



UCLICERTIFICATION PROGRAM **For Legal Employers for 2020**

The Utah Center for Legal Inclusion (UCLI) is a 501(c)(3) nonprofit organization dedicated to advancing equity and inclusion in Utah's legal profession. As part of advancing this goal and assisting legal employers in their own diversity and inclusion ("D&I") efforts, UCLI is inviting legal employers to become **UCLI Certified**.

Benefits of being UCLI Certified

- Increase diversity and inclusion within your workplace and become more innovative and competitive as a result;
- Access the most effective strategies, methods, policies, standards, and practices for best advancing D&I;
- Improve your ability to recruit and retain top diverse talent and to attract clients who seek diverse counsel;
- Demonstrate commitment to D&I to those within and outside your organization with this objective, credible, and respected state-wide certification.

How to Become UCLI Certified in 2020*

Make a commitment by **January 31, 2020**, to do each of the following in 2020:

- Designate a UCLI Representative from your organization's leadership as primary UCLI contact;
- Adopt and start implementing a D&I Policy (of your choosing) within your organization;
- Host a one-hour UCLI CLE presentation to your organization on UCLI's purposes, the importance of D&I, and related issues, and provide incentive for your employees to attend;
- Have 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 (For legal employers with 10 or fewer attorneys, have at least one member of senior management complete at least three hours of D&I related CLEs or training annually);
- Become a UCLI Sponsor or host/volunteer at a UCLI or D&I related event; and
- Complete a UCLI survey on an annual basis to assist UCLI in tracking the progress of the legal profession on D&I issues (confidential reporting permitted).

To enroll or for more information, visit <http://www.utahcli.org/certification> or contact James Sorenson and Aida Neimarlija at ucli@utahcli.org.

*Criteria may evolve each year to match the community's needs. UCLI will work with legal representatives state-wide to continuously develop the program. Any changes to the criteria will be announced in the fall before the enrollment deadline for the following year. The participant must be enrolled in the UCLI Certification Program at the time it displays a UCLI Certification Logo in any media/materials.