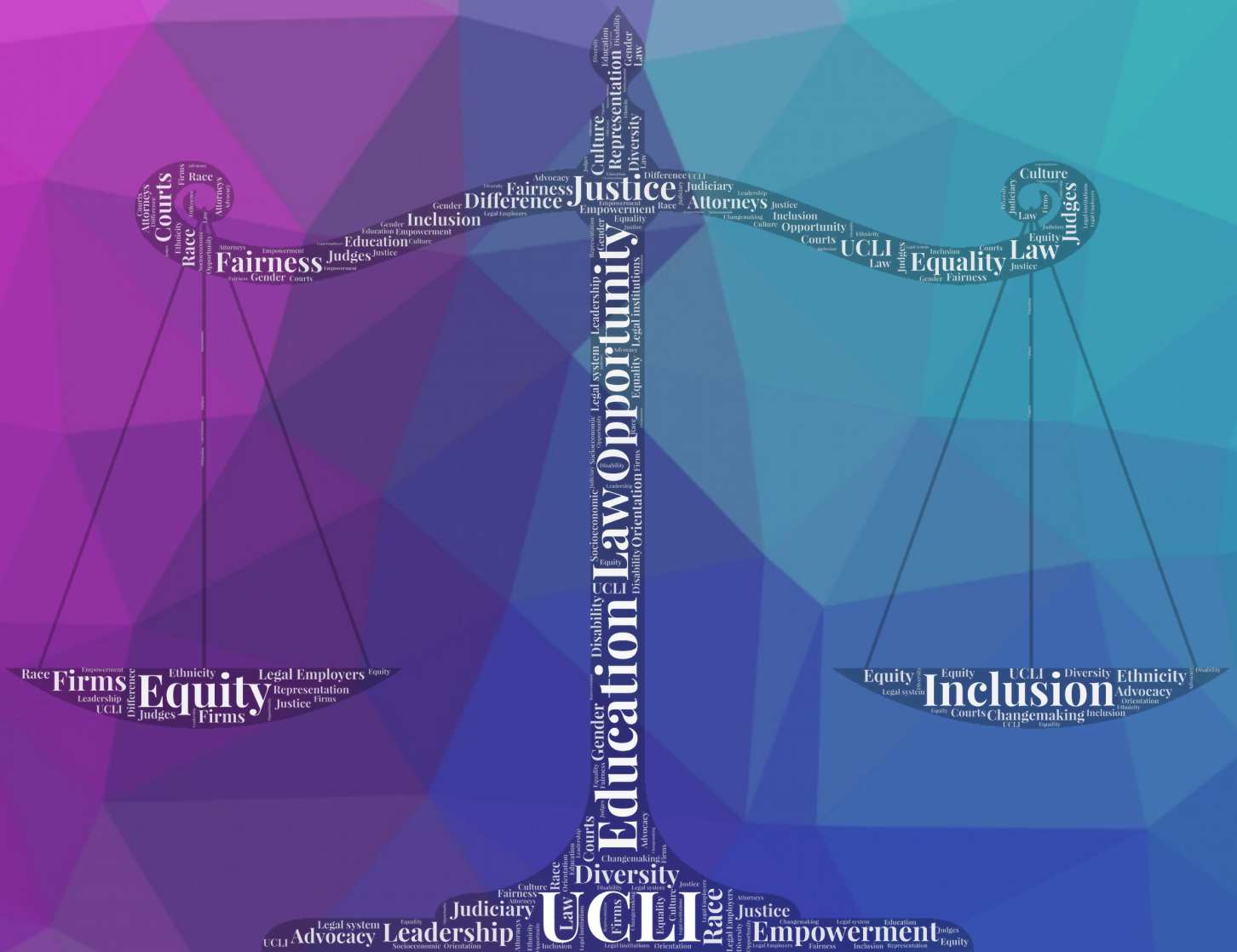


# MOSAIC

THE OFFICIAL NEWSLETTER OF  
THE UTAH CENTER FOR LEGAL INCLUSION



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

ISSUE 4



UCLI

UTAH CENTER FOR  
LEGAL INCLUSION

DEC. 2022

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## Keep in touch with UCLI!

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**Email: [ucli@utahcli.org](mailto:ucli@utahcli.org)**

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# UCLI STAFF MESSAGE

## Welcome to the 2022 edition of *Mosaic*!

This year was a year of change for the staff of the Utah Center for Legal Inclusion office! This summer we said goodbye to Layla Shaaban and Lizzie Jarrett, and welcomed Emily Zárate as UCLI's new Administrative Coordinator in September 2022. We are each grateful for the chance to be part of this organization and to work towards UCLI's mission. Here are some of our 2022 highlights:

**Kaitlyn:** *I loved working with UCLI's interns and board members to launch UCLI's first ever Fundraiser Luncheon. It was a first for all of us, and putting it together took collaboration and creativity. When we started advertising the event to legal employers in the state we had no idea what type of response we would get. We were thrilled when over 200 people attended, and when many of those attendees told us that it was a very "not boring" event - high praise in the legal community! This was all thanks to the dynamic presenters who shared their stories and passion. I also loved watching Justice Durham's surprise when the Fellowship in her name was announced.*

**Jon:** *The UCLI Pre-law Symposiums were the highlight of this year for me. It took incredible collaboration and effort to make these happen. I made it to and through law school almost by happenstance. I know I made many mistakes along the way. It was truly an honor to work with so many great professionals to provide resources and encouragement to over 125 aspiring future lawyers who will hopefully now have a clearer path to law school and practice.*

**Emily:** *For me, the highlight of this year was working closely with UCLI's interns to create outreach videos. It was incredible being able to collaborate with such creative interns and staff to find the right production company, create video concepts and then execute and watch our ideas come to life. It was such a privilege to have been able to interview many inspirational individuals who play a huge role in advancing goals of equity in the state of Utah. This project has been extremely rewarding because I know that these outreach videos will inspire someone out there to go to law school.*

Other big milestones and accomplishments in 2022 include a new partnership with the 4H Refugee Youth Internship Program, the launch of the Utah Legal Inclusion Fellowship, scholarship awards for LSAT preparation and Bar review, and many other great developments that have expanded UCLI's reach to a greater number of young people, undergraduates, and law students in Utah.

