

MOSAIC

THE OFFICIAL NEWSLETTER OF
THE UTAH CENTER FOR LEGAL INCLUSION

ADVANCING DIVERSITY, EQUITY & INCLUSION
IN UTAH'S LEGAL PROFESSION

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UCLI EXECUTIVE DIRECTOR'S MESSAGE

Welcome to the 2020 edition of *Mosaic*!

I had the good fortune to become UCLI Executive Director in August, and I am incredibly grateful for the chance to be part of this organization, and for the chance to open this annual newsletter.

2020 has been a memorable year, to say the least. Unprecedented circumstances have created unprecedented challenges. Individually and collectively, we've faced a global pandemic, the related economic downturn, along with extreme weather events, an awakening surrounding racial justice, and much more. At the same time, difficult times have shown people's humanity and fortitude. Constant change has prompted creativity and innovation. And uncertainty has revealed our ability to adapt and progress.

For the UCLI team, the events of this year have highlighted a message that is central to our mission: **We all need each other.** Keeping this mantra in mind, UCLI has moved forward in developing its key programs, with the hope of creating and cultivating community, even if we must do so in new ways.

Despite the whirlwind of 2020, fifty-three legal employers joined us for this inaugural year of the UCLI Certification Program. Attorneys and leadership at these firms and organizations came together and joined UCLI in assessing their own environments and considering ideas that can build better workplaces for all attorneys throughout the state. UCLI also launched its pipeline program titled Promoting Legal Education to Diverse Groups Everywhere (PLEDGE), which aims to serve students around the state through educational outreach, mentoring, and financial assistance. Working closely with teachers, students, attorneys, and other community partners, UCLI is laying the groundwork necessary to make our profession more accessible, representative, and inclusive. In addition, UCLI volunteers have rallied behind community causes in particular need right now, bringing skills and resources to serve the state and its most vulnerable populations. In short, although COVID-19 has taken a lot from many of us, it has not eliminated our ability to connect and serve.



Pictured: UCLI Executive Director, **Melinda Bowen.**

"[A]lthough COVID-19 has taken a lot from many of us, it has not eliminated our ability to connect and serve."

-- Melinda Bowen

On behalf of the UCLI team, thank you for the support you show for each other and for UCLI's mission. **UCLI hopes to create a climate where everyone can create a home in Utah's legal profession. We all need each other in this effort, and we each have a role to play in improving our profession.** I am fortunate to have a front-row seat as I watch so many of you embracing opportunities to connect and serve. Thank you for using your time, talent, and other resources to advance the values of diversity, equity, and inclusion. I look forward to working with all of you and witnessing ongoing progress as we continue to take care of one another. I wish each of you the best this holiday season and into the new year.

Sincerely,

Melinda Bowen
UCLI Executive Director

UCLI ROLLS OUT NEW LSAT DIVERSITY & INCLUSION SCHOLARSHIPS

by **Ling Ritter, UCLI Associate Director**

This year marked the **launch of UCLI's first-ever LSAT Diversity & Inclusion Scholarship**, made possible by the generous support of the **Utah Bar Foundation**.

The scholarship is aimed at expanding opportunity for aspiring attorneys committed to diversity, equity, and inclusion. The grant provides financial assistance for costs associated with the LSAT exam. Accordingly, scholarship recipients must demonstrate financial need as well as a strong history of serving Utah's underrepresented communities and a passion for bringing about an equitable and inclusive future for Utah's legal profession and institutions.

This year's scholarship recipients are **Amanda Moody** and **Shayma Salih**.

Amanda Moody is a senior at the University of Utah double majoring in Political Science and International Studies with an emphasis in Human Rights. She became interested in pursuing an education in law due to her passion for civic engagement, social justice, and interest in the U.S. legal structure. Through her coursework at the U, law-related internships, and personal experiences, Amanda's passion for diversity and equity in the justice system has grown. She believes in an equal voice for all, particularly for those with diverse views and backgrounds and she plans to play an active role in increasing this representation. Amanda noted that UCLI's scholarship will enable her to make her educational and career aspirations a reality.

"This scholarship represents the important work that organizations such as UCLI are doing to increase diversity and inclusivity in Utah's legal profession. This scholarship provides me with the tools to be a part of this valuable work."

-- Amanda Moody

Shayma Salih recently graduated from the University of Utah, with a bachelor's degree in Psychology. During her time as an undergraduate, she served as Director of Diversity in student government, Director of Service with the Asian American Student Association and Vice President of the Women of Tomorrow. She also interned at the Utah Attorney General's Office as a Victim Services Advocate, where she supported and assisted minority women, refugees and other victims of crimes. She currently works with a non-profit, the Utah Muslim Civic League, as the Civic Engagement Director, where she works to engage, empower and serve her community.

