

THE OFFICIAL NEWSLETTER OF
THE UTAH CENTER FOR LEGAL INCLUSION



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UCLI STAFF MESSAGE

Welcome to the 2021 edition of *Mosaic*!

We are pleased to kick off our newsletter as a team this year. The Utah Center for Legal Inclusion office is sustainably expanding, and there are now four part-time and full-time staff members. Kaitlyn and Jon started in their respective roles of Executive Director and Associate Director in September of this year. Layla and Lizzie began at UCLI as interns this winter and joined the staff in late spring as Administrative Coordinator/Data Analyst and Lead Intern, respectively.

We are each incredibly grateful for the chance to be part of this organization, and have enjoyed our service here thus far. Each of us brings a different perspective and unique life experiences, and we have enjoyed the opportunity to lean on each other's strengths and abilities as we learn to work as a team.

Joining UCLI from other roles, we are impressed at the foundation that has been laid and deeply grateful to all who have come before. We look to their examples and hope to continue their legacy. We are committed to executing the vision of the founders, Board, Leadership Council, and many brilliant minds and passionate hearts who have joined together around the cause of creating a more equitable and inclusive home for all those in Utah's legal profession. We hope to lend our energy and creativity to the mix and push initiatives forward in 2022.

As 2021 draws to a close, we look around with gratitude at everything that has been accomplished within the Utah Center for Legal Inclusion and in our broader Utah community. We see the efforts of firms, non-profits, legislators, and businesses; we witness the deepening societal commitment to justice and equality.

Yet we also recognize the many areas where change is still needed. Publications like the Gardner Policy's Diversity in Utah Data Book provide figures that show the deep divides that still exist in our state across indicators such as race, ethnicity, and sex. Data like this is sobering, but speaks to the importance of executing UCLI's mission. An equitable society is one where opportunity and outcomes are not determined by race, ethnicity, or sex — and we will continue to do all we can to encourage an equitable legal profession where all feel included and valued.

Thank you for your efforts. So much good has been done this year through UCLI, and it would not have been possible without your care, sacrifice, and commitment. This newsletter highlights just a few of the many notable achievements of 2021, and we hope you feel pride and satisfaction as you review these successes.

Thank you for the support you show for each other and for UCLI's mission. We express our deep thanks for who you are and what you do, and continue to invite your constructive feedback. We hope the holidays are warm and bright for you and your loved ones, and that your hearts are lit by the goodness you have spread this year.

With warmest regards, the UCLI Team:

Kaitlyn Pieper
Executive Director



Jon Wayas
Associate Director



Layla Shaaban
Administrative Coordinator,
Data Analyst



Lizzie Jarrett
Lead Intern



UCLI AWARDS FIRST BAR REVIEW DIVERSITY & INCLUSION SCHOLARSHIPS

by Jon Wayas, Associate Director

This year saw the first awards of UCLI's Bar Review Diversity & Inclusion Scholarship, made possible by the generous support of the Utah Bar Foundation.

Bar review preparation programs are important and necessary to successfully pass a bar exam. Unfortunately, the programs are also extremely expensive. UCLI's aim with these scholarships is to alleviate some of the financial burden the bar exam places on students, especially on those of diverse and often humble backgrounds. 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 Laura Kyte, Sarah Martinez, Alex Sanchez, and Emily Walter.

Laura Kyte



Laura Kyte graduated from the Brigham Young University J. Reuben Clark Law School in 2021. She is a single mom with two children. She grew up in a low-income household and formed the belief that girls and poor kids like her were not meant to be lawyers. At UVU, one of her history professors encouraged her to pursue law school.

Laura was admitted to the Utah State Bar in October and now works for the Utah Attorney General's office in the Litigation division. In August of 2022, she will clerk for Judge Diana Hagen of the Utah Court of Appeals.

Sarah Martinez

Sarah Martinez graduated from the University of Utah S.J. Quinney College of Law in 2021. During law school Sarah served as president of the Natural Resources Law Forum, Secretary of the Minority Law Caucus, chaired the



SBA Diversity, Equity & Inclusion committee, and provided pro se assistance to detained immigrants outside San Antonio, Texas. Sarah is currently completing postdoc work as a Water Policy Specialist at the Center for Water Policy in the University of Wisconsin-Milwaukee's School of Freshwater Sciences.

Alex Sanchez



Alex Sanchez graduated from the University of Utah S.J. Quinney College of Law in 2021. Alex has a passion for criminal defense work. Prior to law school he worked as a paralegal for the criminal defense firm of Brown, Bradshaw & Moffat.