As 2022 draws to a close, it is gratifying to reflect upon everything that has been accomplished within the Utah Center for Legal Inclusion and in our broader Utah community. We are so grateful to all of you for contributing to these important causes. The good that was done this year would not have been possible without your passion and efforts. This newsletter highlights just a few of the many notable achievements of 2022, and we hope you feel pride and satisfaction as you review these successes.

Warm holiday wishes to you and yours!

With warmest regards, the UCLI Team:

Kaitlyn Pieper  
Executive Director



Jon Wayas  
Associate Director



Emily Zárate  
Administrative Coordinator



# UCLI AWARDS 2022 BAR REVIEW DIVERSITY & INCLUSION SCHOLARSHIPS

by **Emily Zárate, Administrative Coordinator**

This year, for a second year in a row, UCLI's Bar Review Diversity & Inclusion Scholarship was 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 Alusine Conteh, America Andrade, Andrew Wirkus, Carolyn Sharp, and Zachariah Becerra.

## **Alusine Conteh - BYU, J. Reuben Clark Law School, Class of 2022**



Alusine Conteh is originally from Sierra Leone. He recently graduated from the BYU J. Reuben Clark Law School. Before law school, Alusine earned a Bachelor of Arts in Political Science. During his time as a law student served as president of the Black Law Students Association and a member of the BYU Law Trial Advocacy Team.

Alusine has interned with the Utah Supreme Court and Hayes Godfrey Bell, PC, and has served as a BYU Law faculty research assistant and student ambassador. Outside of law school, Alusine works with the nonprofit Future Scholars of Africa, which provides resources to African college students in Utah. After the bar, Alusine plans to continue pursuing opportunities to further equity and inclusion within the legal profession.



## **America Andrade - BYU, J. Reuben Clark Law School, Class of 2022**

My name is America Andrade. I am a recent law grad from BYU Law School. I did my undergrad at Utah State University (Go Aggies!) and I grew up in a small town in Idaho where I lived with my mom and younger brother. I came to law school



to become a prosecutor. I've known that I wanted to be a prosecutor since I was around ten years old. I knew early on that I wanted to defend the law and protect those who cannot protect themselves. Specifically, I want to work within the Special Victims Unit and protect women and children. Throughout law school I have worked with the SLC DA's office, the Utah County DA's office, and the U.S. Attorney's Office for the District of Utah. I have been actively involved in inclusion within the legal profession all three years of law school and I hope to continue to strengthen the profession and add more diverse voices in the future.

(Continued on next page)



## Andrew Wirkus – UofU, SJ Quinney College of Law, Class of 2022



I am from Salt Lake City. I got a Bachelor's of Science in Public Health with an International Development minor and a Social Innovation Certificate. I decided to go to law school because I wanted to marry my interests of

improving the social determinants of health and social innovation, and I viewed law school as a great way to do that. I did a lot of clinics during law school and that was by far the best choice for me. I learned so much by actually doing innovative work and having my feet on the ground rather than just sitting in a room listening to a lecture or being afraid of the socratic method. I spent as much time as I could taking public interest classes and experiential learning opportunities. I worked in Immigration, in tribal affairs, on covid response with the ACLU, on disability rights with the Disability Law Center, doing data visualization for a more transparent criminal legal system, and in clinics coming up with innovative and creative ways to bridge the access to justice gap. I have accepted a job with the National Center For State Courts and I get to continue chasing the dream of a more equitable and fair legal process. This scholarship came at a critical time for me. Pursuing a career in public interest out of law school is intimidating because it doesn't offer the same financial security that my peers have, but being able to know that my bar fees are paid for I can really take the time to study and prepare myself for success in passing the Bar.

## Zachariah Becerra – UofU, SJ Quinney College of Law, Class of 2022



Zachariah Becerra recently graduated from the University of Utah's SJ Quinney College of Law with his Juris Doctorate. He is the son and grandson of Mexican immigrants. Prior to law school he attended Utah Valley University, receiving a

Bachelor of Arts degree in Spanish. Zachariah served as the Vice President of the Multicultural Law Caucus during law school. In this capacity he helped raise funds for scholarships for minority students, and planned networking events among other responsibilities. Zachariah spent time clerking in the Salt Lake County District Attorney's office. He looks forward to joining the Bar and continuing his legal career.

## Carolyn Sharp – BYU, J. Reuben Clark Law School, Class of 2022

Carolyn Sharp recently graduated from the J. Reuben Clark Law School at Brigham Young University. Before law school, she attended the University of Utah where she graduated with a Bachelor of Science in Political Science and a



minor in Religious Studies. Shortly after starting, Carolyn decided to pursue a career in military and national security law. During her 2L year, Carolyn served as BYU Law's first woman president of the Military and National Security Law club and focused her studies on emerging technology and warfare. Carolyn's published works, discussing the future of warfare, intentionally cite women writers, when possible, to elevate their voices. She believes that diverse thought from diverse communities can provide unorthodox, solutions-based approaches to current and future global obstacles. Carolyn looks forward to embarking on her legal career with her two children by her side and collaborating with individuals who also seek to include and elevate diverse perspectives.