We congratulate these amazing recipients and wish them all the best in their pursuit of legal education!

Pictured: UCLI LSAT Scholarship winners **Amanda Moody** (left), University of Utah Senior; and **Shayma Salih** (right), Civic Engagement Fellow at the Utah Muslim Civic League

For more information about UCLI scholarships and financial support resources, visit www.utahcli.org/scholarships.




HELP UCLI SUSTAIN & GROW OUR PROGRAMS!

Donate at www.utahcli.org/donate OR:

Become a Founding Sponsor

Deadline to Pledge: JANUARY 31, 2021

Through UCLI's Founding Sponsorships, organizations can invest in and support our common goal of diversifying the legal profession. The sponsorship can also demonstrate to our community, and to organizations' current and potential clients and employees, a commitment to making Utah's legal profession more equitable, diverse, and inclusive.



FOUNDING SPONSORSHIP LEVELS AND BENEFITS

<p>CHAMPION SPONSOR**** \$50,000+</p> <ul style="list-style-type: none"> • A full-page ad in a major Utah publication of your choice • Opportunity for a 5-min presentation at a UCLI 2020 event • Your logo prominently displayed at UCLI's main events and featured in/on some promotional materials • 2 tables at 2 UCLI 2020 events • Up to 3 CLE presentations on diversity & inclusion • Representation on UCLI's Advisory Board from 2020-2022 <p><small>+Diamond Benefits*</small></p>	<p>DIAMOND SPONSOR**** \$25,000 or \$2,000/attorney</p> <ul style="list-style-type: none"> • A 1/2-page ad in Utah Business Magazine; full-page ads in UCLI's Annual Report and 2020-21 main event programs • Opportunity for a 2-min presentation at a UCLI's 2020 major event • Verbal recognition at all UCLI's 2020 main events. • 1 table at 2 events of your choice held by UCLI in 2020 (8 seats for each event) • Exclusive Attendee/Host of 2 events with diverse GC, minority/women groups, or students in 2020 • Two management trainings/consultations re: diversity & inclusion <p><small>+Platinum Benefits*</small></p>	<p>PLATINUM SPONSOR**** \$15,000 or \$1,000/attorney</p> <ul style="list-style-type: none"> • A 1/2-page ad in UCLI's Annual Report; 1/3 page ad in Utah Bar Journal • Prominent logo display in UCLI's Utah Business Magazine ad; at UCLI's 2020 main events; and on UCLI website/media • 6 tickets to 2 main events held by UCLI in 2020 • Up to 2 CLE presentations to your organization related to diversity & inclusion • Opportunity to sponsor joint promotional items with UCLI's name <p><small>+Gold Benefits*</small></p>	<p>GOLD SPONSOR \$10,000 or \$750/attorney</p> <ul style="list-style-type: none"> • A 1/4-page ad in UCLI's 2020 Annual Report and two 2020 main event programs • Recognition in student recruiting/event materials • 8 tickets to 1 UCLI main event in 2020 • 1 CLE presentation in 2020 and discounts on UCLI trainings • Opportunity to attend/host/sponsor event with UCLI (women's groups, diverse GC luncheons, students etc.) <p><small>+Silver Benefits*</small></p>	<p>SILVER SPONSOR \$5,000 or \$500/attorney</p> <ul style="list-style-type: none"> • Recognition in UCLI's 2020 Annual Report • Your logo included in UCLI's Utah Business Magazine ad and two UCLI main event programs • 4 tickets to one UCLI main event in 2020 • Discounts on trainings and/or consultations to strengthen your workplace diversity & inclusion efforts <p><small>+Bronze Benefits*</small></p>	<p>BRONZE SPONSOR \$2,500 or \$400/attorney**</p> <ul style="list-style-type: none"> • Permanent recognition of your sponsorship and link to your website on UCLI's website • Recognition on UCLI's Founding Sponsors' Wall of Fame • 2 tickets to 1 UCLI main event in 2020 • Access to UCLI resources; receipt of UCLI Annual Reports and Tracking Progress updates on diversity in Utah's legal profession
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*Where benefit item is identical for different tiers but amount is different, benefits for the higher tier will be increased by amount only.
 ** The level is determined by whatever is lower.
 *** Inquire for funding schedule/deadlines.
 **** Multi-year funding schedule may be available.

Additional terms may apply. For any questions, please email ucli@utahcli.org or call 801-746-5221.

