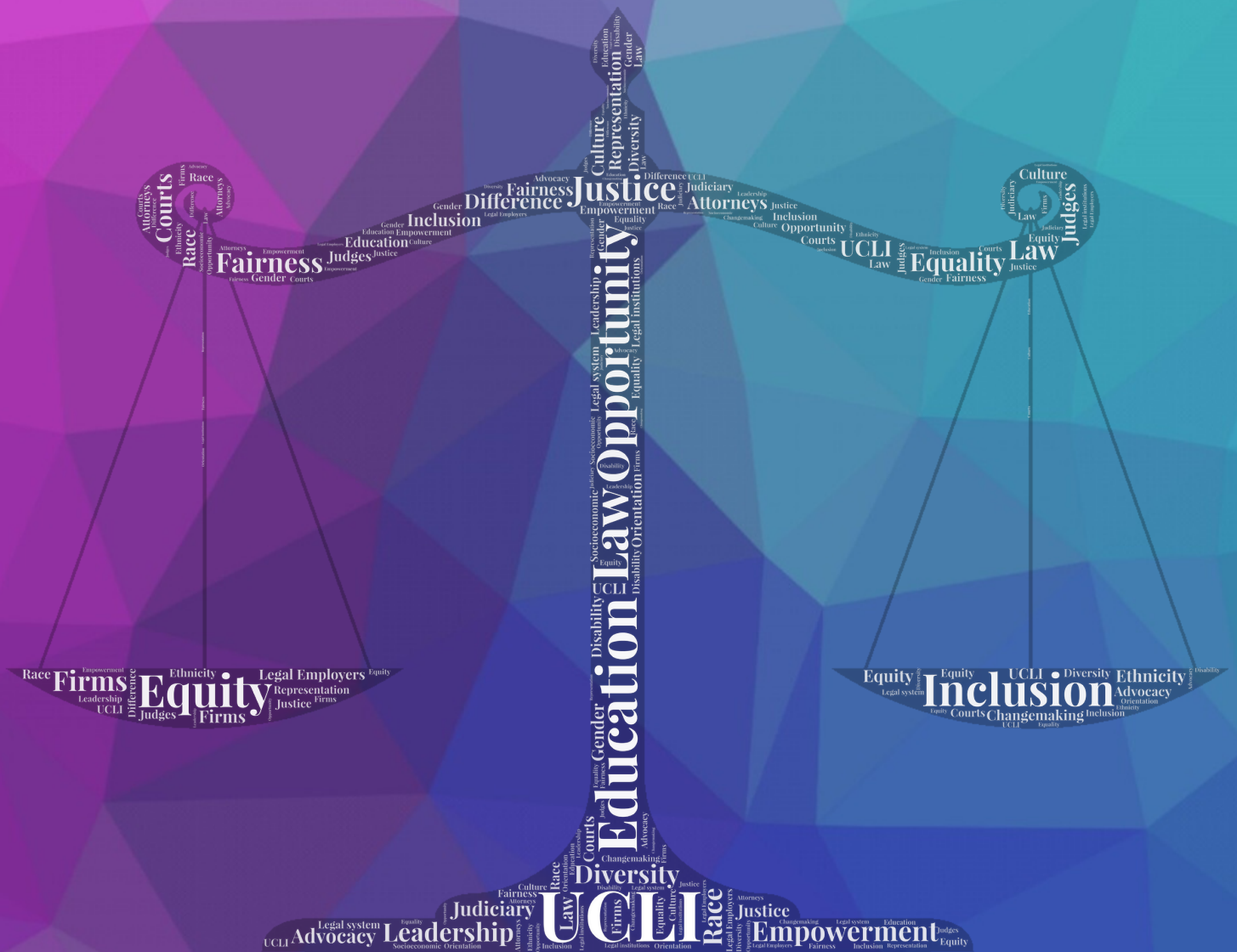


# MOSAIC

THE OFFICIAL NEWSLETTER OF  
THE UTAH CENTER FOR LEGAL INCLUSION



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

ISSUE 5



**UCL** UTAH CENTER FOR  
LEGAL INCLUSION

DEC. 2023

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## Keep in touch with UCLI!

