



UCLI

UTAH CENTER FOR
LEGAL INCLUSION

2022 ANNUAL REPORT



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1.0 Mission Statement & Standing Request

Mission Statement. The Utah Center for Legal Inclusion (UCLI) is a 501(c)(3) nonprofit organization dedicated to advancing the goals of diversity, equity, and inclusion in Utah's legal profession. By coordinating with the Utah State Bar and its affinity groups, legal employers, government agencies, educational institutions, and community partners, UCLI strives to enhance organizational inclusion, facilitate educational opportunities and professional advancement for students and attorneys with diverse backgrounds, assist in eliminating bias in Utah's justice system, and track the progress of legal inclusion efforts throughout the state. UCLI invites all to participate in its initiatives, which will help strengthen Utah's legal institutions in an increasingly diverse state.

Standing Request. UCLI recognizes the unique challenges and sensitivities inherent in the topics of diversity, equity, and inclusion. UCLI will make every effort to be sensitive to all groups and interests that exist in Utah and specifically, in Utah's legal community. To that end, UCLI asks that you **join the conversation**. Help UCLI navigate these sensitive and important topics. Please send us your feedback, suggestions, and criticisms by visiting <http://www.utahcli.org/contact-us/> or by emailing ucli@utahcli.org. Let us know how we can improve, share your experience and perspective, and provide new ideas for achieving UCLI's objectives.

2.0 Executive Summary

In 2022, 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 third year of the UCLI Certification Program, in addition to the fifty-five who participated in 2021. We currently have fifty-nine employers, representing both the private and public sector. The Certification Program committee determined five requirements for 2022, changing the criteria slightly from 2021. 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. This year, UCLI brought on 15 undergraduate students from historically underrepresented backgrounds into the internship program and forged a new partnership with the 4H Refugee Youth Internship Program. UCLI hosted two pre-law symposia, the first in April 2022, hosted at the University of Utah's S. J. Quinney College of Law and serving 73 undergraduate students, and the second in October 2022, hosted at Brigham Young University's J. Reuben Clark Law School and serving 52 undergraduate students. In September 2022, UCLI facilitated the third cohort of the Utah Law Student Mentoring program, serving 30 law students across the state. This year, UCLI awarded seven students with LSAT Preparation Scholarships and five students with Bar Review Diversity and Inclusion Scholarships. UCLI also launched the Justice Christine M. Durham Fellowship and awarded it to two students, one from each of Utah's law schools. Working closely with teachers, students, attorneys, and other community partners, UCLI is laying the groundwork necessary to make the legal profession more accessible, representative, and inclusive.

On March 24, 2022, UCLI's Development Committee hosted the first annual Fundraising Luncheon with over 200 guests in attendance. This event included Justice Christine M. Durham as a keynote speaker, a silent auction, and a



three-course lunch, and brought in nearly \$20,000 of revenue. This committee also launched a highly successful donation campaign among sections of the Utah State Bar.

UCLI's Tracking Progress committee conducted an exit survey for the Utah Law Student Mentoring Program participants, receiving helpful information that can inform programming for the next academic year. This committee also created a second version of the Certification Survey and collaborated closely with the Utah State Bar on the topic of collecting statewide demographic information of legal professionals.

UCLI's Community Outreach committee held a drive for Gentle Ironhawk Domestic Violence Shelter, collecting many needed items from members of the legal community. A volunteer made the five hour drive to Blanding, Utah to deliver the items, which were gratefully received.

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 continues to work with the Utah State Bar to encourage and assist with more frequent data collection from the state's attorneys as a whole, and to develop systems that will collect data across various metrics. In addition, UCLI plans to expand its own efforts to add to the data being collected by entities like the Bar.

Over the years, the Bar and several existing affinity groups and organizations have engaged in efforts to improve representation and promote inclusion in Utah's legal profession. UCLI was formed to coordinate, enhance, and assist with these existing efforts and to develop a comprehensive structure that will meet the specific needs of Utah's legal community as Utah's demographics continue to change in the direction of increasing diversity. In order to gain widespread support throughout the legal profession, UCLI formed an inaugural Board of Directors in November 2016 with representation from various segments of the legal profession and from all political and ideological backgrounds.¹ The Board of Directors worked to identify and refine UCLI's scope and purpose. It

¹ The founding board members include Samuel Alba, Nathan Alder, John Baldwin, Aden Batar, Adrienne Bossi, Melinda Bowen, Robert Clark, Justice Christine Durham, Matthew Durham, Kathy Dryer, Robert Flores, Amy Fowler, Sim Gill, James Jardine, Annette Jarvis,



published UCLI's Strategic Plan, [available here](#). The UCLI staff will be analyzing and adapting the strategic plan in 2023.