For more information or to become a UCLI Founding Sponsor, contact UCLI Executive Director Melinda Bowen at melinda@utahcli.org.

UCLI SENDS OUR DEEPEST THANKS TO OUR FOUNDING SPONSORS!

Join this group today!

Diamond



Platinum



Gold



Silver



Bronze



UCLI'S INAUGURAL YEAR OF CERTIFICATION

by **Jamie Sorenson, Organizational Inclusion Committee Chair**

From the inception of the Utah Center for Legal Inclusion, the Organizational Inclusion committee was tasked with the creation and implementation of a UCLI Certification Program. The Certification Program is one of the many vehicles UCLI would use to enhance diversity and inclusion in Utah's legal profession. By going directly to legal employers, you had the best opportunity to affect both the retention and hiring of diverse attorneys in the state of Utah.

Among other requirements for a legal employer to be certified in 2020, legal employers had to designate a UCLI representative from its own leadership; adopt and implement a diversity and inclusion policy; host an internal CLE on UCLI's purpose, the importance of diversity and inclusion, and related issues; have two members of senior management complete at least three hours of D&I training; and complete a UCLI survey.

After launching UCLI Certification in 2020, **fifty-three employers chose to enroll in the program**, with the Utah Attorney General's Office to be the first legal employer to enroll and Parr Brown Gee & Loveless to be the first Utah law firm to enroll. The Juab County Attorney's Office was the first enrollee to complete 2020 Certification. UCLI certification is not limited to law firms and government employers, but also includes businesses with multiple attorneys such as eBay, Inc.

Throughout the year, the message of UCLI has been spread as Aida Neimarlija and Melinda Bowen, as executive directors of UCLI, have made presentations to each of these legal employers. The presentations have been well received and many have commented that their eyes were open to issues and ideas which they had not thought of previously.

Heading into 2021, UCLI Certification will continue with new requirements for certification, including a train the trainer event focused on inclusion within legal workplace. In addition, there will be a focus on growing the program among small and medium sized legal employers.



Pictured (Top to Bottom): First Law Firm to Enroll, First Legal Employer to Enroll, First to Complete 2020 Certification

To enroll your firm in UCLI's 2021 Certification Program, email ucli@utahcli.org.
Firms currently enrolled need not re-enroll.

UCLI CONGRATULATES OUR 2020 CERTIFICATION PARTICIPANTS

First 10 to Enroll:

Utah Attorney General's Office
First Legal Employer to Enroll

Parr Brown Gee & Loveless
First Utah Law Firm to Enroll

Ray Quinney & Nebeker
Snell & Wilmer
Lear & Lear PLLC
Holland & Hart LLP

Parsons Behle & Latimer
Stoel Rives LLP
Ballard Spahr LLP
Hillyard, Anderson & Olsen, PC

First to Complete 2020 Certification:

Juab County Attorney's Office

All Enrollees:

Anderson & Karrenberg
Ballard Spahr
Christensen & Jensen
Clyde Snow & Sessions
Cohne Kinghorn
Conyers & Nix
Dart, Adamson & Donovan
Deiss Law
Disability Law Center
Dorsey & Whitney
Durham Jones & Pinegar
eBay
Fabian VanCott
Fillmore Spencer
Hillyard, Andersen & Olsen
Holland & Hart
Jones Waldo

Juab County Attorney's Office
Keller Jolley Preece
Kipp & Christian
Kirton McConkie
Lance Andrew
Law Office of William Pohl
Lear & Lear
Long Okura
Magleby Cataxinos & Greenwood
Malouf Law Offices
Manning Curtis Bradshaw & Bednar
Maschoff Brennan
Michael Best & Friedrich
Parr Brown Gee & Loveless
Parsons Behle & Latimer
Pearson Butler
Pitcher & Holdaway
Raffone Dessiné Legal Services

Ray Quinney & Nebeker
Richards Brandt Miller Nelson
Salt Lake County DA's Office
Salt Lake Legal Defender Association
Smith Washburn
Stoel Rives
Strong & Hanni
Southern Utah University
Office of General Counsel
Thorpe North & Western
Tomchak Law
TraskBritt
Utah Attorney General's Office
Utah Federal Public Defender
Utah Juvenile Defender Attorneys
Workman Nydegger
Zimmerman Booher

UCLI'S MENTORING PROGRAM TAKES OFF AT MEADOWLARK ELEMENTARY

by Melina Shiraldi, Meadowlark Mentoring Chair

No one gets where they are without the help of others. It is important to give back when you can.