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# UCLI STAFF MESSAGE

## Welcome to the 2023 edition of *Mosaic*!

This year was a year of stability and growth for the staff of the Utah Center for Legal Inclusion office! Jon and Kaitlyn both celebrated their two-year anniversary at UCLI this fall, while Emily hit her one-year mark then as well. We are each grateful for the chance to be part of this organization and to work towards UCLI's mission. Here are some of the 2023 staff highlights:

**Kaitlyn:** *One of the members of UCLI's Leadership Council mentioned the other day that it has felt like UCLI has been "everything, everywhere, all at once" this past year. I completely agree that it has felt that way in 2023! As UCLI staff, we've had the privilege of working with ongoing PLEDGE programming in the K-12, pre-law, and law school spaces; of piloting the new Utah Tribal Intern Partnership; and of planning for the 2024 Pre-Law Fellowship. We've conducted trainings at law firms, presented at conferences, and hosted events. We couldn't have done any of it without you: the passionate professionals and students who make any of this possible and all of it worthwhile.*

**Jon:** *In 2023 I was grateful to witness the reach of UCLI's programming. It is heartening to see individuals taking advantage of multiple UCLI programs to help them on their career paths. We have multiple former interns who have received scholarships, both LSAT and Bar Review. Several of our former interns are currently in law school. 2023 also saw our first former intern graduate and sit for the Utah State Bar Exam. UCLI's programming is working to create pathways to the legal profession, and it's great to see.*

**Emily:** *For me, the highlight of 2023 was collaborating with our amazing interns to create content throughout all of our social media platforms. Being able to discuss content plans, hearing everyone's creative ideas, and executing everything we talked about was an amazing experience. This year, with the help of our social media interns, we were able to create over 100 different posts. The content created consisted of educational, inspirational, and humorous messages. We were able to creatively put together posts and videos that reached thousands of people all throughout the state. It's incredible to see how far our creative collaboration got us! Thank you, 2023 interns!*

Other 2023 accomplishments included scholarship awards for LSAT preparation and Bar review; awarding multiple Fellowships; continued PLEDGE programming at K-12, pre-law, and law school levels; and many other outreach and awareness raising efforts at community events.

As 2023 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 2023, 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





# MEADOWLARK INITIATIVE: Continuing a Legacy of Helping Kids Dream Big

by Jon Wayas, Associate Director

What began out of necessity and educational innovation during the height of the pandemic in 2020 has blossomed into one of UCLI's oldest and most beloved programs. We are excited to be in the midst of our fourth school year partnering with Mr. John Arthur and his sixth grade class at Meadowlark Elementary in the Rose Park neighborhood in Salt Lake City. The school and class are made up of over 80% BIPOC students. Many of whom are refugees or recent immigrants. They also largely come from low-income backgrounds. Many of the kids are meeting attorneys for the first time because of this program.

The Meadowlark Initiative began because of Mr. Arthurs concern and love for his students learning. He saw an opportunity for his students to still gain opportunities for connection in a remote learning environment. With the help of his good friend, and frequent UCLI collaborator, Melina Shiraldi, Mr. Arthur tapped into UCLI's volunteer pool to provide mentorship to his students. Each Friday, mentors would join the class via Zoom to help students to improve their writing and public speaking skills. This model and platform has worked well to allow 30+ attorneys, law students, and other professionals to join the class each week.

This year has seen the welcome introduction of more in-person visits from some of our attorney mentors. This has been a great way for students to connect more personally and to get an understanding of what attorneys do, and how friendly and personable they can be. The highlight for the kids was a field trip to the Utah Supreme Court. This trip was facilitated by mentor Laura Kyte, who was clerking for Justice Diana Hagen at the time. The kids were able to tour the court and meet the members of the Utah Supreme Court. This was a great trip which had students dreaming of one day being judges themselves.

We appreciate the time we get to spend with these students. We can't wait to see where their educational careers take them, and hope that some choose to join us in the practice of law in the future.



