



UCLI

UTAH CENTER FOR
LEGAL INCLUSION

2020 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 diversity, 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 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. UCLI 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 2020, UCLI moved forward in developing its key programs, with the hope of creating and cultivating a sense of community in Utah's legal profession.

Despite the whirlwind of 2020, fifty-three legal employers joined us for the inaugural year of the UCLI Certification Program. Attorneys and leadership at these firms and organizations came together with UCLI to assess their own environments and consider 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.

UCLI also launched, grew, and improved several other programs that continue to serve and improve Utah's legal community. For more information and details about specific programs, see the Committee Report Summaries in Section 6.0, 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 underrepresented. 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, the currently available race and gender statistics indicate that the legal profession continues to be primarily composed of white male attorneys. In 2020, the Utah State Bar conducted a survey of its members. The last survey of this kind was conducted in 2010. Despite the passage of a decade, the survey results showed relatively minimal progress in terms of representation of women and racial minorities in Utah's legal profession. Based on the survey results, Utah's legal profession continues to be approximately 70% male and 90% Caucasian. UCLI plans to work with the Utah State Bar to encourage and assist with more frequent data collection from the state's attorneys as a whole, and to develop systems that will collect data across various metrics. In addition, UCLI plans to expand its own efforts to add to the data being collected by entities like the Bar.

Over the years, the Bar and several existing affinity groups and organizations have engaged in efforts to improve representation and promote inclusion in Utah's legal profession. UCLI was formed to coordinate, enhance, and assist with these existing efforts and to develop a comprehensive structure that will meet the specific needs of Utah's legal community as Utah's demographics continue to change in the direction of increasing diversity. 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](#). The UCLI staff will be analyzing and adapting the strategic plan in 2021.

4.0 Organizational Structure

UCLI is managed by three full-time staff as well as a Leadership Council and Fiduciary Board, 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.

The Fiduciary Board, composed of the Executive Committee, Officers, and a few select additional members (appointed from the Leadership Council and at-large), is tasked with developing and overseeing organizational strategy and ensuring the long-term sustainability of UCLI. UCLI's co-chairs lead the Fiduciary Board.

The Leadership Council, led by UCLI's president, is composed of the chairs of UCLI's committees, along with representatives from the various affinity groups and law schools listed above. The primary purpose of the Leadership Council is to develop strategy and ensure the functioning of UCLI's specific initiatives and programming.

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 Dryer, 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.



UCLI's staff consists of an Executive Director, Associate Director, and Education Program Director. UCLI's staff are supported by a number of interns from various undergraduate institutions, typically ranging from 2-6 interns per semester.

5.0 Officer Report Summaries

5.1 Treasurer Report

Bret Evans began serving as Treasurer in 2019 and continues to do so. According to Evans' records, UCLI's cash on hand on December 31, 2020 was \$241,408.50. In 2020, UCLI's total receipts were \$166,160.64, while its total expenses were \$74,237.74. UCLI's pending liabilities as of December 31, 2020 were \$3,310.30.

5.2 Compliance Officer Report

Samantha Scott continued to assist UCLI with volunteer compliance support in 2020. 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.

5.3 Secretary Report

LaShel Shaw continues to provide UCLI with volunteer secretarial assistance. In 2020, Shaw continued to support both the UCLI Fiduciary Board and Leadership Council with organizational efforts, including drafting agendas and recording meeting minutes. She also managed UCLI's weekly bulletin to communicate news to Utah's legal community.

6.0 Committee Report Summaries

In 2020, UCLI's committees and committee chairs remained actively involved in creating and implementing their programs and initiatives. Below are summaries of reports provided by UCLI committee chairs that highlight ongoing projects, events, presentations, partnerships, and objectives for 2021.

6.1 Education Committee (now PLEDGE Committee)

In 2020, UCLI combined and organized efforts from a few different committees, primarily the Education Committee, and created a new program titled Promoting Legal Education to Diverse Groups Everywhere (PLEDGE). PLEDGE (overseen by the PLEDGE Committee) encompasses UCLI's efforts to make legal careers more available and accessible to students from diverse groups, including students of color, female students, LGBTQ+ students, students with disabilities, first-generation students, etc. PLEDGE includes three main areas of focus: educational outreach, mentoring, and financial assistance. Despite the ongoing difficulties caused by the COVID-19 pandemic, UCLI continued its efforts in these three areas and pivoted its efforts to adapt to a primarily virtual environment.