4.0 Organizational Structure

UCLI is managed by two full-time staff members and one part-time staff member, 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, the Brigham Young University J. Reuben Clark Law School, and the Justice Christine M. Durham Fellowship.

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 co-presidents, 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, and Administrative Coordinator. UCLI's staff are supported by a number of interns from various undergraduate institutions, ranging in 2022 from 3-7 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, as of December 31, 2022, UCLI's total cash on hand was \$188,400.33, and UCLI had \$50,056.47 in long-term savings. In 2022, UCLI's total receipts were \$264,212.60, while its total expenses were \$211,986.18. UCLI had \$1,250.00 in pending liabilities as of December 31, 2022.

5.2 Compliance Officer Report

Samantha Scott continued to assist UCLI with volunteer compliance support in 2022. To the best of UCLI's knowledge, UCLI is currently compliant with all legal requirements to which it is subject.

5.3 Secretary Report

Alison Adams-Perlac began to provide UCLI with volunteer secretarial assistance in January 2022. In 2022, Adams-Perlac supported both the UCLI Fiduciary Board and Leadership Council with organizational efforts, including drafting agendas and recording meeting minutes. She also managed UCLI's email bulletin to communicate news to Utah's legal community.

6.0 Committee Report Summaries

In 2022, UCLI's committees and committee chairs remained actively involved in creating and implementing their programs and initiatives. Below are summaries of reports that highlight ongoing projects, events, presentations, partnerships, and objectives for 2023.

6.1 Education Committee (PLEDGE Committee)

6.1 PLEDGE Committee

In 2022, 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 was divided into subcommittees to better meet stakeholders: K-12, Pre-law, Law School, and Judicial Outreach. PLEDGE includes three main areas of focus: educational outreach, mentoring, and financial assistance. UCLI continued its efforts in these three areas in 2022.

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.

UCLI has also used 2022 to begin to plan and coordinate outreach efforts to K-12 students. UCLI partners with the Utah State Court's Office of Fairness and Accountability and the Utah State Bar's Committee on Early Diversity Outreach to coordinate visits to K-12 schools throughout the State. The Court's program is robust and active. The attorney efforts are picking up momentum, with the firsts visits happening and hundreds of attorneys expressing their desire to volunteer.

In the realm of pre-law outreach, the UCLI Pre-law Symposium was launched. Two were held in 2022, on April 1, 2022 at the University of Utah S.J. Quinney College of Law, and October 21, 2022 at the BYU J. Reuben Clark School of Law. April saw 60+ students attend in person with 12 more joining via Zoom. October saw 50+ students attending in person. The events allowed pre-law students the opportunity to gain perspective and mentoring from attorneys, law students, and law school personnel on preparing for and attending law school, and having a rewarding career in law in Utah. The majority of attendees, across both events, were women. Many attendees identified with one or more traditionally underrepresented groups.



Moving forward UCLI will hold one per year in the fall, rotating between the two Utah law schools. The next UCLI Pre-law Symposium will be held in October 2023 at the University of Utah.

Continuing its internship program for a third year, UCLI brought on 15 undergraduate students from historically underrepresented backgrounds across three semesters. The internship continued to offer interns the Professional Development Series, bringing in attorneys and judges in various practice areas to speak with the interns about their experiences and offer advice. In 2022, UCLI interns came from eight different undergraduate institutions. UCLI also forged a new partnership with the 4H Refugee Youth Internship Program in the summer of 2022 and brought on two students as part of this pilot. In 2023 we look forward to receiving more interns from this program.

In 2022 UCLI continued 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. In the spring the 2021-2022 cohort continued with over 50 student mentees and over 70 attorney mentors. In September 2022 the 2022-2023 cohort launched with over 30 students and over 70 attorneys. 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. A small casual in-person event was held in late November 2022 in Provo. A larger more formal etiquette dinner is planned for February 2023. These in-person events are a welcome addition to the program as we move away from the mostly virtual structure of the previous two years.