Pictured: **Mr. Arthur leading a mentoring session**



Pictured: **Justice Hagen and Justice Pearce with a student**



Pictured: **Mr. Arthur's class in the Utah Supreme Court**



# DIVERSITY SCHOLARS PARTNERSHIP PROGRAM

by **Emily Zárate, Administrative Coordinator**

UCLI has had the pleasure to partner with the University of Utah's Diversity Scholars program for the second year. Diversity Scholars is a program in the University's Center for Equity and Student Belonging. It is the Center's first-year student cohort. The program supports students through specialized workshops and course offerings, regular interactions with faculty and staff of color, multiple mentoring relationships, and off-campus community engagement opportunities. Scholars provide 10 hours of community service with non profit organizations throughout Utah. The program also provides first-year students of color at the U with a community of like-minded peers on campus. Diversity Scholars are invited to attend a welcome event prior to starting Fall classes; regular check-ins with a CESB advisor and with Peer Mentors who are there to guide academic and personal success; free tutoring from university students and staff; and special social events, academic workshops, and social justice discussions. This year, UCLI was joined by three excellent Diversity Scholars. UCLI thanks the Diversity Scholars for their hard work and dedication this semester!

Learn more about each diversity scholar below!

## **Abby Ramos**

*Hi! My name is Abby Ramos and I am a first generation student studying Psychology and Criminology. I am also Pre-Law and aspire to attend law school in the future. My father came to the United States when he was very young searching for new opportunities and I intend to make him very proud through my future career. I decided to work with UCLI as they truly represent so many of my beliefs. They have given me so many opportunities and I am beyond grateful to them. I hope to work with them one day in the future as an intern because they truly are bringing voices to many that go unheard.*



Pictured: **Abby Ramos**

## **Nevaeh Parker**

*My name is Nevaeh Parker and I am currently a freshman at the University of Utah! My focus is primarily on Pre-Law studies, but I also have a deep passion for advocacy work. While volunteering with UCLI, I work with the Black Student Union at the U, judge debate tournaments for local high schools, and perform spoken word poetry. I aspire to attend law school in the future and hope to be able to use my voice to make a difference! Working with UCLI has been more than just an assignment. This opportunity has refueled my excitement, hope, and drive for the journey to a diverse generation of attorneys! I am overcome with gratitude for the essential work that UCLI does and that I get to be a part of it!*



Pictured: **Nevaeh Parker**

## **Simone Wiatrak**

*A first year at the University of Utah pursuing Communication and Ethnic Studies w/ a minor in Gender Studies. Working with UCLI this semester has been educational in helping me apply information I learn in class to actionable steps for inclusive advocacy within the status quo.*



Pictured: **Simone Wiatrak**



# Thank You

# 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 seven interns from Winter 2023 to Fall 2023 that provided valuable service to UCLI, with a highlight for each fall intern.

## FALL 2023

### Raissa Rohbock

Hi! My name is Raissa Rohbock, and I am a first-generation college student majoring in criminal justice at Weber State University. I was born and raised in the Amazon region of Brazil. I have a strong interest in criminology and am passionate about learning about different cultures, languages, and sustainable development. I have worked in the legal industry as a court clerk, legal assistant, and volunteer with legal aid clinics in Utah. My desire to advance equity and inclusion in Utah's legal profession, where I want to pursue a JD, is one of the reasons I chose to join UCLI.



### Diane Bahati

As a student at the University of Utah I have had the great opportunity to work as a legislative intern these past two years. I worked for ULWV, ULCT, and USHE. I was able to do this through the Hinckley Institute of Politics. I have also previously worked for the C.C. Ogbuehi law firm as a marketing intern. Overall I have been involved with activism in the salt lake area through education, justice and more. I plan to go to law school after my Undergrad to become a legislative attorney.



### Sunni Begay

Sunni Begay is currently a paralegal at a personal injury law firm in Utah. She is passionate about Native American rights and representation and has worked with various Indigenous initiatives to educate the community about Native culture and issues. She is a first generation college graduate with a BA in Political Science and minor in Legal Studies and American Indian Studies at Brigham Young University. Coming from the Navajo reservation, Sunni has learned the importance of advocacy for minorities in communities. She hopes to help her community gain access to legal representation and resources in the future.

