikini joined the Board as the DLC Representative. Matt Connors from Rocky Mountain Advisory joined the Board as the Tax and Accounting Advisor. UCLI also created the new position of Continuing Legal Education (CLE) Chair and welcomed Jonathan Hafen to this role.

The Board of Directors, Executive Committee, and Executive Director receive additional support from the following individuals: UCLI's Assistant Director, Ling Ritter; UCLI's four officers: Secretary LaShel Shaw, Treasurer Bret Evans, Communications Director Marshall Thompson, and Compliance Officer Samantha Scott; and UCLI's two interns, Jon Olson and Joseph Rivera from the University of Utah's Hinckley Institute.

As of December 31, 2019, the membership of the UCLI Board of Directors was as follows:

I. Voting Members:

Chair(s): Christine Durham and Fran Wikstrom (jdurham8345@gmail.com) (FWikstrom@parsonsbehle.com)

Co-Presidents: Melinda Bowen and Kristen Olsen (mways@gmail.com) (olsen.kristen@dorsey.com)

¹ The founding board members include Samuel Alba, Nathan Alder, John Baldwin, Aden Batar, Adrienne Bossi, Melinda Bowen, Robert Clark, Justice Christine Durham, Matthew Durham, Kathy Dyer, Robert Flores, Amy Fowler, Sim Gill, James Jardine, Annette Jarvis, Spencer Jones, Juan Carlos Judd, Clemens Landau, Carol Lear, Jane Marquardt, Anne Milne, Carolina Núñez, Kristen Olsen, Sean Reyes, Robert Rice, Trystan Smith, Rodney Snow, James Sorenson, Sarah Starkey, Judge Vernice Trease, Angelina Tsu, and Francis Wikstrom.



Geidy Achecar, Education Committee Co-Chair (gachecar@fslaw.com)
Grace Acosta, Community Outreach Committee Co-Chair (gacosta@lewishansen.com)
John Baldwin, Tracking Progress Committee Chair (john.baldwin@utahbar.org)
Kate Conyers, WLU Representative, Development Committee Co-Chair (kate@conyersnix.com)
Matt Connors, Tax and Accounting Advisor (mconnors@rockymountainadvisory.com)
Jasmine Fierro-Maciel, YLD Representative (jasmine.fierro@gmail.com)
Remington (“Jiro”) Johnson, UMBA representative (Rjohnson@sllda.com)
Matt Durham, Advancement Committee Co-Chair (matt.durham@stoel.com)
Bob Flores, University of Utah Law School Representative (robert.flores@law.utah.edu)
Amy Fowler, LALU Representative (amy@fowlervenable.com; aflower22@gmail.com)
Jonathan Hafen, CLE Chair (jhafen@parrbrown.com)
Annette Jarvis, Development Committee Co-Chair (jarvis.annette@dorsey.com)
Juancarlos Judd, Non-Lawyer Representative (juanjudd3@gmail.com)
Aaron Kinikini, DLC Representative (akinikini@disabilitylawcenter.org)
Judge Clemens Landau, Education Committee Co-Chair (clemensalandau@gmail.com)
Judge David Nuffer, Federal Courts Liaison (David_Nuffer@utd.uscourts.gov)
Barbara Melendez, BYU Law School Representative (melendezb@law.byu.edu)
Cliff Parkinson, Community Outreach Committee Co-Chair (cliff.parkinson@tnw.com)
Justice John Pearce, Utah Courts Liaison (jpearce@utcourts.gov)
Jacey Skinner, Advancement Committee Co-Chair (skinnerj@ballardspahr.com)
James Sorenson, Organizational Inclusion Committee Chair (jsorenson@rqn.com)

II. Non-Voting Members

Executive Director: Aida Neimarlija (aida@neimarlaw.com)
Secretary: LaShel Shaw (lashaw@slco.org)
Treasurer: Bret Evans (brevans@swlaw.com)
Communications Director: Marshall Thompson (marshallthompson@utah.gov)
Compliance Officer: Samantha Scott (samantha@savvi.legal)

5.0 Officer Report Summaries

5.1 Treasurer Report

Bret Evans served as Treasurer in 2019 and continues to do so. According to Evans’ records, UCLI’s cash on hand on December 31, 2019 was \$124,301.32. In 2019, UCLI’s total receipts were \$186,338.83, while its total expenses were \$66,185.76. UCLI’s pending liabilities as of December 31, 2019 were \$806.30. Its pending deposits were \$33,000 from a Utah Bar Foundation grant, \$8,000 of which is contingent upon future actions.