For more information about UCLI scholarships and financial support resources, visit  
**[www.utahcli.org/scholarships](http://www.utahcli.org/scholarships).**

# UCLI AWARDS LSAT PREP SCHOLARSHIPS TO SEVEN PROSPECTIVE LAW STUDENTS

In 2022, UCLI awarded four full and three partial LSAT Prep scholarships to prospective law students.

Each one of these students has a unique and inspiring story and they all aspire to represent marginalized voices in the legal community. UCLI is proud to have been able to aid these students on their journeys to law school.

This year's scholarship recipients are Valeria Jimenez, Andrea Jimenez, Emily Zárate, Luz Maria Carreño, Heidi Clawson, Mikela Ouimette, and Anna Van Noy.

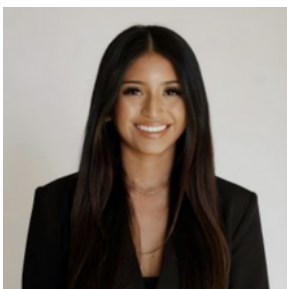
## Valeria Jimenez



Valeria Jimenez is a graduate of the University of Utah. As a first-generation college graduate, she earned an honors political science degree with minors in business and Chicana/o studies. During her time at the University of Utah, she was involved in multiple Latinx-led student organizations to empower the Latinx community through

college and career-readiness, and voter registration efforts. Valeria is currently the Public Outreach Coordinator at the Utah State Courts Office of Fairness and Accountability. She is responsible for public outreach and education of court programs to the public. Beyond her professional capacity, Valeria serves as a committee member of the Wasatch Education Foundation We Rise First-Generation Scholarship Program. She chooses to share her experience and knowledge both within her professional role and personal life with incoming first-generation students to continue a positive postsecondary trajectory of Latinx graduates.

## Emily Zárate



Emily attended Utah State University, where she graduated in May of 2022 with a Bachelor of Science degree in Political Science and a Certificate in Law and Society Studies. While at USU, Emily worked at the Latinx Cultural Center, an organization which focuses on academic, educational, personal, and professional growth within the Latinx community on

campus. During her time at the LCC, she worked closely with first-generation Latinx students to ensure their success on campus by helping them navigate through college. Emily intends to pursue a J.D. next year. Her interests include technology law, immigration law, and criminal justice reform. In her free time, Emily enjoys weightlifting, reading, and hanging out with her family.

## Luz Maria Carreño

Luz M. Carreño has been working with immigrants, refugees, and young female empowerment programs in her community for approximately 12 years. She holds a B.A. in Sociology from Utah State University and is



originally from Tremonton, Utah. Currently, Luz is pursuing her Master's in Peace Studies from the International Christian University in Tokyo, Japan through the Rotary Peace Fellowship. Prior to the Rotary Peace Fellowship, Luz was a case manager at Women of the World where she developed customized case management strategies for clients; advocated for clients facing housing discrimination, wage imbalances, and unfair treatment due to low English attainment; connected clients to local; and assisted with job applications, school registration, and college applications. As the proud daughter of Mexican immigrants, Luz is committed to advocating for equality, affordable housing, and access to higher education for refugee and immigrant women living in the U.S. After the completion of her master's degree, Luz will return to Utah and attend University of Utah, S.J. Quinney College of Law to pursue the JD Program.

## Anna Van Noy



Anna is a senior at Utah Valley University studying political science. She received an associate's degree in French from Weber State University. She had the opportunity to intern for the Utah Center for Legal Inclusion and has been involved in various organizations.

Anna is excited for how this scholarship will help her work toward improving equity and inclusion in Utah. She also loves to make playlists and be outside with friends and family.

*(Continued on next page)*

## Andrea Jimenez



Andrea Daniela Jimenez Flores (She/Her) was five months old when she and her parents emigrated from Mexico to the United States. Her parents' strength, resilience, and immense support made it possible for her to become the first in her family to graduate college while overcoming obstacles presented by her immigration status. Growing up

as an undocumented Latina in West Valley City, Utah, enabled Andrea to see that her community was overlooked and underrepresented. The realities of her experiences with her two intertwined identities gave her a passion for social justice and a need to do everything she could to create an equitable society for underserved communities through public service.

Andrea graduated summa cum laude from the University of Utah with three Bachelor's degrees in Communication, Political Science, and Sociology. Whilst in college, she made it her mission to advocate for Latinx and immigrant populations. She became a Dream Ambassador and Student Director of the Road Home's Book Club to emphasize the importance of education for underserved communities. Andrea interned for Utah State Senator Luz Escamilla and the Ibarra Strategy Group, where she was further exposed to the challenges faced by her community at the state and national levels and the lack of representation within government. She held many roles at Comunidades Unidas, focusing on advancing immigrants' rights, Latinx empowerment, workers' rights, civic engagement, and eliminating barriers placed on immigrant communities. Andrea recently completed the Congressional Hispanic Caucus Institute Public Policy Fellowship, wherein she worked on federal policy initiatives affecting disadvantaged communities across the nation.

Andrea hopes to use her experience as an undocumented person of color to pursue a public interest legal career to advocate for historically disadvantaged communities. Andrea aspires to become a civil rights attorney to ensure that these communities are not overlooked. She hopes to work for a legal nonprofit that protects everyone's civil rights and uplifts marginalized voices. Andrea dreams of founding a legal nonprofit that prioritizes underserved communities and fervently protects their rights. Andrea's primary mission is to ensure that everyone has equitable access to representation, regardless of any obstacle they may face."

