



**UCLI**

UTAH CENTER FOR  
LEGAL INCLUSION

## **2021 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](mailto: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 2021, UCLI moved forward in developing its key programs, with the hope of creating and cultivating a sense of community in Utah's legal profession.

Four new legal employers joined us for the second year of the UCLI Certification Program, in addition to the fifty-three who joined in 2020, with one program drop-out. We currently have fifty-six employers, representing both the private and public sector. The Certification Program committee determined six requirements for 2021, changing the criteria slightly from 2020. Attorneys and leadership at these firms and organizations took the challenges seriously, and engaged in many efforts at both the firm and legal community level.

UCLI also continued 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. In January 2021, UCLI launched its first cohort of the Utah Law Student Mentoring program, serving 25 law students across the state. In October, the second cohort was launched and doubled in size. 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. Additionally, UCLI offered its first Bar review scholarships to four recipients in 2021.

UCLI's Tracking Progress committee published "Looking in and Leading Out: Key Findings on Diversity from the UCLI 2020 Certification Program Survey," in conjunction with the University of Utah's Justice Lab. The report gives insight into the demographics of Utah's legal profession in 2019.

UCLI 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.<sup>1</sup> 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 one full-time staff member and three part-time staff members, 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.

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<sup>1</sup> 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.



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.

UCLI's staff consists of an Executive Director, Associate Director, Administrative Coordinator + Data Analyst, and Lead Intern. 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 total cash on hand on December 31, 2021 was \$186,173.91. In 2021, UCLI's total receipts were \$127,434.06, while its total expenses were \$182,668.85. UCLI had only \$50.00 in pending liabilities as of December 31, 2021.

### **5.2 Compliance Officer Report**

Samantha Scott continued to assist UCLI with volunteer compliance support in 2021. 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 continued to provide UCLI with volunteer secretarial assistance in 2021, finishing her service in December. In 2021, Shaw supported 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 2021, 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 2022.



## **6.1 Education Committee (now PLEDGE Committee)**

### **6.1 PLEDGE Committee**

In 2021, UCLI continued education efforts through the Promoting Legal Education to Diverse Groups Everywhere (PLEDGE) program. 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 began the planning phase of a pre-law symposium for Utah undergraduate students from underrepresented backgrounds. The symposium is set to be held on April 1, 2022 at the University of Utah S.J. Quinney College of Law.

With respect to mentoring, UCLI continued a mentoring program with a class of students at Meadowlark Elementary, a Title I school in Salt Lake City. Every Friday, 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. Efforts are ongoing to find other schools and programs in the K-12 level to partner with.

In early 2021 UCLI launched the Utah Law Student Mentoring program (ULSM), 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. The first cohort included 25 mentees divided almost equally between BYU and the University of Utah. This group was mentored by 50 attorneys from firms of all sizes, government entities and others serving as in-house counsel. In October the second round of mentoring began with over 50 student mentees and over 70 attorney mentors. Our mentor pool has great demographic and practice area diversity. This diversity has allowed us to match every student who has requested a strong preference of a mentor matching a specific characteristic. Events this year have been mostly virtual, with a hope to resume in-person events again in 2022.

Finally, in the realm of financial assistance, in 2021 UCLI awarded bar review scholarships, 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 bar 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 four students in 2021, two each from BYU and the U of U respectively. UCLI will continue with LSAT and bar review awards in 2022 and beyond.



## **6.2 Advancement Committee**

In 2021, UCLI's Advancement Committee continued its efforts. In particular, the committee co-hosted Pathways to the Bench, an event specifically aimed at helping with the advancement of those interested in judicial positions. Co-hosts included the Utah Minority Bar Association, Women Lawyers of Utah, Ballard Spahr, and the Utah Courts Office of Fairness & Accountability, and the event was hosted in association with the ABA judicial division. 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.

With the generous sponsorship of local law firm SF Firm, UCLI was also able to begin developing a database of diverse attorneys, to be used by local law firms and attorneys, for referral and recruiting purposes. UCLI plans to launch the project in 2022.