Giving back is what UCLI mentors are doing. Every week, UCLI mentors meet virtually with sixth grade students from **Meadowlark Elementary**, a Title I school in Salt Lake City. Meadowlark’s mission is to empower and equip students to be successful and confident lifelong learners. John Arthur, the 6th grade teacher who his students affectionately refer to as “Captain,” has such a passion and vision for his students. Captain was recently honored as the Utah Teacher of the Year. <https://www.sltrib.com/news/education/2020/10/02/why-utahs-new-teacher/>.

Last year, through UCLI’s K-12 mentoring program, attorneys went into the classroom and encouraged students to consider a career in the law. This year everything changed. Captain knew his students were at a disadvantage trying to navigate and master remote learning. He asked if UCLI could help connect mentors with his students – imagining the impact that the attorneys could have on the future of his students.

UCLI and its members stepped up. Attorneys and law students review and offer feedback to the sixth graders on their persuasive writing assignments. The mentoring



provides a one-on-one learning opportunity that otherwise would not be available to the sixth graders. The mentors are really enjoying the chance to connect with the youth in our community. If you have 30 minutes and would like to be a mentor, please email us at ucli@utahcli.org.

UCLI thanks the following mentors for their time and service: Casey Bond, Melinda Bowen, Dani Capernich, Christina Chan, Heather Chesnut, Nick Conte, Raj Dhaliwal, Adam Goff, Tony Graf, Brooke Gledhill, Alex Jacobson, Andrew Kolter, Wayne Latu, John Mangum, Allison Miles, Andy Morelli, Anne Morgan, Jeff Nelson, Rachel Phillips, Jazmynn Pok, Zach Scott, Chris Shiraldi, Melina Shiraldi, Rebecca Skordas, Sandra Steinvooort, Chris Wade, and Emily Walter.

Become a UCLI Mentor today!



Enroll at www.utahcli.org/mentoring or email ucli@utahcli.org.

COMMUNITY OUTREACH EFFORTS PRESS ON AMIDST THE PANDEMIC

by **Cliff Parkinson, Community Outreach Committee Co-Chair**

This year, UCLI's Community Outreach Committee has undertaken concerted efforts to serve three specific groups: (1) refugees, (2) the Salt Lake Valley's homeless population, and (3) Utah's Native American tribes.

This Fall, UCLI began working with the **International Rescue Committee** (the "IRC") to provide workshops on various legal subjects to refugee entrepreneurs in the Salt Lake area. The IRC is a global NGO that resettles refugees and supports their health, education, and economic wellbeing. Salt Lake's IRC office is home to an innovative program called the **Spice Kitchen Incubator**, which provides refugees with restaurant start-up opportunities. Spice Kitchen entrepreneurs navigate all the challenges inherent in getting any business off the ground, but with the additional challenge of doing it in a new country. Naturally, many of these challenges are legal in nature. UCLI has provided the Spice Kitchen Incubator program with attorneys who have held workshops introducing refugee entrepreneurs to various legal issues encountered by new businesses. **UCLI's volunteers provided training this year on business entity formation and employment law.** UCLI looks forward to continuing to provide these trainings to our local refugee entrepreneurs.

UCLI's Community Outreach Committee has also continued its efforts to help the Salt Lake Valley's homeless population. Spearheaded by Kate Conyers, **UCLI's Proximity Task Force** has created regular opportunities for attorneys to cook and serve meals to homeless youth at the **Volunteers for America Homeless Youth Shelter**.

Finally, UCLI has begun working to provide more dedicated support to Utah's Native American Tribes. Over the summer, **UCLI joined with the Indian Law Section of the Utah Bar** and a number of other entities **to raise funds and supply donations to provide Utah's eight federally recognized tribes with food staples and hygiene necessities to address needs created by the current COVID-19 pandemic.** UCLI continues to lend its support to these efforts and is enthusiastically looking for other ways to serve and support Utah's tribes.

The Community Outreach Committee looks forward to another year of finding new and innovative ways to serve in Utah and thereby raise awareness surrounding UCLI and its mission.



Pictured: **Casey Clark** (Upper Right), **Michael Stanger** (Lower Left), and **Sadé Turner** (Lower Right), Volunteer Presenters to IRC Spice Kitchen refugee entrepreneurs

To volunteer to provide legal education seminars to refugee entrepreneurs with the IRC, email Cliff Parkinson at clifford.b.parkinson@gmail.com. To join or start a new "Get Proximate" effort, email Kate Conyers at kate@conyersnix.com. Thank you!