5.2 Communications Director Report

Marshall Thompson has continued to help publicize UCLI events and other events related to diversity and inclusion (D&I). Thompson’s plan to incorporate additional social media platforms was executed by UCLI’s Hinckley Institute Interns, Joseph Rivera and Jon Olson. In 2020, UCLI plans to seek out and work with website developers and database experts to develop a complex, interactive website, making



UCLI the centralized database for support to legal organizations, community groups, students, affinity groups, and various employers in Utah.

5.3 Compliance Officer Report

Samantha Scott continued to assist UCLI with volunteer compliance support. Scott has played an important role in ensuring that UCLI remains in compliance with the laws applicable to it as a 501(c)(3) non-profit organization. To the best of UCLI's knowledge, UCLI is currently compliant with all legal requirements to which it is subject.

5.4 Secretary Report

LaShel Shaw continued to provide UCLI with volunteer secretarial assistance. In 2018, Shaw assisted in the adoption of UCLI's Strategic Plan, which in turn led to a reorganization of its management structure and the creation of the separate voting board of directors. In 2019, Shaw continued to support the voting board, with efforts including drafting agendas and recording meeting minutes. She also managed UCLI's weekly bulletin to communicate local D&I news to Utah's legal community.

6.0 Committee Report Summaries

In 2019, UCLI's committees and committee chairs created structures for and began to implement their various programs and initiatives. Below are summaries of reports provided by UCLI committee chairs that highlight ongoing projects, events, presentations, partnerships, and objectives for 2020.

6.1 Education Committee

UCLI's Education Committee has continued to lay the foundation for a large-scale initiative to promote legal education to diverse groups at the K-12, undergraduate, and law school levels. In this regard, the Education Committee has built relationships with representatives at Utah's schools and institutions to discuss existing D&I efforts and to identify opportunities for UCLI to provide volunteer support and other resources. To further enhance its efforts to reach students with diverse backgrounds, UCLI has also worked with other organizations and offices such as Latinos in Action, the Utah Office of Multicultural Affairs, and the University of Utah Center for Ethnic Student Affairs.

The Education Committee also created a new Scholarship Committee, chaired by volunteer attorney Cheryl Mori. The purpose of this subcommittee is to develop and provide scholarships to support the legal education of students with diverse backgrounds. This initiative is an important step toward resolving the disparities in educational achievement that stem from resource inequalities across different demographics. In 2019, the Committee partnered with YLD and Holland & Hart to create the first-ever Utah Bar Review Diversity & Inclusion Scholarships for recent law school graduates. The committee will also be awarding scholarships for costs associated with LSAT registration and preparation; Bar Exam registration, preparation, and licensing; mock trial team expenses; and other areas as the committee continues to identify needs.

UCLI also launched its evidence-based, comprehensive mentoring program for diverse students. To lay the groundwork for this program, UCLI's Mentoring Task Force, which oversees the Mentoring Program, enlisted law students to research best practices among various mentoring initiatives. Based on the research, the Task Force is moving forward with a team mentoring approach that will facilitate



opportunities for each student-mentee to develop ongoing relationships and build a broad professional network that can provide helpful resources and guidance. The Task Force has begun its efforts by testing certain ideas in a pilot program scheduled to run through the 2019-2020 school year. To assist with its development of programming and opportunities for UCLI's Mentoring Program and school outreach, UCLI has formed relationships with partners at East High School, S.J. Quinney College of Law, and the Utah courts.

The Task Force has begun visiting local public schools such as Meadowlark Elementary and St. Francis Xavier Catholic School, among others, where multiple lawyers volunteered their time and shared their experiences with students. UCLI has also begun meeting with contacts at both the University of Utah and Brigham Young University to develop relationships with existing undergraduate programs where UCLI volunteers can lend support. Similar meetings are in the works with other schools, such as Utah State and Weber State Universities. The Task Force has also begun its mentoring efforts with college and law students. Julie Nelson recently joined as the Chair of the college student tier and is building strong ties with diverse college groups across the state. Under the direction of Heather Thuet, the law student tier Chair, and thanks to the generous \$1,500 sponsorship by the Litigation Section of the Utah State Bar, four law student UCLI mentees from both the University of Utah and BYU law schools attended the Litigation Section's *Judicial Excellence CLE and Shenanigans* in Moab in October.