In 2022, UCLI launched two fellowships benefitting Utah law students. The first is the Utah Legal Inclusion Fellowship. This is a collaboration between Intermountain Health, Kirton McConkie and UCLI. From a competitive applicant pool, UCLI selected KC Decker from BYU Law to be the inaugural fellow. Fellows work as part of Kirton McConkie's summer associate class. They also spend time working on Intermountain Health matters, spending time with in-house counsel. This fellowship includes a \$10,000 tuition award furnished by Intermountain Health. 2023 and 2024 will see an expansion to two students, one from each Utah law school.

Late 2022 also saw the launch of the Justice Christine M. Durham Fellowship. This fellowship provides a \$1500 stipend to two law students, one from BYU and one from the U of U. This year's fellows are Amy Nichole Briceno from the University of Utah S.J. Quinney College of Law, and Breeze Parker from Brigham Young University's J. Reuben Clark School of Law. These fellows act as a link between UCLI and the law schools. They each participate in a UCLI committee, attend board meetings, give insights from a law student perspective, and provide information to UCLI about key dates and events happening at the law schools.

Finally, in the realm of financial assistance, in 2022 UCLI awarded five bar review scholarships and seven LSAT review scholarships, made possible by the generous support of the Utah Bar Foundation and the Young Lawyers' Division of the Utah State Bar. These scholarships are aimed at expanding opportunities for aspiring attorneys committed to diversity, equity, and inclusion by providing financial assistance for costs associated with the LSAT and 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. Bar exam scholarship



applicants must be registered to sit for the Utah State Bar Exam, demonstrate commitment to advancing DEI efforts, and show financial need. UCLI will continue with LSAT and bar review awards in 2023 and beyond.

6.2 Continuing Legal Education Committee

In 2022, UCLI continued 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 2022, these events included a Train the Trainers event for UCLI Certification program participants. There was also a panel discussion on Inclusion and Identity, particularly in regards to LGBTQ+ practitioners and the community at large. The end of the year saw a screening of the film "Balancing the Scales" and involved a discussion with the filmmaker Sharon Rowen, moderated by Justice Christine Durham.

In addition to individual events, UCLI presented a multi-part Racial Justice Series. There were two presentations, both conducted virtually and well attended. The first was an introduction to the Utah State Courts Office of Fairness and Accountability, by office director Jon Puente. He covered the work his office is doing and ways attorneys may be involved. The second event in the series was presented in October and included a three person panel including John Huber of Greenberg Traurig, Abby Dizon-Maughn of Parsons Behle and Latimer, and Steve Kelson from Christopher and Jensen. The panel was moderated by UCLI co-President Melinda Bowen of Snow, Christensen and Martineau, and discussed ways attorneys can respond to violence in our communities.

In 2022, UCLI staff also presented several DEI related training to law firms and organizations throughout the State. These sessions include topics such as implicit bias, review of demographics in Utah, best practices, and avoiding microaggressions, among other topics. These often provide a chance to receive CLE credit.

In 2023, UCLI will continue to develop its CLE programming by continuing its annual multi-part Racial Justice Series. There is also planning underway amongst various stakeholders to plan a multipart series on the state and future of DEI in Utah.

6.3 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 has 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 third year in 2022. The Certification Program committee determined five requirements for 2022, changing the criteria slightly from 2021. The requirements for a legal employer to be certified in 2022 included designating a UCLI representative from its own leadership; having the firm participate in the Train the Trainers event (held June 24, 2022), which focused on inclusion in the Legal Profession; becoming a UCLI sponsor or hosting/volunteering at a UCLI or DEI related event; conducting an internal survey/review or set and complete an internal goal; and completing a UCLI survey.



In 2022, four new legal employers joined for a current total of fifty-nine 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 2023 program, with CLE content planned specifically around topics of interest for law firms.

In 2023, 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.

6.4 Community Outreach

In 2022, the Community Outreach Committee primarily focused on the food and clothing drive and building partnerships. In May, the Utah Center for Legal Inclusion in partnership with the Utah Tribal Relief Foundation organized a drive for the Gentle Ironhawk Shelter, which supports victims of domestic violence. UCLI volunteers were available at the Utah State Bar to accept donations from attorneys on three separate days. Items such as laundry items, food storage containers, shampoo and conditioner, body and baby wash, skincare, hair accessories, feminine hygiene products, clothing, children's car seats, and more were donated. Nick Stiles volunteered to make the five hour drive and deliver the donations to the final location.