During law school he completed internships with the Rocky Mountain Innocence Center, the criminal defense firm of Conyers & Nix, working as a Criminal Justice Act intern, and for the Salt Lake Legal Defender Association. Alex currently works for the Salt Lake Legal Defender Association assigned to the Salt Lake City Justice Court's Homeless Court.

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

Emily Walter



Emily Walter recently graduated from the BYU J. Reuben Clark Law School. Emily decided to pursue a legal education to develop her advocacy skills and improve the conditions of vulnerable and disadvantaged populations in the United States. In law school, she focused her studies on tax and social justice and served on the board of the Minority Law and the Latino/a Law Students Association. Emily plans to continue pursuing opportunities to further equity and inclusion within the legal profession.

THE UTAH LAW STUDENT MENTORING PROGRAM EXPANDS HOLLAND AND HART AND UMBA'S PIPELINE INITIATIVE

by Jon Wayas, Associate Director

In 2021 UCLI kicked off the Utah Law Student Mentor (ULSM) Program. The law firm of Holland & Hart and the Utah Minority Bar Association (UMBA) were gracious enough to allow UCLI to expand on their Pipeline Initiative program. This program began in 2012 because of the efforts of Justice Cecilia Romero, who was then a partner at Holland & Hart. The program continued to grow under the leadership of Engels Tejeda, and the commitment and passion of many other attorneys at Holland & Hart. Every year UMBA awards a number of scholarships to law students attending BYU and the U of U. These are students from various underrepresented backgrounds. These students are also offered a chance to be mentored by Holland & Hart attorneys. The ULSM allows many more law students to be mentored by excellent attorneys of all experience levels, and from all sectors of the legal profession.

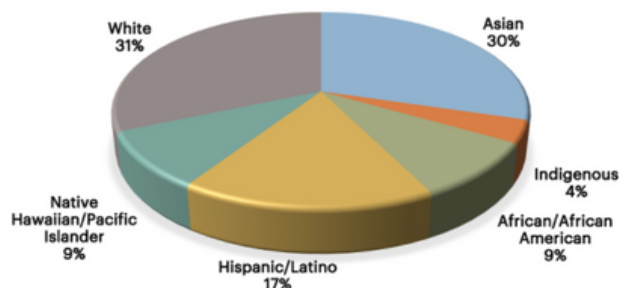
UCLI uses an expansive view of diversity in determining who may apply for the ULSM program. This includes race, ethnicity, gender, sexual orientation, disability, and those who are first generation college and/or law students. Many of our students and attorneys fit into several of these categories. Mentors and Mentees have the opportunity to request preferences in pairings based on various identity categories or may request to be paired according to practice area interests. Because of the overwhelming support of our participating attorneys, we have been able to match our students and attorneys according to stated preferences.

HOLLAND & HART



UTAH MINORITY BAR ASSOCIATION
PROMOTING DIVERSITY IN THE LAW

2021 ULSM MENTEES AT A GLANCE

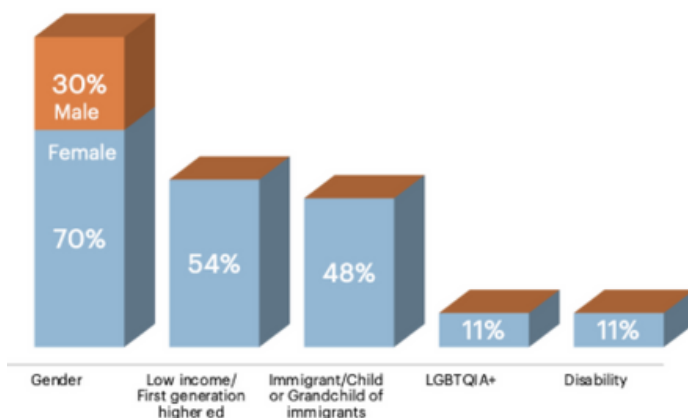


The first mentoring cohort began in early 2021 with 25 law students and 50 attorneys. The second cohort began in October with over 50 law students and over 70 attorneys. In most cases two attorneys are matched with one student. Many of the attorneys work in the same firms, with one being more senior than the other. This gives students the opportunity to get a good mix of practice areas and experience in their mentoring relationships.

The ULSM program is not an express agreement of employment at a mentor's firm or organization. However, the program has already been instrumental in helping students find good fits in law firms throughout Utah.