In 2019, the following individuals served as members of the Education Committee:

- Geidy Achecar (Education Committee Co-Chair, Scholarship Committee Member)
- Clemens Landau (Education Committee Co-Chair)
- Kathy Dryer
- Bob Flores
- Carol Lear
- Jon Wayas
- Brandon Mark
- John Kwarm
- Ron Gordon
- Kristen Olsen (Mentoring Task Force Co-Chair)
- Melinda Bowen (Mentoring Task Force Co-Chair, Tier I K-12 Chair)
- Julie Nelson (Mentoring Task Force Tier II Undergraduate Chair)
- Heather Thuet (Mentoring Task Force Tier III Law School Chair)
- William Bates (Mentoring Task Force BYU Law Student Representative)
- Esabelle Khaosanga (Mentoring Task Force U of U Law Student Representative)
- Melina Shiraldi (Mentoring Task Force Member)
- Engels Tejeda (Mentoring Task Force Member)
- Justice John Pearce (Mentoring Task Force Member)
- Sam Alba (Mentoring Task Force Member)
- Nate Alder (Mentoring Task Force Member)
- Judge Dianna Gibson (Mentoring Task Force Member)
- Abby Dizon-Maughan (Mentoring Task Force Member)
- Cheryl Mori (Scholarship Committee Chair)
- Chelsea Davis (Scholarship Committee Member)



- Jiro Johnson (Scholarship Committee Member)
- Carolina Núñez (Scholarship Committee Member)
- Bob Flores (Scholarship Committee Member)
- Isabel Moreno (Scholarship Committee Member)
- Jasmine Fierro-Maciel (Scholarship Committee Member)

Looking Forward. The above efforts have built the foundation for the legal education programming that will be a key focus for UCLI in 2020. In the coming months, volunteers will coordinate with personnel at various schools to schedule presentations and to begin developing a long-term program that will provide schools with a list of potential events and resources that the Education Committee can offer to each school that chooses to utilize its volunteers. UCLI has also recruited volunteer law school students that will be assisting its 2020 development of programming and materials for Mentoring Program mentees. The Scholarships Committee has brought on Isabel Moreno, Associate Director for Admission and Financial Aid at the University of Utah Law School, who has volunteered to help research and create a database of additional non-UCLI scholarships for diverse students. In addition, beginning with the generous donation of \$15,000 from the Utah Bar Foundation for preparatory scholarships, the Scholarships Committee will continue to further expand its scholarship fundraising, publicity, and distribution in 2020.

6.2 Advancement Committee

In 2019, UCLI's Advancement Committee continued with plans to form Advisory Groups in each judicial district outside of the Third District, with the aim of expanding the reach of UCLI's programs outside of the Salt Lake area. These efforts will continue in 2020 as the committee compiles names of attorneys and others who may serve on these groups, consulting sources such as affinity group membership lists, judicial nominee lists, and recommendations from Utah State Bar Commissioners from each district. The committee hopes these groups will help train judicial nominating commissions on D&I issues; identify and encourage diverse attorneys to apply for various committees, commissions, and judicial vacancies; and provide mentorship and resources to attorneys interested in applying for these positions. UCLI has communicated with the Utah State Bar Commission to discuss these efforts and plans to follow up with commissioners outside of the Third Division to discuss the advisory groups. In addition, UCLI is in the process of organizing meetings with political candidates, to ensure ongoing conversation related to the need for considering D&I in the process of filling judicial vacancies. The Advancement Committee will also work closely with the Education Committee and the Special Task Force to develop the various components of UCLI's Team Mentoring Initiative, with particular focus for this committee on how best to continue mentoring throughout legal careers.

In 2019, the following individuals served as members of the Advancement Committee:

- Jacey Skinner (Advancement Committee Co-Chair)
- Matt Durham (Advancement Committee Co-Chair)
- Chelsea Davis
- Judge David Connors
- Abby Dizon-Maughan
- Lauren Shurman
- Senator Todd Weiler

- Judge David Nuffer
- Megan Mustoe

6.3 Organizational Inclusion Committee

In 2019, UCLI's Organizational Inclusion Committee focused on developing and launching the UCLI Certification Program for legal employers statewide. The objective of the program is to provide Utah's legal employers with the right tools to tackle the existing and future hiring, retention, advancement, and inclusion challenges for Utah's diverse attorneys.

The 2020 Certification criteria require legal employers to commit to doing each of the following by December 31, 2020:

- Designating a UCLI Representative from the organization's leadership as the primary UCLI contact;
- Adopting and starting to implement a D&I policy (of the employer's choosing) within their organization;
- Hosting a one-hour UCLI CLE presentation for their organization on UCLI's purposes, the importance of D&I, and related issues, and providing incentive for their employees to attend;
- Having at least two members of senior management (at least one of whom is a male) complete at least three hours of D&I related CLEs or training annually;
- Becoming a UCLI Sponsor or hosting/volunteering at a UCLI or D&I related event; and
- Completing a UCLI survey on an annual basis to allow UCLI to track progress toward achieving its objectives (confidential reporting permitted).