UCLI OFFERS NEW CLE OPPORTUNITIES AND LAUNCHES ANNUAL RACIAL JUSTICE SERIES

By **Melinda Bowen, Executive Director and Jon Hafen, CLE Chair**

In 2020, UCLI expanded its Continuing Legal Education (CLE) offerings, which are aimed at providing members of Utah's legal profession unique opportunities to take "deep dives" into diversity, equity, and inclusion issues in law. In 2020, these events were:



Unpacking *Bostock*

On October 5, UCLI joined forces with **LGBT & Allied Lawyers of Utah (LALU)**, the **Federal Bar Association (FBA)**, and the **Utah State Bar** to host a CLE discussing *Bostock v. Clayton County*, in which the Supreme Court held that employment discrimination based on sexual orientation and/or gender identity is prohibited under Title VII of the Civil Rights Act of 1964. UCLI welcomed **Maya Anderson** from the Disability Law Center, **Kass Harstad** from Strindberg & Scholnick, and **Professor Clifford Rosky** from the S.J. Quinney College of Law, who discussed the case, the Court's reasoning, and the potential implications of the decision.

Fight and Lead: A Tribute to the Late Justice Ruth Bader Ginsburg

In September, the legal community and the nation as a whole mourned the death of **Justice Ruth Bader Ginsburg**. In an article written about Kate McKinnon's portrayal of Justice Ginsburg on Saturday Night Live, the author remarked:

"McKinnon played RBG as an extremely tiny woman with a massive attitude and unerringly correct opinions, the sort of person you'd want on your side in a civil-rights case or in a back-alley knife fight. . . . The impression celebrated what had captured so many people's imaginations about [Justice] Ginsburg: **Here was this octogenarian, who had already lived an accomplished life devoted to scholarship, civil service, and women's rights, who was pumping iron and putting on her good accessories to go to work, for us.**"

Justice Ginsburg truly was an icon, a hero, and a champion for millions of people across the country and perhaps throughout the world. On November 11, UCLI partnered with **Women Lawyers of Utah (WLU)** to host dozens of attorneys for a virtual tribute event honoring Justice Ginsburg's legacy. Our very own **Justice Christine Durham** (retired)—who is a pioneer in her own right—honored Justice Ginsburg's courage and determination.



Pictured: The late **Ruth Bader Ginsburg**, former United States Supreme Court Justice

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that permeated our everyday culture and created a model for others to follow in advocating for justice. Indeed, perhaps the best way we can honor Justice Ginsburg's memory is by fighting for equality under the law where it continues to falter. As Justice Ginsburg herself said, **"Fight for the things that you care about, but do it in a way that will lead others to join you."**

UCLI would like to thank all who joined us on November 11, and those who made the event possible. If you were not able to attend, visit www.utahcli.org/webinars to watch a recording of the event.

Annual Racial Justice Series

UCLI presented a three-session Racial Justice Series in October and November. UCLI, the **Utah Minority Bar Association (UMBA)** and the **Utah State Bar** co-hosted the Series, which was sponsored by **Maschoff Brennan** and **Smith Washburn**. We are grateful to these sponsors for making this wonderful series possible for the more than 75 lawyers who attended each session, along with many students from NIU Law School.

The three sessions were: **(1) Counteracting Bias in the Courtroom**, featuring panelists **Sam Alba**, **Judge Clem Landau** and **Professor Maybell Romero**; **(2) Rethinking Prosecutorial Discretion**, featuring **Professor Carissa Hessick** and **Judge Michele Christiansen Foster**; and **(3) Addressing Disparities in Bail Pre-Trial Detention and Sentencing**, featuring **Monica Diaz**, **Rep. Stephanie Pitcher**, **Meghan Guevara**, and **Judge Todd Shaughnessy**.

In Session 1, Professor Maybell Romero of the Northern Illinois School of Law shared research on **manifestations of racial bias in the courtroom** and the work that has been done and has yet to be done to combat such bias, which, as we know, undermines faith in both our criminal and civil judicial systems. Following her remarks, Sam Alba recounted his experiences over his long and varied career with courtroom bias as both a judge and a practitioner. Session 1's concluding speaker was Judge Clem Landau, who discussed ongoing efforts by the bench and bar to combat courtroom bias in all its forms. Following the initial presentations, panelists responded to many questions from attendees. The Q&A session lasted well past the scheduled conclusion of the session, demonstrating both the level of interest in the topic and



the willingness of our panelists to provide additional detail about their experiences and perspectives on courtroom bias. During Session 2, we had the opportunity to hear from one of the nation's leading experts on prosecutorial discretion, Professor Carissa Byrne Hessick of the University of North Carolina School of Law. Professor Hessick shared compelling information about **the powerful and often unpublicized and misunderstood role of prosecutors**. Much of the information she provided stemmed from her work as the Director of UNC's Prosecutors and Politics Project, which focuses on bringing attention to the lack of accountability of prosecutors and on increasing our understanding of the relationship between prosecutors and politics. She indicated that because so few criminal cases actually proceed to trial and instead result in guilty pleas, juries rarely serve as a check on prosecutors, leaving few avenues to review prosecutors' decisions or take action when prosecutorial discretion is abused. Following her remarks and responses to insightful questions posed by moderator Judge Michele Christiansen-Forster, attendees once again had the opportunity to share viewpoints and raise questions about how to hold prosecutors accountable and ways to improve the trustworthiness of our criminal justice system.