We are thankful for all the attorneys who have given their time to be mentors. We are always looking for new mentors for future rounds of mentoring. If you or someone you know is interested you may learn more and sign up at: utahcli.org/mentoring/

ULSM Mentees At A Glance



Looking In and Leading Out

Key Findings on Diversity from the UCLI 2020 Certification Program Survey

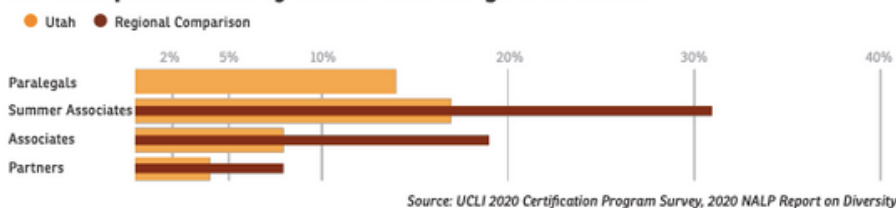
by Layla Shaaban, Administrative Coordinator & Data Analyst

Law is one of the **least diverse professions** in the country and Utah's legal community is no exception. As a profession that aims to ensure access to justice and equality before the law, our legal institutions must represent the communities we serve. Many legal employers and members of the profession recognize the importance of being representative and are working to make Utah's legal profession more diverse, equitable, and inclusive. This report, created in conjunction with the University of Utah's Justice Lab and published in early 2021, aims to support that work. We thank our partners at the Justice Lab for their wonderful collaboration in creating this report.

This report is based on data collected in November 2020 and January 2021 from a survey of Utah legal employers participating in the **Utah Center for Legal Inclusion's (UCLI) Certification Program**. We thank each employer for their participation; their time compiling their firm's data made these valuable findings possible. Here are the key findings:

Key Finding #1: BIPOC occupy less than 5% of equity partner positions. Proportional BIPOC representation decreases from associate to equity partner.

BIPOC Representation by Role in Utah's Legal Profession

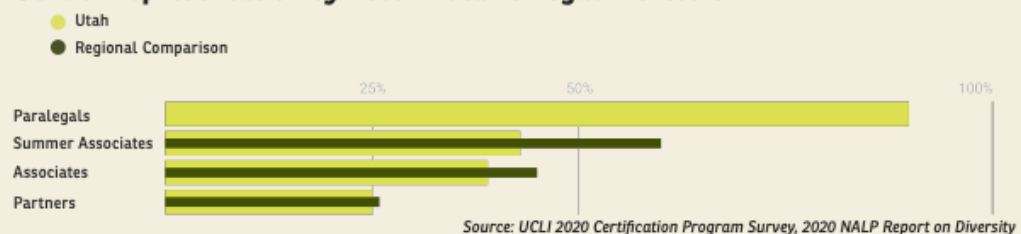


In the UCLI survey data, BIPOC representation is highest in summer associate (17%) and paralegal (14%) roles and decreases as seniority increases within legal organizations, from associate (8%) to equity partner (4%). This chart depicts the number of legal professionals by role in the UCLI data.

Key Finding #2: Women and men are hired as associates at similar rates but at each level of advancement women's proportional representation decreases as men's increases.

Women are vastly overrepresented in paralegal positions, tend to be underrepresented in junior attorney positions, and are vastly underrepresented in senior attorney positions.

Gender Representation by Role in Utah's Legal Profession



Key Finding #3: Women are twice as likely as men to have part-time schedules.

Part-time Attorneys

Key

● Women
○ Men

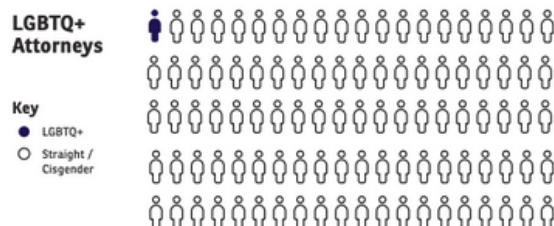


On average, 67% of part-time attorneys at surveyed employers in Utah were women and 33% were men.

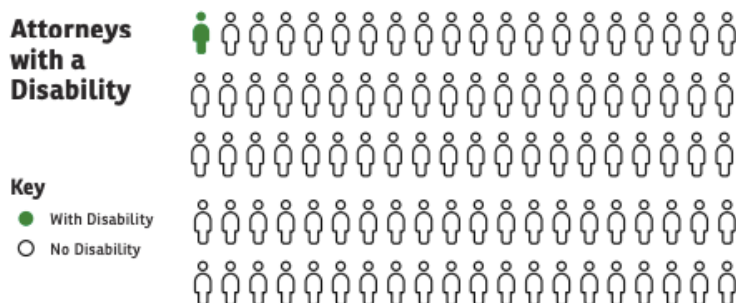
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Key Finding #4: The percentage of LGBTQ+ attorneys in Utah is 3.5 times lower than the percentage of LGBTQ+ attorneys nationally.