## **6.3 Continuing Legal Education Committee**

In 2021, 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 2021, these events included a discussion of DEI under the Biden Administration, which discussed the host of policy changes that have been made under the Biden Administration and how these changes have affected the DEI landscape. UCLI also combined forces with the Utah Minority Bar Association, Women Lawyers of Utah, Ballard Spahr, and Utah Courts Office of Fairness & Accountability, in association with the ABA judicial division, to host a Pathways to the Bench CLE; a panel of state and federal judges discussed a variety of paths to the bench. UCLI also co-hosted a Latina Lawyers of Utah CLE with Greenberg Traurig and the Department of Justice; this webinar discussed the experiences of Latina lawyers in the profession, and focused on considerations to keep in mind as Utah's Latino population continues to grow.

In addition to individual events, UCLI presented a multi-part DEI and Wellbeing Series in the spring and summer of 2021. This series explored wellness and DEI practices to improve business and enhance workplaces; topics included how to use wellbeing and inclusive practices to onboard and retain talent, as well as combating implicit bias. Additionally, UCLI hosted a Train the Trainers event in October for firms involved in the Certification Program; the program included a session on the importance of leadership in DEI efforts, a session on increasing engagement in the workplace, and a panel discussion on internal mentoring programs.

In 2022, UCLI will continue to develop its CLE programming by presenting a multi-part Racial Justice Series. While originally planned for Fall 2021, it was moved to 2022 in coordination with the Utah Bar, with whom we will be co-hosting the event. The series will extend throughout 2022, with a racial justice CLE planned for approximately every other month. The first session will be at the end of January 2022, focused on the evolving racial demographic trends in Utah. In all of these efforts, UCLI will focus on the goal of fostering discussion of relevant DEI 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 was implemented in 2020, and 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.

The Organizational Inclusion committee continued the Certification Program for a second year in 2021. The Certification Program committee determined six requirements for 2021, changing the criteria slightly from 2020. The requirements for a legal employer to be certified in 2021 included designating a UCLI representative from its own leadership; having the firm participate in the Train the Trainers event (held October 5, 2021), which focused on inclusion in the Legal Profession; having two members of senior management complete at least three hours of D&I training; becoming a UCLI sponsor or hosting/volunteering at a UCLI or D&I related event; conducting an internal survey/review to assess, and determine how to improve, diversity and inclusion within their organization; and completing a UCLI survey.

Fifty-three employers enrolled in the UCLI Certification Program in 2020, when it launched. In 2021, four new legal employers joined for the second year, with one program drop-out. We currently have fifty-six employers, representing both the private and public sector. UCLI certification is not limited to law firms and government employers, but also includes businesses with multiple attorneys such as eBay, Inc. Attorneys and leadership at these firms and organizations took the challenges seriously. So far the program has been well received, with many leaders enthusiastically engaging on issues of diversity, inclusion, and belonging in their organizations. Feedback for improvement is taken seriously and we aim to take it into account for the 2022 program.

In 2022, the Organizational Inclusion committee will continue to build incrementally upon previous requirements. UCLI also aims to enroll additional legal employers in the program, focusing recruiting efforts on governmental offices, small and medium-sized law firms in the state, and in-house law offices in businesses.

## **6.5 Community Outreach**

In 2021, the Community Outreach Committee primarily focused on the Refugee Outreach Initiative, Chamber partnerships, and the Proximity Task Force.

UCLI began working with the International Rescue Committee (the "IRC") in years past 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. The Outreach Committee facilitated a connection between the Spice Kitchen and eBay, who now has an ongoing relationship and is assisting with these trainings. In all our refugee outreach





efforts, we are hoping to work smarter, not just harder. As we move into 2022, we hope to both provide support to existing initiatives and develop programming that fills unique gaps in the current infrastructure.