## Heidi Clawson



I recently graduated from Brigham Young University with my bachelor's in Psychology. During my undergraduate years, I participated with wonderful groups that worked to uplift and unite the community such as Big Brothers, Big Sisters,

Girls on the Run, CASA, 2ft Prosthetics BYU, and Mission Nutrition. In addition to volunteering, I worked professionally as a forensic technician at the Utah State Hospital and a caretaker for young adults with special needs. I currently work as a caseworker for DCFS Child Protective Services Special Victims Unit. I support young adults and children to find their voice, receive the help they need, and encourage their growth. This scholarship will not only enable me to make my educational dreams of law school a reality, but it will also help me in my efforts to promote an equal voice and treatment for all through the law.

## Mikela Ouimette



Mikela is currently enrolled in the Master of Criminal Justice program at Weber State University, where she recently graduated with a Bachelor of Science in Criminal Justice and Legal Studies minor. In law school, she will continue studying criminal justice, along with a dual degree

Master of Public Policy program. Mikela's personal experiences and study of criminal justice has opened her eyes to the injustices in our society and the criminal justice system. This education and experience sparked a great passion for social justice issues and promoting diversity. She believes that people should have the opportunity to reach their fullest potential in life, but societal barriers and disadvantages keep this from happening. After passing the bar, Mikela plans to work as a criminal defense attorney. She also wants to work in legislation to advance social justice reform, with a priority focus on criminal justice reform, drug reform, poverty and its subsequent issues, healthcare accessibility, affordable housing, human and equal rights, and LGBTQ+ rights.

For more information about UCLI scholarships and financial support resources, visit [www.utahcli.org/scholarships](http://www.utahcli.org/scholarships).



## 2022 LEGAL INCLUSION FELLOWSHIP

by Kaitlyn Pieper, Executive Director

Intermountain Healthcare, Kirton McConkie, and the Utah Center for Legal Inclusion (UCLI), have collaborated to create the Legal Inclusion Fellowship, providing students at Utah law schools the unique opportunity for a paid summer internship and a substantial scholarship. The Fellowship is open to students at Brigham Young University J. Reuben Clark Law School and the University of Utah S.J. Quinney College of Law. In 2022, the fellowship was granted to one law student, KC (Keigo) Decker at the J. Reuben Clark Law School at BYU. The fellowship plays a significant role in UCLI's efforts to empower students from historically underrepresented groups to thrive in the legal profession by developing professional skills, exploring career options, and receiving financial support.

KC is a first-generation, bi-racial Japanese American law student. KC was born and raised in Japan and moved to Utah when he was in grade school. During his first several years living in the United States, KC remembers struggling to adjust to a different culture and language, while his parents struggled to provide. "Though my parents undoubtedly worked hard, economic stability continually proved elusive. With no college education, little substantive career experience, and no financial savings, my family constantly fought an uphill battle." Although education was not a strong emphasis in his home growing up, KC developed a deep love of learning from passionate and encouraging public school educators. As a first-generation college graduate, KC has a deep appreciation for how formal education increases awareness and equips people with tools to create change.

KC is currently a rising 2L at BYU's J. Reuben Clark Law School. As a UCLI fellow, he hopes to hone skills in the law to help others avoid some of the challenges he has encountered. "The UCLI fellowship has allowed me to learn practical legal skills and better navigate the law. As



I've studied and worked in the law, it is no wonder to me why many people fall victim to prejudiced legal structures and economic hurdles. The law is extremely complicated and not intended to be understood by the layperson, and access to legal resources costs a substantial amount of money. This naturally leaves immigrants and those without a formal education disadvantaged."

For KC, the fellowship is an opportunity to pave a new narrative; one with greater stability for himself and his family. As he continues to build out his legal practice, KC hopes to become a mentor and example to others, proving that multi-generational precedent is not an indication of one's future. To others who come from similar backgrounds, KC says, "You can create a better future if you desire it and know where to look. Often, you will only know where to look if you have someone to show you and guide you. UCLI, in partnership with Kirton McConkie and Intermountain Healthcare, was that someone for me. I plan to pay this opportunity forward by helping future law students navigate their journey."

# KIRTON | McCONKIE





# K-12 Outreach: Continuing Partnerships and Building for the Future

by Jon Wayas, Associate Director

Outreach to K-12 students and schools has been a major priority for the Utah legal community for many years. The vitality of the profession is dependent on inspiring future generations to aspire to jobs within the legal profession. 2022 saw the continued partnership of the Utah State Courts, the Utah State Bar, and UCLI to coordinate efforts to increase the quantity and quality of our early childhood legal pipeline programs.

This Fall UCLI began a new school year of mentoring at Meadowlark Elementary. The school is located in Rose Park, and minorities make up over 70% of the student body. On Fridays, dozens of attorneys and law students mentor students in Mr. John Arthur's sixth grade class via Zoom. Mentors work with students to improve their persuasive and creative writing skills. The students and mentors love the interactions. These meetings give the kids confidence in their school work. It is also an invaluable opportunity for these kids to meet and interact with attorneys in a friendly and personal environment. We love this program and look forward to continuing under Mr. Arthur's incredible leadership.

This year also involved coordination between the State Courts Office of Fairness and Accountability, the Utah State Bar's Committee on Early Diversity Outreach, and UCLI. This effort has led to the beginnings of a program to have lawyers attend classrooms. These visits allow lawyers to share their educational and career journeys, and inspire students to seek similar paths. In November, my sister Melinda Bowen and I visited our alma mater, Timpanogos High School. We shared an hour with nearly 40 students in Mr. Marcus Draper's Latinos in Action class. The students were highly engaged, and overall grateful to have two lawyers willing to answer their questions about the legal profession.