Employers in the UCLI survey reported that less than 1% of lawyers identify as LGBTQ+, suggesting LGBTQ+ attorneys are either underrepresented in Utah's legal community or are not comfortable outing themselves as LGBTQ+ in the workplace. The national rate of LGBTQ+ lawyers is more than three times higher than in the survey data (2.99% vs. 0.85%). In Utah, LGBTQ+ people make up 4.5% of the population. Nationally, the rate is 3.7%.



Key Finding #5: The percentage of attorneys in Utah with a disability is less than 1% of all attorneys, but is almost six times lower than other employed Utahns with a disability.

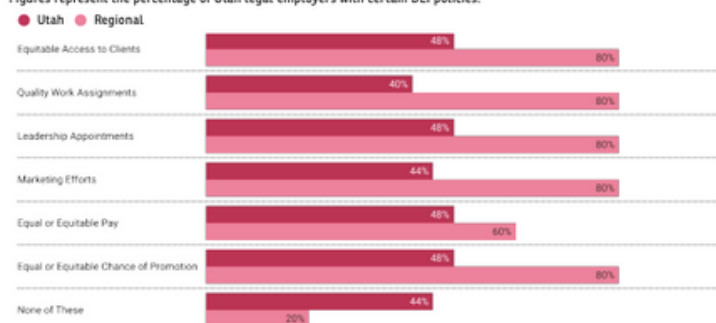


Employers in the UCLI survey reported that less than 1% of lawyers have a disability, which is similar to national trends. The percentage of employed Utahns with a disability (5%) was almost six times higher than the number of Utah lawyers with a disability (0.8%), suggesting that the legal field is particularly hard to break into for those with a disability or that attorneys prefer not to disclose their disabilities to their employer.

Key Finding #6: Respondent employers in Utah have fewer DEI and schedule flexibility policies than regional legal employers.

Diversity, Equity, & Inclusion Policies in Utah vs. Regionally

Figures represent the percentage of Utah legal employers with certain DEI policies.



Source: UCLI 2020 Certification Program Survey

Nearly 44% of employers of varying sizes reported not having any of the DEI policies listed in the UCLI survey. Policies were categorized in two ways: (1) those promoting diversity, equity, and inclusion; and, (2) those providing flexibility to employees in planning work schedules.

Best Practices and Conclusion

How can we, as attorneys and law firms, tackle the lack of diversity, equity and inclusion in Utah's legal field?

1) We can **commit to long-term change and data collection** by supporting statewide data collection efforts, collecting internal data and focusing on trackable data. We deeply appreciate the time you take to collect and submit this data through our annual UCLI Certification Survey. 2) We can **reassess the effectiveness of DEI training** offered, and offer incentives to encourage attendance at these trainings. 3) Finally, we can **adopt policies that support diversity** in recruitment, hiring, retention, and advancement.

These recommendations emphasize the value of leadership and data-driven, holistic approaches to diversity, equity, and inclusion. This effort to collect data is an important first step to this work, and Utah can be a leader in similar efforts going forward. We can genuinely reflect and engage with these issues to push diversity, equity, and inclusion forward in our profession. Change is possible, and we thank you for all your efforts to enact it!

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Lance Andrew	TraskBritt
Law Office of William Pohl	Utah Attorney General's Office
Lear & Lear	Utah Federal Public Defender
Long Okura	Utah Juvenile Defender Attorneys
Lowenstein Sandler	Utah Legal Services
Magleby Cataxinos & Greenwood	Workman Nydegger
Malouf Law Offices	Zimmerman Booher

If your firm is interested in becoming
UCLI certified in 2022, email us at
ucli@utahcli.org
or check out our certification website at
<https://www.utahcli.org/certification/>

UCLİ'S MENTORING PROGRAM CONTINUES FOR A SECOND YEAR AT MEADOWLARK ELEMENTARY

by Melina Shiraldi, Meadowlark Mentoring Chair

The future holds promise and dreams for the youth of **Meadowlark Elementary**. John Arthur, who is known by his students as Captain, and UCLİ have teamed-up again to provide mentoring to his six grade class. UCLİ attorneys and law students are paired with sixth grade students from the class. Every Friday the mentors enter Captain's class via Zoom for an initial informational meeting about the week's persuasive writing assignment, after which the mentors are sent into breakout rooms to work one-on-one with the students. Captain comes up with some innovative writing topics such as "How do you become a YouTuber?" or "Was it fair that women and children were given priority as the Titanic was sinking?" The students are bright and creative. With Captain as their champion, the students can't fail. The hope is that mentoring will not only help these sixth graders with their writing, but that it will inspire them to dream big and instill confidence to achieve those dreams. Perhaps even going to law school and one day returning the favor to mentor with Captain's class.