By December 31, 2019, 13 legal employers had enrolled in UCLI's Certification Program. The Utah state and federal courts have also expressed interest in working with UCLI to develop their own D&I strategies.

In 2019, the following individuals served as members of the Organizational Inclusion Committee:

- Jamie Sorenson (Organizational Inclusion Committee Chair)
- Amy Fowler
- LaShel Shaw
- Angelina Tsu
- Justice Paige Petersen
- Kim Free
- Stewart Young
- Artemis Vamianakis
- Anne Morgan
- Shauna Huston
- Naz Scott
- Abby Dizon-Maughan
- Jenifer Tomchak
- Tyler Buswell
- Melanie Grayson (Certification Oversight Committee Chair)



Looking Forward. In 2020, the Organizational Inclusion Committee will focus on enrolling additional legal employers in the Certification Program and providing resources and training to assist those employers with their D&I needs. As of the publication of this report, the number of employers enrolled in UCLI's Certification Program had grown to 53. The Organizational Inclusion Committee has also created a 2020 Certification Oversight Committee, Chaired by Melanie Grayson and comprised of members of the business community who will oversee each of the enrollee's completion of the Certification requirements. To facilitate the tracking of progress for each enrolled law firm, UCLI has developed a survey for legal employers that will encompass diverse demographics such as women, minorities, members of the LGBT community, and people with disabilities.

6.4 Community Outreach

In 2019, the Community Outreach Committee pursued three primary programs: the Library Initiative, the Refugee Outreach Initiative, and the Proximity Task Force.

First, the Committee has moved forward with its initiative to make libraries a place where underserved populations can access Utah's Online Court Assistance Program. As part of this initiative, the Committee has worked closely with the Utah Librarians Association and the Utah State Law Library. The Committee is also working on this initiative in partnership with the Utah State Library Board. In 2019, the Committee presented OCAP trainings to hundreds of librarians and library staff at two statewide conventions. In the coming year, the Committee will implement a UCLI training program for local libraries, where the staff is trained to use OCAP so that they can help patrons navigate the OCAP system.

Second, the Committee has also launched its refugee outreach initiative, designed to create spaces of proximity between attorneys and Utah's diverse refugee populations. At the initiative's core are quarterly seminars, hosted by UCLI, and designed for specific refugee populations. These seminars are being developed with the input of other non-profit organizations such as Women of the World. The first set of seminars will be aimed at teaching refugees their rights as residents of the United States and Utah vis-à-vis law enforcement officers. Seminars will be given in languages spoken by the various refugee communities, including Spanish, Arabic, and French. The Utah Bar Foundation has offered \$8,000 in funding for UCLI's Refugee Seminars upon demonstration of coordination with other refugee service providers (see *Looking Forward* below).

Lastly, the Committee created a new Proximity Task Force, chaired by volunteer attorney Kate Conyers. The Proximity Task Force provides members of Utah's legal profession with valuable opportunities to serve and interact with Utah's marginalized and underserved communities. In 2019, the Task Force served two lunches at the Geraldine E. King Women's Resource Center and six breakfasts at the Homeless Youth Resource Center. The Task Force also co-hosted the Homeless Youth Resource Center's annual prom event.

In 2019, the following individuals served as members of the Community Outreach Committee:

- Cliff Parkinson (Community Outreach Committee Co-Chair, Proximity Task Force Member)
- Grace Acosta (Community Outreach Committee Co-Chair)
- Chris Eckels
- Sim Gill
- Sean Reyes

- Karina Sargsian
- Shaunda McNeill
- Heather Thuet
- Aaron Kinikini
- Kate Conyers (Proximity Task Force Chair)
- Rohit Raghavan (Proximity Task Force Member)
- Jon Williams (Proximity Task Force Member)
- James Egan (Proximity Task Force Member)
- Kristen Olsen

Looking Forward. In the coming year, the Committee will continue develop its programming across these three areas. In regards to the Library Initiative, the Committee will implement a UCLI training program for local libraries, where the staff is trained to use OCAP so that they can help patrons navigate the OCAP system. For the Refugee Outreach Initiative, the Committee will continue to enhance its efforts by seeking to collaborate with refugee service providers such as the Asian Association, Catholic Community Services, International Rescue Committee, LDS Church Refugee Welcome Centers, Refugee Justice League, and Utah State Refugee Service Office, and others. The Proximity Task Force will also be continuing its projects into 2020 and will add to its initiatives the opportunity to teach classes at the Utah State Prison through the University of Utah's Prison Education Project (UPEP).