We know this is only the beginning of visits attorneys will make to schools all over the State. We have hundreds of attorneys already ready to make similar visits.



Jon Wayas and Melinda Bowen visit the Latinos and Action class at their alma mater: Timpanogos High School in Orem.

"I learned so much I had no idea about and was able to have many of my personal questions about the profession answered."  
-Drew C., Timpanogos High School Senior

"Getting to hear their stories really opened my mind to the process of becoming a lawyer as well as the different jobs within the law."  
-Zully G., Timpanogos High School Senior

"Melinda and Jon's presentation had me really excited to learn more about becoming a lawyer! It also gave me a sense of relief that not knowing exactly which type of lawyer I want to be is okay. I'm glad you guys gave my classmates and I a chance to look more into the lives of lawyers. Thank you!"  
-Julissa M., Timpanogos High School Senior

Do you know teachers or school programs which would benefit from lawyer visits?  
Contact Jon Wayas @  
jon@utahcli.org

***We express our sincerest gratitude to our great Utah teachers who provide our mentors with incredible spaces to help inspire our future leaders.***

# UCLI PRE-LAW SYMPOSIUM TAKES OFF

by Jon Wayas, Associate Director

This year, UCLI held two Pre-law Symposia in April at the University of Utah S. J. Quinney College of Law and in October at the BYU J. Reuben Clark School of Law. Both were successful in reaching their target audience of pre-law students from underrepresented groups. The events provided guidance and encouragement as students start their own legal journeys.



In April over 70 students attend both in-person and virtually. In October over 50 aspiring attorneys attended. The majority of attendees at both conferences were women, and more than 1/3 were BIPOC.



The UCLI Pre-law Symposium is the brainchild of attorney and UCLI Board member, Geidy Achecar. It has been made possible with the generous support of many in our legal community both financially, and in hundreds of volunteer hours. Through this generosity we have been able to provide over 20 students with full or partial LSAT scholarships, free professional headshots for attendees, and invaluable insight from law students, law school personnel, and practicing attorneys.

We look forward to making this an annual event with the next Symposium happening at S. J. Quinney in October 2023.

***Interested in joining the Symposium planning committee or participating in next year's program? Contact Jon Wayas @ [joneutahcli.org](mailto:joneutahcli.org). Planning meetings will begin in Summer 2023.***

THANK YOU TO THE MANY PARTNERS, VOLUNTEERS, AND SPONSORS:

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# UTAH LAW STUDENT MENTORING PROGRAM

by Jon Wayas, Associate Director

In 2022 UCLI continued 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.

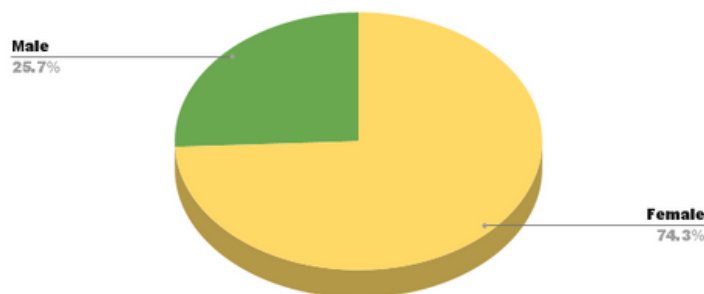
UCLI uses an expansive view of diversity in determining who may apply for the ULSM program. This includes race, ethnicity, gender, sexual orientation, disability, and those who are first generation college and/or law students. Many of our students and attorneys fit into several of these categories. Mentors 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

**2022-23 ULSM Participants by Gender**

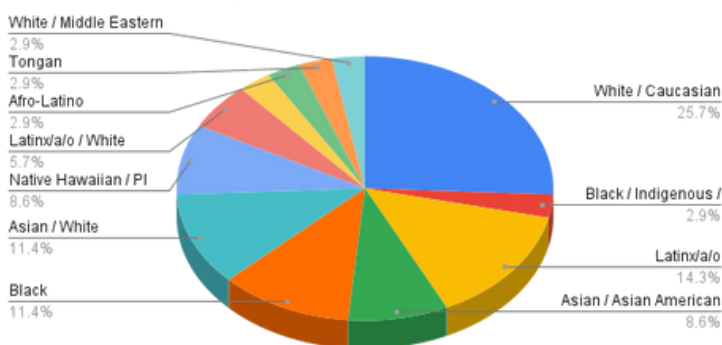


The 2021-2022 cohorts included more than 75 law students and over 100 attorney mentors. The 2022-2023 cohort includes over 30 students and over 75 attorney mentors. In most cases two attorneys are matched with one student. Many of the attorneys work in the same firms, with one being more senior than 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/](http://utahcli.org/mentoring/)