If you would like to be a part of the Meadowlark Mentoring Program please email ucli@utahcli.org. The time commitment is minimal - 30 minutes every Friday, either at 10:30 or 11:00. You can even team-up with another attorney to ensure that someone will be there every Friday. The program could really use another **Spanish speaking mentor**.

Become a
UCLİ Mentor
today!

Captain chose you to me because I'm speaking Spanish and now I write you a letter in English! Thank you for everything you helped me in what I did not understand.

You increased my writing.
Now my writing skills are
better than ever! I also want
to be like you when I grow
up and I know what I want
that to look like.

Pictured, above and below: excerpts from Meadowlark student letters to their mentors

We would like to thank those attorneys and law students that came back to serve as mentors for a second year. Welcome to those mentors that are new this year. **UCLİ thanks the following mentors for their time and service:** Hilary Adkins, Melinda Bowen, Ellie Bradley, Dani Cepernich, Karen Fojtik, Jennifer Gully, Candice Hinkle, Alex Jacobsen, Laura Kyte, Wayne Latu, Susan Lawrence, Tamara Lemmon, Briggs Matheson, Allison Shiozawa Miles, Andy Morelli, Jeff Nelson, Aisea Odencrantz, Jazmynn Pok, Tiauna Roemer, Zachary Scott, Ruth Shapiro, Christopher Shiraldi, Melina Shiraldi, Noella Sudbury, Sandra Steinvooort, Chris Wade, Candace Waters, Jon Wayas, Madeleine Whittier.

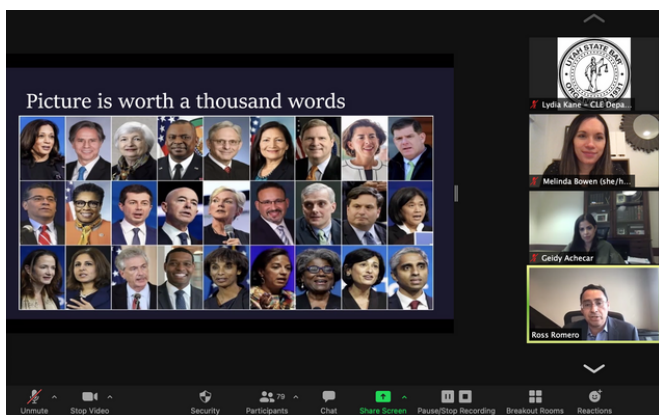
Thank you for helping me with my writing.
I really like talking to you about the projects
we did in class.
Writing was hard at first, but then you
helped me a lot and it got easier! I am a
better student thanks to your help :)

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

UCLI OFFERS NEW CLE OPPORTUNITIES

By Kaitlyn Pieper, Executive Director

In 2021, 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 2021, these events included:



Pictured: A screenshot from the DEI Biden Administration CLE

DEI Under the Biden Administration

On March 4, 2021, UCLI hosted a CLE presentation about the host of policy changes that have been made under the Biden Administration. Panelists Ross Romero, Geidy Achecar, and Ezzy Khaosanga shared insights about how these changes affected the DEI landscape.

DEI and Wellbeing Series

UCLI hosted a DEI and Wellbeing Series in the spring and summer of 2021, a multi-part series that explored wellness and DEI practices to improve business and enhance workplaces. It began at the plenary session of the Spring Bar Convention on March 25, 2021, and ended at the Summer Bar Convention, with two additional sessions in between. Topics included how to use wellbeing and inclusive practices to onboard and retain talent, as well as combating implicit bias. We thank our sponsors Lowenstein Sandler and Traskbritt PC for making this series possible.