Finally, in Session 3, our speakers focused on **the need for increased racial justice during the pretrial portion of a criminal case**. Meghan Guevara of the Pretrial Justice Institute shared national statistics and trends demonstrating stark racial disparities in pretrial outcomes both in Utah and nationally. She outlined ways that our system could be analyzed and improved at the pretrial stage to account for historic bias, bringing increased equality to the pre-trial process.

Following these remarks, Judge Shaughnessy provided the history of efforts to address pretrial disparities in Utah, particularly with respect to the bail system. Representative Pitcher built on what Judge Shaughnessy shared, highlighting HB 206, which went into effect on October 1, 2020. Prior to HB 206, the primary pretrial release tool

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available to Utah’s judges had been monetary bail, which is dictated by a schedule that looks at the charged offense rather than the defendant’s individual circumstances. Rep. Pitcher reported that while HB 206 preserves monetary bail, it also provides additional tools to judges to enable them to adequately address an individual’s public safety risk. However, even with those additional tools, panelists discussed ongoing challenges to employing such tools due to the lack of readily available data. Following that discussion, Monica Diaz of the Utah Sentencing Commission reported on the work of the Utah Commission on Criminal and Juvenile Justice (“CCJJ”) has undertaken in an effort to eliminate bias at each stage of the sentencing process. One such effort includes a new rule allowing for bias to be considered as a mitigating factor in sentencing. She indicated that few lawyers have used this opportunity so far, but the hope is that this tool will be more widely utilized in the future. Attendees learned that CCJJ is continuing to work with courts and the legislature to develop new and better methods to eliminate bias throughout the different stages of a criminal case.

The Racial Justice Series provided attendees with three hours of robust discussion, informative analysis, and thought-provoking insights into how all of us who are part of Utah’s justice system can work together to eliminate racial bias and provide true justice to all stakeholders. **The Series embodied UCLI’s efforts to highlight the ongoing need to bring about an equitable and inclusive future for Utah’s legal institutions.**

Presenting such high-quality CLE on topics central to UCLI’s mission will continue to be a focus at UCLI. Given the tremendous success of the Racial Justice series, UCLI anticipates many similar presentations on other core topics in the months and years ahead. We thank all those who attended the Racial Justice Series and look forward to seeing you again at one of our CLE events.

In 2021, UCLI will continue to develop its CLE programming. UCLI will add to these offerings several CLEs and extended trainings focused on the connections between diversity, equity, and inclusion (DEI) and attorney wellbeing, as well as other DEI-focused seminars.

UCLI welcomes firms and organizations interested in sponsoring and/or co-hosting CLEs with UCLI. To collaborate on a joint CLE, email ucli@utahcli.org.

UCLI THANKS OUR 2020 EVENT SPONSORS!



LAWYER PROFILE: LASHEL SHAW

by Isa Buoscio, UCLI Intern

LaShel Shaw is the **Secretary for the Utah Center for Legal Inclusion**. Besides working in the **Salt Lake County District Attorney's Office** as a civil litigator, LaShel belongs to multiple legal groups supporting diversity and inclusion within the state of Utah. To LaShel, diversity and law should go hand in hand.

"Diversity is important to increase the legitimacy of the justice system. People should feel like they have meaningful access to attorneys who understand their experience."

— LaShel Shaw

Being in the **23% of women lawyers in the state of Utah** is no small feat, yet it is one that LaShel may have been preparing for all her life. LaShel grew up in a working-class family. Her mom worked while putting herself through nursing school and raising kids. LaShel learned the importance of education from her mother, who taught her to read at three years old. Being homeschooled by her mom and working at her own pace led to LaShel graduating high school when she was 12 years old. Most colleges don't have workable programs for 12-year-old first-years, so LaShel attended Eastern Oregon University online, completing an undergraduate program at age 16.

After her undergraduate degree, LaShel didn't know she wanted to be a lawyer. **"I didn't know any lawyers growing up, I just liked to read and write; I wanted to read and write for my career,"** she reflected. After receiving a master's degree in history from Utah State University, LaShel applied to and attended Notre Dame Law School.