The Committee has also strengthened partnerships with local Chambers in 2021. Attorneys taught a class to the Hispanic Chamber on business formation, workers compensation, and insurance coverage, as part of the Chamber's ten-step plan to certify new businesses. We hope to continue partnerships with other Chambers in Utah, particularly those that work directly to support historically underrepresented business owners, and to strengthen support for local entrepreneurs.

The Proximity Task Force continued its efforts under the dynamic leadership of Kate Conyers, who served countless meals at both the Geraldine E. King Women's Resource Center and the Youth Resource Center in 2021— joined by attorneys on some occasions, and serving single-handedly on others. We hope to continue to promote these efforts and make opportunities available to all attorneys in Utah who have an inclination to serve.

The Community Outreach Committee has many new initiatives and efforts that they plan to focus on in 2022. One of them is providing up-skilling or resources to New Americans with legal credentials from other countries, based on survey data that the Center for Economic Opportunity and Belonging plans to collect and make available to UCLI this summer. Prior to the pandemic, the co-chairs had explored an inner-city partnership with the Church of Jesus Christ of Latter-day Saints mission, that would allow us to present on immigration and know-your-rights topics with individuals in Salt Lake City; we plan to reinvigorate this partnership in 2022. The Committee also plans to increase outreach efforts with undergraduate students at Utah State University, and will leverage relationships with USU's Inclusion Center to coordinate meaningful efforts to engage students from historically underrepresented groups.

## **6.6 Tracking Progress Committee**

In 2020, the Tracking Progress Committee finalized and distributed an in-depth survey that was sent to the 53 legal employers enrolled in UCLI's 2020 Certification Program. The survey sought information concerning employee and leadership demographics as well as policies related to recruitment, hiring, advancement, compensation, and general support of DEI efforts. The survey was sent to employers starting in November 2020 and received 31 unique responses before closing at the end of January 2021. The survey collected data from legal employers throughout the state and captured demographic data from more than 1700 Utah attorneys.

In 2021, the Tracking Progress Committee coordinated with the University of Utah's Justice Lab, an intensive clinical course at the S.J. Quinney College of Law where students engage in public interest legal work, to analyze the data and publish a report. The resulting report was titled Looking In and Leading Out: Key Findings on Diversity from the UCLI 2020 Certification Program Survey. The report provides a benchmark that legal employers can use to gauge their success in attracting, retaining, and promoting diverse talent going forward. It is also a resource for employers interested in making their workspaces more diverse, equitable, and inclusive. The report details six key findings, specifically: 1) Black, Indigenous, and people of color (BIPOC) occupy less than 5% of equity partner positions. Proportional BIPOC representation decreases from associate to equity partner; 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; 3) women are



twice as likely as men to have part-time schedules; 4) the percentage of LGBTQ+ attorneys is 3.5 times lower than the percentage of LGBTQ+ attorneys nationally; 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; and 6) respondent employers in Utah have fewer DEI and schedule flexibility policies than regional legal employers. The survey also describes three best practices that legal employers in the state can consider. UCLI intends to gather data in future years to compare to this baseline.

In addition to these and other external surveys of DEI 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 2021, 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 \$127,434.06 in 2021, with the generous support of the Florence J. Gillmor Foundation (\$50,000), the Utah Bar Foundation (\$33,000), and many law firms and individual donors. The Committee also continued soliciting UCLI's Founding Sponsorships throughout 2021. In 2020, 21 legal employers committed to become UCLI Founding Sponsors, pledging contributions totaling over \$212,000, to be distributed over 2020-2023. UCLI sincerely thanks these generous Founding Sponsors for their continued contributions in 2021. Finally, UCLI held an end-of-year crowdfunding campaign, which raised over \$3,000.

In 2021, the Committee primarily focused on building its fundraising efforts across three funding source categories: community foundations, the legal community, and individual donors. In 2022, the Committee will further focus on grant writing and community foundations and will increase crowdfunding opportunities to include one in-person event, scheduled for March 2022. 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 2022, and will revise and restructure as necessary. It will publish the 2022 Annual Report by January 31, 2023. 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](http://www.utahcli.org).