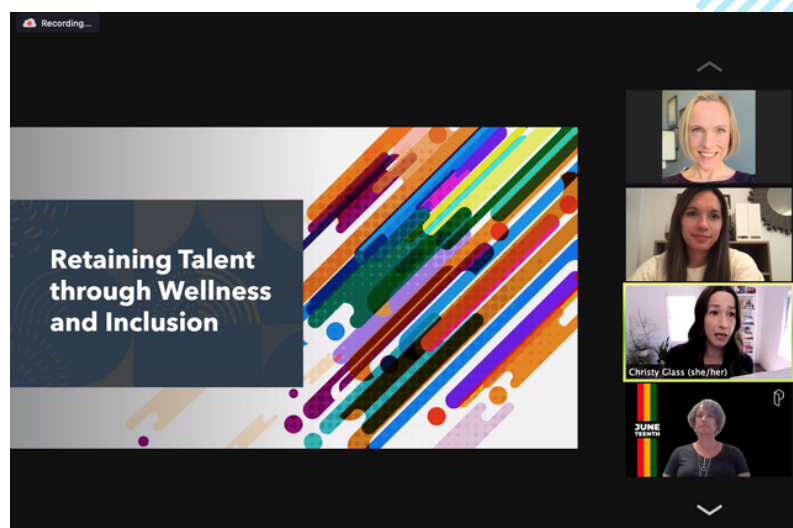
Pathways to the Bench

This CLE was co-hosted by UCLI, Utah Minority Bar Association, Women Lawyers of Utah, Ballard Spahr, and Utah Courts Office of Fairness & Accountability, in association with the ABA judicial division. This event was hosted at the Little America Hotel. Panelists included Judge Augustus Chin, Judge Su Chon, Judge Shauna Graves-Robertson, Judge Camille Neider, and Judge Cristina Ortega; the moderator for the event was Jacey Skinner, from Ballard Spahr. The panel of state and federal judges discussed a variety of paths to the bench, for all those interested in how lawyers become judges.



Latina Lawyers of Utah

On December 7, UCLI, Greenberg Traurig, and the Department of Justice hosted a webinar discussing the experiences of Latina lawyers in the profession. The panel also discussed considerations to keep in mind as Utah's Latino population continues to grow.



Pictured: A screenshot from the Wellbeing CLE Event

(Continued on next page)

Train the Trainers

One of the requirements for becoming UCLI Certified for 2021 was to have a firm representative attend the Train the Trainers event. This event was held on October 4 at the Law & Justice Center. The program included (1) a session on the importance of leadership in DEI efforts, presented by Martha Knudson, (2) a session on increasing engagement in the workplace, with Ross Romero, and (3) a panel discussion on internal mentoring programs. It was a great event that was well attended, and we thank our all of our amazing presenter, sponsors, and attendees.

Racial Justice Series

Our Racial Justice Series planned for Fall 2021 was moved to 2022 in coordination with the Utah Bar, with whom we will be cohosting. The series will extend throughout 2022, with a racial justice CLE being held about every other month. The first session will be at the end of January, focused on the evolving racial demographic trends in Utah.

We thank the following firms who have committed to sponsor the series:

Jones Waldo	Ballard Spahr
Strong & Hanni	Keller Jolley Preece
Smith Washburn	

We are still accepting sponsors for this event and invite your firm to commit to sponsorship in 2022.

Looking Forward to 2022

In 2022, UCLI will continue to develop its CLE programming. We welcome your input and feedback, as we prepare for our Racial Justice Series, as well as other DEI-focused seminars in 2022. We extend our deep gratitude to Michelle Oldroyd, CLE Director at the Utah State Bar, for her partnership. We thank all of you for your participation and sponsorship and look forward to seeing you in 2022!

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 2021 EVENT SPONSORS!



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LAWYER PROFILE: BRET EVANS

by Lizzie Jarrett, Lead Intern

Bret Evans is a member of the commercial litigation and bankruptcy practice groups for the firm of **Snell & Wilmer** located in Salt Lake City. In addition to his work at the firm, Bret is the **Treasurer for the Utah Center for Legal Inclusion, a board member of the Rocky Mountain Innocence Center, and a committee member of the LGBT & Allied Lawyers of Utah (LALU)**. Bret firmly believes that "community involvement is important to grow as a human being."

It seems that Bret was always destined to become an attorney. **"I was that kid in elementary and middle school that always argued with everyone. I have always liked reading, writing, critical thinking, and arguing."** After receiving an undergraduate degree in political science from Brigham Young University, Bret decided to attend the University of Utah S.J. Quinney College of Law, where he graduated in 2014.

Bret always knew that he would study political science in college. "If I am going to be in school I might as well do something I really like and a subject I am interested in." The time he spent in his undergraduate education helped him to develop the skills of taking an idea and learning how to think about it critically, skills that have served him well in the legal profession.

To future law students Bret gives the following advice: **"You have your whole life to work, and only four years of college, so just do something that you really enjoy."**

This pursuit of enjoyment has led Bret to his community involvement. Bret's initial interest in UCLI stemmed from his observance of the difference between his experience in the legal field and that of his female and diverse colleagues. Bret acknowledged the need for an organization that not only made space for individuals of diverse backgrounds but also celebrated diversity.



Pictured: **Bret Evans**, Snell & Wilmer, UCLI Treasurer

Prior to the organization of UCLI Bret recognized that the Utah legal profession was making space for diverse people but also noted that it should be about more than just making space. "We're not numbers, we want to be included." UCLI's focus on diversity and inclusion helps to let individuals from diverse backgrounds know that their experience matters and that they have something unique to bring to the table.

"Diversity and inclusion matter to me because Utah has a lot of work to do." He expressed the fact that there are several good organizations that already existed before the founding of UCLI and that the benefit of having such an organization was to bring those other groups together and help them focus on their shared goals.