**2022-23 ULSM by Race**





# UCLI SENDS OUR DEEPEST THANKS TO OUR FOUNDING SPONSORS!

## Diamond



## Platinum



## Gold



## Silver



## Bronze





# UCLI CONGRATULATES OUR 2022 CERTIFICATION PARTICIPANTS!

Anderson & Karrenberg	Malouf Law Offices
Ballard Spahr	Manning Curtis Bradshaw & Bednar
Buchalter	Maschoff Brennan
Christensen & Jensen	Michael Best & Friedrich
Cohne Kinghorn	Mountain Mediation Center
Conyers & Nix	Parr Brown Gee & Loveless
Dart, Adamson & Donovan	Parsons Behle & Latimer
Deiss Law	Pearson Butler
Disability Law Center	Pitcher & Holdaway
Dorsey & Whitney	Raffone Dessiné Legal Services
Durham Jones & Pinegar	Ray Quinney & Nebeker
eBay	Richards Brandt Miller Nelson
Fabian VanCott	Salt Lake County DA's Office
Fillmore Spencer	Salt Lake Legal Defender Association
Greenberg Traurig	SF Firm
Hillyard, Andersen & Olsen	Smith Washburn
Holland & Hart	Snell & Wilmer
Intermountain Healthcare	Snow Christensen & Martineau
Jones Waldo	Stoel Rives
Juab County Attorney's Office	Strong & Hanni
Keller Jolley Preece	Southern Utah University Office of General Counsel
Kipp & Christian	Thorpe North & Western
Kirton McConkie	Tomchak Law
Kunzler Bean & Adamson	TraskBritt
Lance Andrew	Utah Attorney General's Office
Law Office of William Pohl	Utah Federal Public Defender
Lear & Lear	Utah Juvenile Defender Attorneys
Long Okura	Utah Legal Services
Lowenstein Sandler	Workman Nydegger
Magleby Cataxinos & Greenwood	Zimmerman Booyer

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

# UCLI's Year in Continuing Legal Education

By Jon Wayas, Associate Director

In 2022, UCLI continued 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. These events included:



Pictured: Panel discussion from Inclusion and Identity CLE

## Inclusion and Identity How We Welcome Each Other

On June 9, 2022 UCLI collaborated with many other stakeholders holding this CLE in response to recent news of difficult and unfortunate interactions members of the LGBTQ+ community experienced with the judiciary and overall legal community in Utah. The 3 hour CLE provided attendees with concrete skills to increase belonging and to better engage with LGBTQ+ colleagues in meaningful and professional ways. The event provided a safe place to discuss these matters in a candid, civil, and nuanced way.

## Balancing the Scales - Film Screening and Discussion with filmmaker Sharon Rowen

On November 17, 2022 UCLI was pleased to co-host, along with Women Lawyers of Utah, a screening of the 2017 documentary, "Balancing the Scales." The film is about the challenges women attorneys have in navigating careers in the legal profession. The screening was followed by a Q & A session with the filmmaker Sharon Rowen, an attorney from the Atlanta area, and moderated by Christine Durham (former Utah Supreme Court justice and Of Counsel, Wilson Sonsini).

## Racial Justice Series

This year UCLI continued the Racial Justice Series. There were two parts in the series. Each event was held virtually over Zoom, and was well attended:

### Part 1

#### The Office of Fairness and Accountability in our Utah Courts - An Introduction and Call to Action

On April 5, 2022 OFA director, John Puente, discussed the history and purpose of his office. He also highlighted the outreach and education efforts the office has been involved with in the legal community and the wider Utah community throughout 2022 and beyond.

### Part 2

#### Discussion of Solutions and Accountability to Violence and Fracturing in our Communities

On October 26, 2022 UCLI Co-president Melinda Bowen (Snow, Christensen & Martineau) moderated a panel on responding to managing violence and discord in our communities. The panel consisted of Abby Dizon-Maughn (Parsons, Behle & Latimer), Stephen Kelson (Christensen & Jensen), and John Huber (Greenberg Traurig).



Pictured: A photograph from Balancing the Scales Screening Event

(Continued on next page)

## Law Firm DEI Presentations

Throughout 2022, UCLI Staff members have provided DEI trainings to several law firms and organizations throughout the state. These trainings are usually given over the lunch hour and provide 1 hour of ethics CLE credit. Topics include implicit bias, best practices for inclusion in the workplace, and other relevant topics facing a particular organization. Many of these firms are part of UCLI's Certification program. If your organization is interested in having UCLI staff provide DEI training to your organization please contact Kaitlyn Pieper at [ucli@utahcli.org](mailto:ucli@utahcli.org).



Pictured: Kaitlyn Pieper delivers a training to Dentons Salt Lake City Office



## Train the Trainers

One of the requirements for becoming UCLI Certified for 2022 was to have a firm representative attend the Train the Trainers event. This event was held on June 24 at the Law & Justice Center. The program provides introductions and discussions on DEI topics relevant to firms and organizations. One of the goals of these events is to provide point people with skills and resources to begin training others throughout their respective organizations.

## Looking Forward to 2023

In 2023, 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 2023. 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 2023!

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](mailto:ucli@utahcli.org).

## LAWYER PROFILE: SAM ALBA

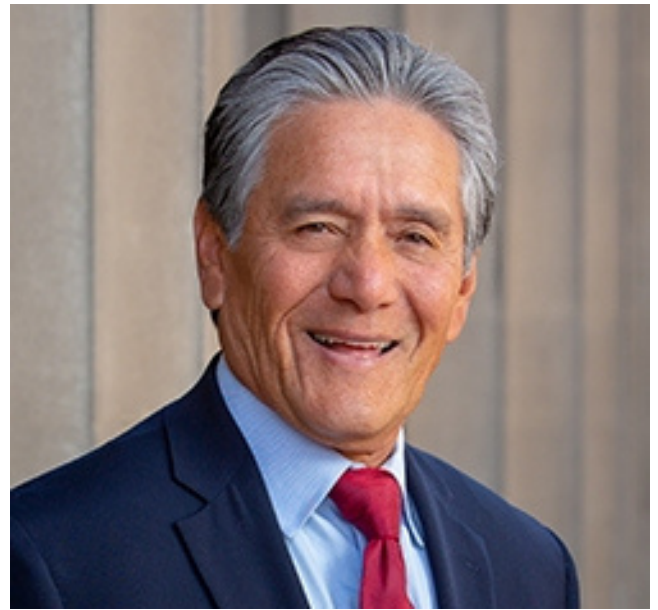
by Jon Wayas, Associate Director

Sam Alba has invested considerable amounts of time throughout his legal career to mentor and inspire future attorneys. That's why it's no surprise when Sam agreed to be the keynote speaker at the inaugural UCLI Pre-law Symposium held on April 1, 2022. There more than 75 aspiring law students, most from historically underrepresented backgrounds, were encouraged to follow their dreams as they heard Sam recall his amazing journey from migrant farm worker to the Federal Bench. It is also fitting he was the first keynote speaker. Sam has made it a habit of being the first at many things throughout his career. He was the first member of his family to graduate college. He was also the first Latino Federal Judge in Utah.