Deciding to practice law in Utah as a woman was an intimidating experience for LaShel. When initially researching if she wanted to work in Utah, the Women Lawyers of Utah's report of the wage gap concerned her. **According to the 2020 Civil Rights and the**



Pictured: **LaShel Shaw**, Deputy District Attorney, Salt Lake County District Attorney's Office

According to the 2020 Civil Rights and the Gender Wage Gap Report from the Utah Advisory Committee to the U.S. Commission on Civil Rights, Utah has one of the country's worst gender pay gaps at 70 cents per dollar.

To LaShel, the community of attorneys and judges in Utah is what makes practicing here worthwhile. When obstacles arise, LaShel feels she has a fantastic support network of people who understand, people who know what it's like to experience professional challenges. **"My female attorney friends get me through it,"** she said. Between women lawyers in Utah, there's a large sense of comradery. LaShel knows her coworkers are people she can lean on, turn to for advice, or reach out to for solidarity.

"For anyone feeling anxious about pursuing law, having a community is the most important thing," she advised. LaShel believes anyone can succeed as long as they like the work and care about the profession. **"No one is born knowing how to go to law school,"** LaShel stated. **"Law can be a great career; don't let people scare you off."** LaShel recommends that any student thinking of pursuing law should take advantage of opportunities to get to know practicing attorneys and justices. She also mentioned that

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UCLI is a fantastic tool to help pair students with mentors who can support them.

"With the challenges I've faced as a white, cisgender woman, I can't imagine what other groups experience. There is a genuine need for diversity in Utah, and I welcome anyone considering a career in law."

Thank you, LaShel, for the work you do for UCLI and for Utah's underserved, underrepresented, and marginalized communities. Your contributions to the aims of diversity, equity, and inclusion are sincerely appreciated.

Know an attorney who should be featured in the next issue of *Mosaic*?
Email us at ucli@utahcli.org.

BECOME A UCLI MENTOR OR MENTEE!

UCLI seeks attorneys, judges, and law students eager to serve as mentors to students from underrepresented backgrounds. Join a team of legal professionals working to advance equity and inclusion and grow the pipeline of diverse legal talent in Utah!



If you know diverse undergraduates, recent graduates, or law students who may be interested in pursuing a legal education/career, please encourage them to sign up to receive mentoring today!

www.utahcli.org/mentoring

LAW STUDENT SPOTLIGHT: ZACHARY SCOTT

by Freddy Barrera, UCLI Intern

Zachary Scott is currently a **2L at the University of Utah S.J. Quinney College of Law**. He was born and raised in Salt Lake City and attended Westminster College, where he double majored in Finance and Business Management. After graduating from Westminster College, he received a Master of Finance at the University of Utah. Excited to continue his education, Zach decided to attend law school.

Some of his favorite experiences in law school have come in forming relationships with his professors and classmates. **While law school can be rigorous, Zach appreciates the camaraderie he has experienced in working with students who think differently to achieve a similar goal.** These relationships have been especially important because law school presents challenging experiences. However, Zach acknowledges that the challenging experiences are part of the learning process, which motivates him to continue his education.

Outside of academics, Zach is involved with UCLI in multiple ways. He volunteers for the **Meadowlark Mentorship Program** and is also part of the **Tracking Progress Committee**, which developed a survey tracking diversity in Utah's legal field. Zach decided to get involved with UCLI because he realizes the power of having people in your corner to show that it is possible to pursue a legal education. Additionally, he wants to play his part in promoting diversity and inclusion in his community, and hopefully increase leadership opportunities for minority students within the legal field.

Outside of UCLI, Zach is part of the **Famtorship Program at the University of Utah**, where he works with first-generation and minority students interested in attending graduate school.



Pictured: **Zachary Scott**, S.J. Quinney 2L

He is also part of the **Graduate School Diversity Council**, where he works in promoting student rights. In addition to all these amazing pursuits, Zach is working part-time, assisting the in-house counsel at PowerSchool, where he works on data privacy and other issues.

After obtaining his law degree, Zach hopes to work in corporate law. This past summer he worked at Dorsey & Whitney where he dealt with financial matters. This, paired with his background experiences in finance and business, has increased his interest in this field of the law.

Overall, Zach has found his law school experience rewarding. When asked if he had any advice for students interested in attending law school, he mentioned that students should not be discouraged by its rigor. He believes it is important to be excited to pursue something difficult yet rewarding. He mentioned how it is important to treat the experience as an investment for your future, and to just go for it!