We are so grateful to Bret for all he contributes to UCLI, his willingness to share about his experience in the Utah legal profession, and his involvement in the community. His contributions to achieve greater 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 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: KIKI GONSALVES CRAM

by Carson Coleman, Intern

Kekai Kalalea Gonsalves Cram is currently a 2L at Brigham Young University - J. Reuben Clark Law School. A native of Kapahi, Kaula'i, Hawai'i, she attended BYU for her Undergraduate degree and earned a Bachelor of Arts degree in English Teaching with a minor in Spanish. She graduated in 2020, but excited to further her education and career, she decided to immediately pursue a JD at BYU.

So far, Kiki says that she loves her peers and professors at the law school and her mentors in the law. She says that they are extraordinarily bright, and they build her up and help her every single day.

When asked if she had any advice for prospective law students, Kiki recommended for students to lean into those around them and ask for help; people are much more willing to help than we sometimes realize.

Currently, Kiki is an Intern at **Fuentes Langi Immigration Law** with founding partner Jennifer Fuentes Langi (BYU Law JD '09) and Geidy Achecar Hatch (BYU Law JD '14), and has been with them since August 2021.

On top of her experience at Fuentes Langi, Kiki has served as an extern for the **South America North West Area Legal Counsel of the Church of Jesus Christ of Latter-day Saints** and as a Research Fellow for **BYU International Center for Law & Religion Studies**.

She currently serves as Secretary on the **BYU Women in Law Board**, and as the President of the **BYU Pacific Islander Law Student Association**.

Kiki has been actively involved in UCLI, helping to plan our first annual symposium. Working on this, she is trying to spark interest in law school in a diverse cohort of students.



Pictured: **Kiki Gonsalves Cram**, J. Reuben Clark 2L

With her upbringing in a multi-cultural household in Hawai'i, Kiki is especially interested in **Immigration Law, Hawaiian Rights, and Land Law in Hawai'i**. She hopes that in her career she "will be able to protect the rights of the indigenous and the rights of humble immigrants".

Her goal is to use her education and experience to live out her personal philosophy: to love land, to love people, and to serve them both.

Outside of her work and studies, you'll find Kiki hiking, camping, writing, swimming at the beach, reading, and spending time with her husband, family, and friends.

After she graduates, Kiki is excited to serve her community through ethical and compassionate application of the law. If you share those values with Kiki and would like to start a conversation, or simply want to reach out, you can email her at kikiefuenteslangi.com.

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 **Layla Shaaban, Administrative Coordinator + Data Analyst**

Each year, UCLI is blessed with a number of bright, passionate, and driven interns. UCLI's interns are a key creative force behind the development of many of UCLI's resources and initiatives. As 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 eleven interns, spanning the winter, spring, summer, and fall semesters.

Ivan Brea

Bio: Ivan was born in New York, NY and raised in El Paso, TX. He is currently attending New York University (NYU), majoring in Politics with minors in Social and Public Policy & Spanish. Ivan has been to about fifteen (15) states in the US and five (5) countries along with a few reservations plus DC.

Bryn Linderman

Bio: Bryn is from the San Francisco Bay Area, California. She graduated from Brigham Young University (BYU) with a double degree in English and Chinese. She loves going on long-distance hiking trips. So far, she's gone on long hiking trips in Tanzania, the United Kingdom, Germany, and Spain.

Caity McKee

Bio: Caity is originally from Woods Cross, Utah. She is a 1L at the University of Utah SJQ College of Law. She has danced competitively for over 13 years in many different dance styles.

Collin Mitchell

Bio: Collin is from Augusta, Georgia. He is currently pursuing a degree in Political Science at Brigham Young University (BYU). He is a huge Pittsburgh Steelers fan and Utah Jazz fan.

Taylor Percival

Bio: Collin is originally from Fort Worth, Texas. She is a psychology major with a Spanish minor at Brigham Young University (BYU). She is a dual citizen of the US and Canada.

"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

Isa Buoscio

Bio: Born and raised in Utah, Isa graduated from the University of Utah with a double major in political science and strategic communications. Isa hopes to become an international lawyer, potentially working for the United Nations.

Aranza Castillo

Bio: Aranza was born in Mexico but moved to the Salt Lake City Area when she was five. She is currently a business management major at the University of Utah. She has seen Ariana Grande twice in a year, the second time was for free (on accident).

Lauren Nelson

Bio: Lauren is originally from Arlington, Virginia. She is an English major at Brigham Young University (BYU). She has completed an internship with the Scottish Parliament.

Carson Coleman

Bio: Carson is from Frisco, Texas. He is currently attending Utah State University, where he is pursuing a degree in Economics and Philosophy. He is a saxophonist! He really enjoys Jazz of all kinds and say if he weren't pursuing economics and philosophy, he might have been a Music Education Major.