Sam was born and raised in Piedras Negras, Mexico, a border town across from Eagle Pass, Texas. His mother was a teacher. His father, on top of his farm work, also worked as a toll collector on the international bridge. Sam was one of 12 children. The Alba family moved to Franklin, Idaho when Sam was 14.

The move was fortuitous for Sam's future. First, because a farmer who employed members of the family would not let Sam work during school. This allowed Sam to attend school more regularly. At Preston High School his homeroom teacher pushed him to learn English by reading the classics. His first assigned book was *Adventures of Huckleberry Finn*. The work paid off. Sam still remembers the first night he dreamed in English, and how excited he was to share the news with his teacher.

Sam took his schooling seriously knowing not only the opportunities it provided him, but also the example he was setting for his younger siblings. He carried this motivation with him during his undergraduate studies at Utah State University, and later through law school at Arizona State University.



Pictured: **Sam Alba**

Sam began his legal career in the Phoenix area working many years in the public and private sectors. Sam moved to Salt Lake to take a position in the US Attorney's Office. In 1992, Sam was asked to serve as a magistrate judge on the Federal Court for the District of Utah. He served there for nearly 20 years. He served on such high profile cases involving the 2002 Winter Olympics bid scandal and hearings for Elizabeth Smart's kidnapper.

After nearly 20 years Sam decided he wanted to get back to trying cases. He joined the firm Snow, Christensen & Martineau, where he has worked ever since as a Senior Partner.

Sam takes every opportunity to mentor young attorneys and aspiring attorneys. He also mentors judges in Mexico and South America. Sam believes strongly in sharing his success story as a first generation college and law student. Relaying the message, "If I can do it, you can do it", and invite students to learn from the success of others to make their own paths a little easier.

Sam plans to retire at year's end. We are grateful for the work he has done for UCLI and the Utah legal community over his incredible career. We look forward to his continued success in all aspects of life. Thank you, Sam.

Know an attorney who should be featured in the next issue of *Mosaic*?

Email us at [ucli@utahcli.org](mailto: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](http://www.utahcli.org/mentoring)**

## 2022 CHRISTINE M. DURHAM FELLOWS

by Kaitlyn Pieper, Executive Director

On March 24, 2022, the Utah Center for Legal Inclusion held its First Annual Fundraising Luncheon at the Salt Lake Marriott Downtown at City Creek. At this event, UCLI announced a new fellowship in Justice Durham's honor: the Justice Christine M. Durham Fellowship. This fellowship is intended to facilitate the legal education of an individual who shows a demonstrated commitment to and great potential for pushing forward the cause of justice, equity, and inclusiveness in Utah's legal profession. Someone who, like Justice Durham, will make the legal field a better place for all who follow.

Through the Durham Fellowship, UCLI aims to support two law students (one from the S. J. Quinney College of Law and one from J. Reuben Clark Law School) with an annual stipend that can be put towards tuition, housing, food, or any other living expenses while they pursue their legal degree. Funding of up to \$1,500 will be awarded to support each law student fellow, who will partner with UCLI Leadership Council and staff on law student programming.

This fall, after a competitive application process, two Durham Fellows were selected. We are pleased to announce the Durham Fellows for the 2022-2023 academic year:

Amy Nichole Briceno, a 2L at the University of Utah's S. J. Quinney College of Law

Breeze Kauakokoipohaiapuninamoku Waipa Parker, a 2L at Brigham Young University's J. Reuben Clark Law School

### Amy Nichole Briceno

Nichole's personal and professional experiences have given her first-hand knowledge about the challenges racial and ethnic communities face when searching for legal representation. She has interned with the District Attorney's Office, where she associated with Spanish-speaking families who were experiencing abuse. Throughout this internship, she saw the need for more Spanish-speaking prosecutors as she translated for attorneys. She worked with undocumented families who feared deportation because they could not afford legal representation.



In the future, Nichole intends to support marginalized communities throughout her career as an attorney. As she says, "quality representation begins with a diversified legal community. To diversify our attorneys, we must first diversify law schools in Utah." Nichole is focused on providing mentorship to increase minority student applications and retention in schools. She will continue to be devoted to supporting marginalized communities after graduation.

### Breeze K. W. Parker

Breeze was born and raised in Kalihi, Oahu. Although Oahu may sound like a paradisiacal dreamscape, Breeze shares that "money was always scarce. As I looked around me growing up, I noticed that it was minorities like me who struggled the most. It was families like mine who had to deal with a combination of poverty, underfunded school systems, and racial bias. I wanted better for myself. I wanted better for my lāhui." Breeze realized that the way she could make it better was by pursuing higher education.



This past fall semester, Breeze has continued to serve Utah's community this semester by working with Dean Michalyn Steele as one of her research assistants in her Federal Indian Law casework. Breeze shares that "working on indigent research for indigenous communities has been rewarding because it has deepened my purpose to support other minority communities. I look at my law degree as not something for myself but as a tool for the betterment of every community around me. As a lawyer, Breeze hopes to close racial gaps in each community she serves in, and to promote fairness and a just system for all.