6.5 Tracking Progress Committee

In 2019, the Tracking Progress Committee developed a UCLI survey that will assist UCLI in establishing a baseline for the current state of D&I status and efforts within Utah's legal profession. The Committee has worked with representatives of the affinity groups to ensure the survey requests information that will be helpful to Utah's diverse communities, including women, minorities, members of the LGBT community, and people with disabilities. The survey will be sent to all firms in Utah and will seek information concerning the demographics and policies related to hiring, advancement, compensation, and general support of D&I efforts. This survey will be launched in March 2020. Firms may elect to keep their identity anonymous.

The Committee also worked with the Utah State Bar to craft and incorporate in the upcoming general Utah State Bar survey to legal practitioners several questions regarding bar membership demographics and some D&I issues. This survey launched in January 2020, and the results are expected to be processed in June 2020.

Finally, the Committee worked on a survey with Women Lawyers of Utah (WLU) that was circulated to individual practitioners in February 2020. This survey seeks in-depth information about lawyers' experiences at their places of employment related to hiring, advancement, compensation, and other D&I issues. This and the UCLI survey were designed to track similar demographic groups and issues, and comparison will be made of legal employers' and individuals' reporting.

The Committee also recently welcomed Professor Christy Glass, an expert in research concerning issues of organizational inclusion, to advise and assist its future initiatives.



In 2019, the following individuals served as members of the Tracking Progress Committee:

- John Baldwin (Chair)
- Marshall Thompson
- Scarlet Smith
- David McNeil
- Christy Glass

Looking Forward. The Committee will launch its survey and compile a report of the survey results. This survey, together with the Bar and WLU surveys, will inform UCLI's next steps on the tracking progress issues, as well as UCLI's general D&I efforts moving forward.

6.6 Development Committee

In 2019, the Development Committee continued its efforts to secure funding for UCLI's ongoing projects and operations and to ensure UCLI's long-term financial sustainability. Through its development initiatives, UCLI raised \$219,338.83 with the generous support of the Florence J. Gillmor Foundation, the Utah Bar Foundation, the Utah Minority Bar Association through the "Juneteenth" Fundraiser, and many individual donors. The Committee also spearheaded the launch of UCLI's [Founding Sponsorships](#). Through supporting UCLI's programs and initiatives as a Founding Sponsor, firms and organizations can demonstrate to potential and current clients and employees their commitment to making Utah's profession more equitable, diverse, and inclusive.

This year, the Committee primarily focused on building its fundraising efforts across three funding source categories: community foundations (led by Annette Jarvis), the business community (led by Shelly Johnson), and the legal community (led by Kate Conyers). The Committee also recently welcomed new volunteer attorneys, Ryan Beckstrom of Kirton McConkie and Jennifer Foresta of the Utah County Public Defender Association, who will lead UCLI's outreach and fundraising efforts to legal vendors and Utah Bar sections/affinity groups, respectively.

In 2019, the following individuals served as members of the Development Committee:

- Annette Jarvis (Development Committee Co-Chair)
- Kate Conyers (Development Committee Co-Chair)
- Shelly Johnson (Local Businesses)
- Jennifer Foresta (Bar Sections and Affinity Groups)
- Ryan Beckstrom (Legal Vendors)
- Rob Clark
- Juancarlos Judd
- Trystan Smith
- Alan Sullivan

Looking Forward. In 2020, the Development Committee will focus on garnering Founding Sponsors, pursuing grants and donations from foundations and other grant makers, and organizing other fundraising projects as needed. The committee will further develop its efforts to identify helpful partnerships for pooling resources so as to support the continued progress of UCLI's programs and initiatives.



7.0 Conclusion

UCLI is committed to evaluating the goals and structures outlined in this annual report to ensure the most effective utilization of resources and to adjust as necessary to Utah's evolving needs and demographics. To that end, UCLI's Executive Committee will assess the effectiveness of UCLI's programs, goals, committees, and mission in 2019, and will revise and restructure as necessary. It will publish the 2020 Annual Report by January 31, 2021. Each year's report will summarize UCLI's evolving objectives, programs and initiatives, progress, and finances, and will be publicly available on the UCLI website: www.utahcli.org.