Additionally, UCLI made and solidified connections with organizations such as Women of the World, the Dream Center at the University of Utah, and University Neighborhood Partners (UNP). UCLI participated in a UNP event called "Partners in the Park" in August 2022, setting up a table and engaging with members of Salt Lake City's west side community in both English and Spanish.

The Community Outreach Committee has many new initiatives and efforts to focus on in 2023. The first is facilitating connections between pre-law/law students and the Chief Judge of the Ute Tribal Court and Utah Tribal Relief Foundation. Secondly, the committee plans to put on a series of workshops on commonly faced legal issues for immigrants and refugees, in partnership with the Women of the World. The committee also plans to work with the University of Utah's Dream Center to host a legal workshop for DACA recipients. Finally, Community Outreach plans to continue discussions with the Economic Development Corporation of Utah (EDCUtah) and their Center for Economic Opportunity and Belonging, as well as with Catholic Community Services, to better understand the needs of underemployed Utahns with legal credentials from other countries and how UCLI can provide programming or financial support to reengage these individuals in Utah's legal community.

6.5 Tracking Progress Committee

In 2022, the Tracking Progress Committee met on a monthly basis and pursued multiple efforts, including coordination with the Utah State Bar to implement data tracking on the statewide level, collaboration with the Organizational Inclusion Committee to determine a multi-year strategy for the UCLI Certification survey, and designing an exit survey for law students in UCLI's Law Student Mentorship program.



Conversations with the Utah State Bar have progressed and it appears that there is a consensus to collect data on identifying characteristics of race/ethnicity and gender as part of annual Bar registration or renewal in 2023. The Tracking Progress Committee contributed language and specific questions and answer sets that could be implemented in this effort. The Committee also successfully determined a multi-year strategy for the Certification survey, retaining the original version to be administered every five years (with the next scheduled for 2025), and redesigning a simpler version that can be administered in the years in between. The data collected every five years as part of the more detailed survey will be used to create a report, similar to the 2021 “Looking In and Leading Out” publication. The Organizational Inclusion Committee collaborated on and was supportive of these efforts. Finally, the Committee designed and conducted an exit survey for the law students in the Utah Law Student Mentorship (ULSM) program. The survey provided an in-depth analysis of the experiences of a sample of law students from underrepresented backgrounds at Utah’s two law schools. The survey results helped illuminate the unique barriers faced by law students from underrepresented populations, and can inform UCLI’s future programming - especially the ULSM program. Simple follow-up on an annual basis could be conducted year on year to track progress.

In 2023, UCLI plans to continue its coordination with the Utah State Bar and - if possible - find ways to display the collected data. The Tracking Progress Committee will also oversee UCLI’s efforts to display Pre-Law and Law Student Statistics on UCLI Website, such as the demographics of Symposium attendees, UCLI interns, and scholarship and fellowship recipients. Together, these data collection efforts will inform UCLI’s next steps with regards to advancing diversity, equity, and inclusion in Utah’s legal profession.

6.6 Development Committee

In 2022, 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 \$264,212.60 in 2022, with the generous support of the Florence J. Gillmor Foundation (\$50,000), the Utah Bar Foundation (\$30,000), the Michael Foundation (\$12,500), the Bastian Foundation (\$2,000), and many law firms and individual donors. The Development Committee also hosted the first annual UCLI Fundraising Luncheon on March 24, 2022, with over 200 guests in attendance. This event included Justice Christine M. Durham as a keynote speaker, a silent auction, and a three-course lunch, and brought in nearly \$20,000 of revenue. The committee also launched a highly successful donation campaign among sections of the Utah State Bar, bringing in \$13,000 in donations. The committee also continued soliciting UCLI’s Founding Sponsorships throughout 2022. 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 2022. Finally, UCLI held an end-of-year crowdfunding campaign, which raised around \$1,000.

In 2023, the committee will further focus on grant writing and granting foundations, as well as the in-person UCLI Fundraiser Luncheon planned for April 27, 2023, which will also include a silent auction and many individual donation opportunities. Sponsorship opportunities for legal employers will include various tiers of sponsorship for the Fundraiser Luncheon, CLE, and the Pre-Law Fellowship and Pre-Law Symposium. The committee looks forward to engaging the entire legal community in these important causes and is grateful for the support which has been shown throughout 2022.



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.