Know a law student who should be featured in UCLI's weekly bulletin or in the next issue of *Mosaic*? Email us at ucli@utahcli.org.

ASPIRING ATTORNEYS: MEET THE UCLI INTERNS

by **Ling Ritter, UCLI Associate Director**

Each year, UCLI is blessed with a number of bright, passionate, and driven interns. Fortunately for UCLI, 2020 was no exception. UCLI's interns are a key creative force behind the development of many of UCLI's resources and initiatives, including our Promoting Legal Education to Diverse Groups Everywhere (PLEDGE) Program. The unsung heroes of UCLI, our interns play a vital role in helping UCLI advance diversity, equity, and inclusion in Utah's legal profession.

This year, we are honored to highlight our current intern cohort: **Alfredo "Freddy" Barrera, Isabella "Isa" Buoscio, and Kathryn "Kacey" Sorenson.**

Freddy Barrera

Bio: Originally from Southern California, Freddy moved to Salt Lake City about six years ago. He is currently a sophomore at NYU studying Politics and Art History. After completing his undergraduate studies, Freddy plans to attend law school and then to work in criminal defense.

Fun Fact: Freddy loves going to the national parks in Southern Utah. In particular, his family takes an annual trip to visit Zion every summer.

Career Aspiration: Criminal defense attorney

"I know from experience that some within the Hispanic community have very little trust in the justice system and I hope to challenge that belief."

-- Freddy Barrera

Isa Buoscio

Bio: Born and raised in Utah, Isa is currently a senior at the University of Utah, where she is pursuing a double major in political science and strategic communications. She is a member of the Hinkley Institute of Politics and hopes to attend law school after a gap year working in humanitarian aid.

Fun Fact: Isa transferred college majors 6 times. She began as a Dance Major at the University of Wisconsin, Madison and is now studying Communications and Political Science at the University of Utah.

Career Aspiration: International lawyer (potentially United Nations)

"Before UCLI, I was unsure if law school was a viable option, but now I believe I am fully capable of success within the field."

-- Isa Buoscio

Kacey Sorenson

Bio: Kacey is a California girl through and through but will admit to having fallen in love with Utah's mountains. She graduated from Brigham Young University in December with a degree in English and a minor in Environmental Science. She is considering pursuing a dual MBA/JD after working for a few years and finding her niche.

Fun Fact: Kacey loves working around and exploring the world. After four months in Costa Rica, she took her last night to summit its highest mountain in one trip--29 miles and 8100 feet elevation gain in 17 hours!

Career Aspiration: Still exploring, possible combination of law and business

(Continued on next page)



"I love working alongside brilliant, like-minded people who care about making UCLI's vision and mission a reality."

-- Kacey Sorenson

UCLI extends our deepest gratitude to all of our interns, past and present, for their contributions to our mission and work. We are so excited to keep in touch and to see the positive impacts that our interns go on to make as members of Utah's legal community.

Know an undergraduate or recent graduate who may be interested in interning with UCLI? Have them check out our opportunities at www.utahcli.org/internships.

UCLI extends a special thanks to additional organizations that made significant monetary contributions of \$5,000 or more to help UCLI sustain and grow our initiatives:

The Florence J. Gillmor Foundation
The Utah Bar Foundation
Smith Washburn
The Herbert I. and Elsa B. Michael Foundation

Many thanks to our in-kind sponsors:



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END-OF-YEAR FUNDRAISING

Don't forget to donate by December 31, 2020
to be eligible for a 2020 charitable
contribution income tax deduction!

UCLI sends our gratitude to the many community members who have generously supported our efforts to advance diversity, equity, and inclusion in Utah's legal profession. Thus far, UCLI has raised \$4,200 in our end-of-year crowdfunding campaign.

-- DONATE TODAY --

CLICK HERE

Or visit
www.utahcli.org/donate

Checks can be mailed to UCLI's Treasurer:

Attn: Bret Evans
Snell & Wilmer
15 W. South Temple #1200
Salt Lake City, UT 84101



GET INVOLVED WITH UCLI

Opportunities for 2021

For Individuals:

1. Mentor a student
2. Judge a mock trial competition
3. Join a UCLI Committee
4. Host a legal training for refugees
5. Serve meals to homeless youth
6. Give a school presentation

For Firms/Organizations:

1. Become UCLI Certified for 2021
2. Gather a group to mentor, serve meals, or host a refugee training
3. Become a Founding Sponsor (by January 31, 2021)
4. Co-host/sponsor a partner project

To get involved with UCLI, email us at ucli@utahcli.org.

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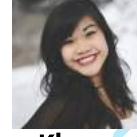
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