We would like to offer a special thank you to our 2022-2023 Durham Fellowship Sponsors: Utah State Bar Construction Law Section, Justice Christine M. Durham Family, Justice Paige Petersen, Justice John Pearce, Larissa Lee, Casey Jones, Susan Eisenman

# ASPIRING ATTORNEYS: MEET THE UCLI INTERNS

by Emily Zárate, Administrative Coordinator

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 showcase our fifteen interns that provided valuable service to UCLI, with a highlight for each fall intern.

## Ali Critchfield

**Bio:** Ali wants to become a lawyer to be an advocate for people. She believes that, often, people are harmed by the systems we have in place more than they are helped. She hopes that by becoming an attorney, she can create spaces where the law does more good than bad. She believes that the exposition of a lawyer would enable her to make more significant changes to people's lives. To Ali, diversity and inclusion in the legal field matters because no thriving community can function without a wide and diverse set of people. The legal field in Utah, and everywhere, needs diverse people and inclusive environments. The law should be practiced and administered by those who represent the dreams and experiences of those whom it serves.



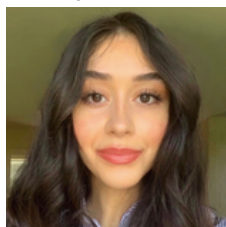
## Madeline Halteh

**Bio:** Madeline aspires to attend law school someday because she'd like to become a lawyer who works in the social justice sector. She strongly believes that with her degree and experience as a lawyer, she can uplift marginalized communities in both the national and international sense. Though, it is her Middle-Eastern background that most inspires her incentive to make a difference. To her, diversity and inclusion in the legal field matters because with it, lawyers can more effectively listen to, hear, and understand the voices of marginalized voices.



## Jenny Portillo

**Bio:** Jenny aspires to attend law school someday. As a first generation Mexican-American Student, she knows how important it is that underrepresented communities be heard in higher education and legal spaces. She is committed to bridging the gap between minority demographics and legal help- particularly with the Latino community. She is also committed to making our legal systems more fair and just. To Jenny, diversity and inclusion in the legal field matters because representation can make all the difference. Representation encourages children to dream high, and it inspires youth to pursue their dreams no matter how difficult the journey may be.



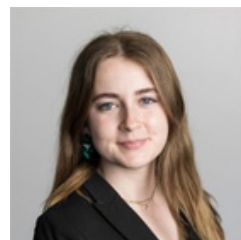
**"Being an intern with UCLI has allowed me to discover so many fields and different aspects of law; without this experience, I don't think I would have the same motivation to pursue law or the experience to understand it."**

**-- Madeline Halteh**

## Gabriela Rivas



## Abby Robison



## Anna Van Noy

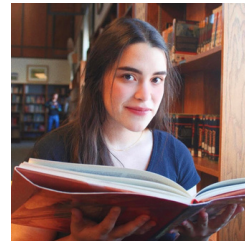
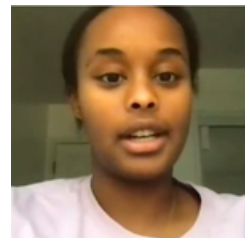


## Hannah Uffens



(Continued on next page)



**Sarah Smith****Kate Moore****Jane Pond****Emi Yamazaki****Abril Vale-Luzardo****Deegan Minchey****Nathan Flores****Kalson Yussuf**

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](http://www.utahcli.org/internships).



## END-OF-YEAR FUNDRAISING

**Don't forget to donate by December 31, 2022 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.

**-- DONATE TODAY! --**

**CLICK HERE**

Or visit  
[www.utahcli.org/donate](http://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. Gillmor Foundation  
Federal Bar Association  
Michael Foundation Grant  
Bastian Foundation Grant

# GET INVOLVED WITH UCLI!

## Opportunities for 2023

### For Individuals:

1. Mentor a student
2. Join a UCLI Committee
3. Host a legal training
4. Volunteer at the Pre-Law Symposium
5. Give a school presentation

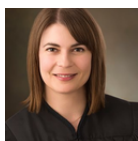
### For Firms/Organizations:

1. Become UCLI Certified for 2023
2. Buy a table at UCLI's Fundraiser Luncheon on April 27, 2023
3. Co-host/sponsor a CLE or UCLI event

To get involved with UCLI, email us at [ucli@utahcli.org](mailto:ucli@utahcli.org).

# WHO WE ARE

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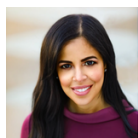
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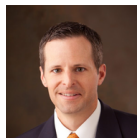
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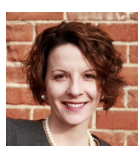
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Executive Director

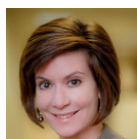


**Jon Wayas**  
Associate Director



**Emily Zárate**  
Administrative Coordinator

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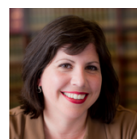
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**Annette Jarvis**  
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**Cliff Parkinson**  
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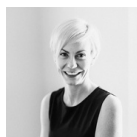
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**Christy Glass**  
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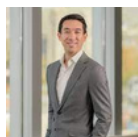
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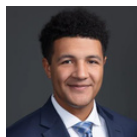
**Isabel Moreno**  
UofU Law School Representative



**Judge David Nuffer**  
Federal Courts Liaison



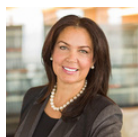
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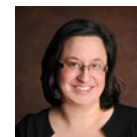
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