In the realm of education outreach, UCLI launched a weekly webinar series with various attorneys, judges, and scholars featured as speakers. The series discusses various legal careers and pathways to pursue legal



education. After a break for the holidays, the series will resume on a biweekly basis beginning in February 2021. UCLI also continued to provide presentations for K-12 and undergraduate students, including at schools throughout the Salt Lake valley school districts and with the DREAM Center at the University of Utah.

With respect to mentoring, UCLI began a mentoring program with a class of students at Meadowlark Elementary, a Title I school in Salt Lake City. Every week, UCLI mentors (attorneys and law students) meet virtually with students from Mr. John Arthur's sixth-grade class. Attorneys and law students review and offer feedback to the sixth graders on various assignments, such as those involving persuasive writing and debate. The mentoring provides a one-on-one learning opportunity that otherwise would not be available to the students, and the mentors also receive the benefits of connecting with the students.

UCLI also laid the groundwork for its law student mentoring program (set to launch in March 2021), which builds upon a pipeline mentoring program that has been run by Holland & Hart (in coordination with the Utah Minority Bar Association) since 2012. UCLI is excited about this innovative program, which incorporates a team mentoring approach and provides opportunities for law students at both local law schools to build relationships with attorneys representing various firms/offices, practice areas, and demographic backgrounds.

Finally, in the realm of financial assistance, 2020 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 opportunities for aspiring attorneys committed to diversity, equity, and inclusion by providing 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. UCLI awarded scholarships to two students in 2020 and will continue with awards in 2021 and beyond.

6.2 Advancement Committee

In 2020, 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. UCLI identified a couple of new contacts in outlying districts, such as the Fifth District, and will continue these efforts in 2021. In addition, the Advancement Committee has worked to fill judicial vacancies with diverse candidates.

With the generous sponsorship of local law firm Smith Washburn, UCLI is also pleased to announce it will develop a database of diverse attorneys, to be used by local law firms and attorneys, for referral and recruiting purposes. UCLI began conducting research for the development of this database and will move forward with launching the project in early 2021.

6.3 Continuing Legal Education Committee

In 2020, UCLI expanded its Continuing Legal Education (CLE) offerings, which are aimed at providing members of Utah's legal profession unique opportunities to discuss legal issues related to diversity, equity, and inclusion. In 2020, these events included a discussion of the Supreme Court's decision in *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 also combined forces with WLU to host a non-CLE event paying tribute to the late Justice Ruth Bader Ginsburg.

In addition to individual events, UCLI presented a three-session Racial Justice Series in October and November 2020. UCLI, the Utah Minority Bar Association (UMBA), and the Utah State Bar co-hosted the series, with sessions on counteracting bias in the courtroom, rethinking prosecutorial discretion, and addressing disparities in pretrial phases and sentencing.

In 2021, UCLI will continue to develop its CLE programming by presenting two multi-part CLE series, including the racial justice series (to be hosted annually) and an additional series focused on the interrelation between DE&I and attorney wellbeing. UCLI will also continue to host and co-host individual CLE sessions. In all of these efforts, UCLI will focus on the goal of fostering discussion of relevant DE&I topics among Utah's legal community.

6.4 Organizational Inclusion Committee

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 used to enhance diversity and inclusion in Utah's legal profession, by creating inclusive workplaces for the body of diverse attorneys UCLI hopes to add to the attorney ranks in Utah and by facilitating improved retention of diverse attorneys in the state.

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.

The UCLI Certification Program launched in early 2020 with fifty-three employers enrolled. UCLI certification is not limited to law firms and government employers, but also includes businesses with multiple attorneys such as eBay, Inc. 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.

In 2021, the Organizational Inclusion Committee will build incrementally upon the 2020 criteria, to encourage ongoing DE&I efforts among the certification employers. UCLI also aims to enroll additional legal employers in the program, focusing recruiting efforts on governmental offices and small and medium-sized law firms in the state.