Jacob Buchanan

Bio: Jacob is originally from Ladera Ranch, California. He is an English and Russian double major at Brigham Young University (BYU). Jacob has worked for the Orange County DA's Office as well as an immigration law office.

(Continued on next page)

"One of the greatest things about the internship is the people. It's amazing to work with such diverse, talented, hardworking and passionate people—the organization has been nothing short of a pleasure to work with."

— Ivan Brea

Destini Perkins

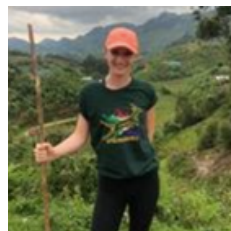
Bio: Destini was born and raised in San Diego, California. She is currently a Business Management sophomore at Utah Valley University. She helped lobby at the Sacramento capital for the bill (H.R.5309) in May of 2019. Two months later it was passed as The Crown Act.

Mayeli Garcia-Villagomez

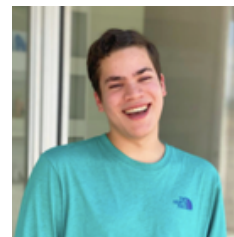
Bio: Mayeli is from Salt Lake City, Utah. She is currently pursuing a BA in Political Science and BS in Criminology at the University of Utah. She was recently involved in a leadership course for Latinx leaders in Utah, in which she helped host a Q&A panel filled with local Latinx Lawyers.



ISA BUOSCIO



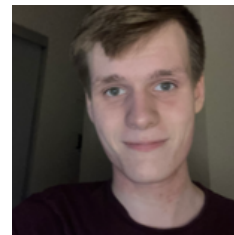
LAUREN NELSON



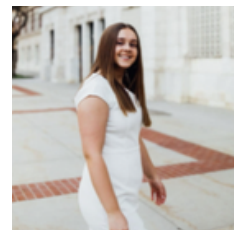
IVAN BREA



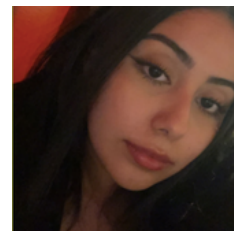
COLLIN MITCHELL



CARSON COLEMAN



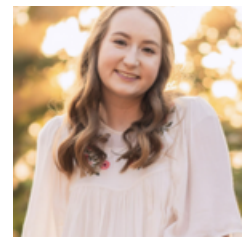
CAITY MCKEE



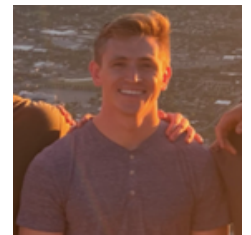
MAYELI GARCIA VILLAGOMEZ



DESTINI PERKINS



TAYLOR PERCIVAL



JACOB BUCHANAN



BRYN LINDERMAN



ARANZA CASTILLO

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.

END-OF-YEAR FUNDRAISING

Don't forget to donate by December 31, 2021 to be eligible for a 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 \$2,160 in our end-of-year crowdfunding campaign.

-- DONATE TODAY! --

CLICK HERE

Or visit
www.utahcli.org/donate

Mail a check to UCLI's Treasurer:

Attn: Bret Evans

Snell & Wilmer

15 W. South Temple #1200

Salt Lake City, UT 84101

We thank all of you who have contributed to UCLI's mission, including our many individual donors and the following foundations who have awarded grants:

Utah Bar Foundation
Florence J. Gillmore Foundation
Federal Bar Association

GET INVOLVED WITH UCLI!

Opportunities for 2022

For Individuals:

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

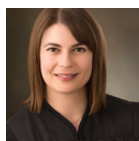
For Firms/Organizations:

1. Become UCLI Certified for 2022
2. Gather a group to mentor, serve meals, or host a refugee training
3. Co-host/sponsor a partner project

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

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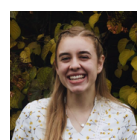
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Administrative Coordinator,
Data Analyst



Lizzie Jarrett
Lead Intern

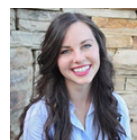
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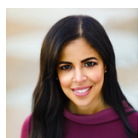


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Samantha Scott
Compliance Officer

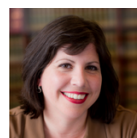
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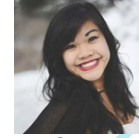
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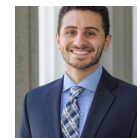
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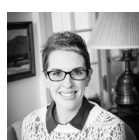
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BYU Law School Representative



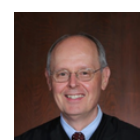
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