6.5 Community Outreach

In 2019, the Community Outreach Committee pursued four primary programs: the Library Initiative, the Refugee Outreach Initiative, the Proximity Task Force, and COVID-19 relief for Utah's Native American communities.

First, the Committee continued its initiative to make libraries a place where underserved populations can access Utah's Online Court Assistance Program, although much of those efforts were stalled due to closure



of libraries in the wake of COVID-19. But committee leadership remains in close communication with the Utah Librarians Association and the Utah State Law Library and will continue providing OCAP training to librarians around the state. In addition, in 2021, UCLI will begin developing print materials that highlight critical legal resources for library patrons.

Second, 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.

The Committee has also continued its efforts to help the Salt Lake Valley’s homeless population. UCLI’s Proximity Task Force has created opportunities for attorneys to cook and serve meals to homeless youth at the Volunteers for America Homeless Youth Shelter. These efforts have continued through the pandemic.

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.

6.6 Tracking Progress Committee

In 2020, the Tracking Progress Committee finalized and distributed an in-depth survey that will assist UCLI in establishing a baseline for the current state of diversity, equity, and inclusion (DEI) and efforts to advance DEI within Utah’s legal profession. The survey was sent to the 53 legal employers enrolled in UCLI’s 2020 Certification Program. The survey seeks information concerning employee and leadership demographics as well as policies related to recruitment, hiring, advancement, compensation, and general support of DEI efforts. As of the publication of this report, 34 firms and other legal employers had completed the UCLI survey.

2020 also marked the release of the Utah State Bar survey results. In 2019, the Committee had worked with the Bar to craft and incorporate in the survey several questions regarding bar membership demographics and some D&I issues. The results of the 2020 Bar survey indicate that Utah’s legal profession is approximately 70% male, as compared to 76% male in 2011, and 90% Caucasian (may include up to 1% multiracial identifying individuals), as compared to 91% Caucasian. The percentage of respondents reporting that clients emphasize diversity/inclusion increased by 10% to 35% as compared to 25% in 2011. The percentage of respondents reporting that clients request that their firm have a diversity/inclusion policy was 19%. 65% of respondents indicated that diversity/inclusion was either “Very Important” or “Important” for the legal profession. However, the qualitative responses to questions about diversity, equity, and inclusion



suggest that negative perceptions of DE&I efforts persist in Utah's legal profession. The report can be accessed [here](#).

This year, Women Lawyers of Utah (WLU) also released a report of a survey and interviews conducted by researchers retained by WLU. The results indicate that many women in the profession experience barriers to advancement that entrench the attrition and retention problems observed in the profession. The report can be accessed [here](#).

In addition to these and other external surveys of DE&I in Utah's legal profession, UCLI will also develop a number of research-based internal measurable outcomes and program evaluation mechanisms. Together, these data collection efforts will inform UCLI's next steps with regards to advancing diversity, equity, and inclusion in Utah's legal profession.

6.7 Development Committee

In 2020, the Development Committee grew 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 \$166,160.64 in 2020, with the generous support of the Florence J. Gillmor Foundation (\$50,000), the Utah Bar Foundation (\$33,000), the Herbert I. and Elsa B. Michael Foundation (\$5,000), and many law firms and individual donors. The Committee also continued soliciting UCLI's Founding Sponsorships in the first month of 2021. In total, 21 legal employers committed to become UCLI Founding Sponsors, pledging contributions totaling over \$212,000, to be distributed over the next three years. UCLI sincerely thanks these generous Founding Sponsors, who are each recognized below. Finally, UCLI held an end-of-year crowdfunding campaign, which raised over \$8,500.

In 2020, the Committee primarily focused on building its fundraising efforts across three funding source categories: community foundations, the legal community, and individual donors. In 2021, the Committee will further focus on grant writing and community foundations and will increase crowdfunding opportunities to 3 campaigns or events annually (Giving Tuesday campaign, Day of Giving campaign, and one in-person event). UCLI will also roll out its plan to solicit sponsorships from legal vendors.

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 and staff will assess the effectiveness of UCLI's programs, goals, committees, and mission in 2021, and will revise and restructure as necessary. It will publish the 2021 Annual Report by January 31, 2022. 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.



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