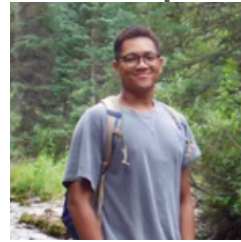


**"Being an intern with UCLI has allowed me to discover so many fields and different aspects of law; without this experience, I don't think I would have the same motivation to pursue law or the experience to understand it."**

**-- Madeline Halteh  
Fall '22 Intern**

## WINTER 2023

### Khai Ronquillo

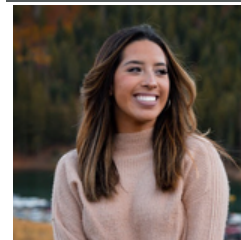


### Valeria Pozos

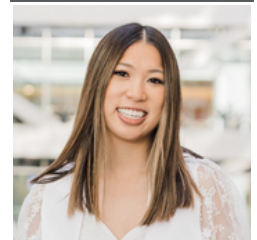


## SUMMER 2023

### Montse Martinez



### Rachel Simmons



**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/interns/](http://www.utahcli.org/interns/)



# UCLI PRE-LAW SYMPOSIUM RETURNS TO THE SJ QUINNEY COLLEGE OF LAW

by Jon Wayas, Associate Director

On October 20, 2023 the UCLI Pre-law Symposium was held at the University of Utah's SJ Quinney College of Law for the second time. We were excited to welcome 52 pre-law attendees from all over Utah to this incredible building. We are grateful for the school and their incredible staff who helped us have a successful event.



This year's event included law school admissions experts from BYU and the University of Utah. We also welcomed the collaboration with AccessLex Institute. Our Durham Fellows helped deliver an engaging panel of law students. The Utah Black Lawyers Association gathered a panel of Black Utah attorneys with a wealth of experience to share their insights into the practice of law in Utah. The event was capped off with an inspiring keynote address from Trina Higgins, the US Attorney for the District of Utah. We look forward to continuing this incredible event for years to come. Next year we will be at BYU Law.

**Thank you to the sponsors who made this event possible:**



***Interested in joining the Symposium planning committee, sponsoring, or participating in next year's program? Contact Jon Wayas at [jone@utahcli.org](mailto:jone@utahcli.org)***

***Planning meetings will begin in January 2024.***





# UCLI AWARDS LSAT PREPARATION SCHOLARSHIPS

by **Raissa Rohbock, UCLI Intern**

UCLI recently awarded the UCLI LSAT Diversity and Inclusion Scholarship to four recipients. 2023 marks the third time the scholarships have been awarded. The scholarship is aimed at expanding opportunities for students pursuing legal education who have a strong record of community service and a commitment to advancing equity and inclusion. College students, recent graduates, and individuals in Utah planning to take the LSAT within the year can apply. Congratulations to the winners! Learn more about them below. UCLI is proud to have been able to aid these students on their journeys to law school.

This year's scholarship recipients are Victoria Roberts, Khai Ronquillo, Gabriela Villalobos, and Erica Webb.

## Victoria Roberts



Victoria Roberts is currently a Political Science undergraduate student at Utah Valley University, concurrently working as a paralegal. As a first-generation student, she is passionate about supporting marginalized communities, volunteering as a translator for immigration attorneys outside of her academic and professional responsibilities. Her work in this area has enabled her to make a meaningful impact in the lives of immigrants. She is proud to be a first-generation college student and is eager to apply to law school.

## Khai Ronquillo



Khai Ronquillo, a senior at the University of Utah, is pursuing a double major in Political Science and Economics. Originally from Las Vegas, NV, he is the first in his family to aspire to become a lawyer. The journey towards achieving his career aspirations as a first-generation pre-law student has been rewarding, yet funding law school has proved to be a significant obstacle. Scholarships have

been instrumental in helping him overcome financial barriers and pursue his dream of becoming a lawyer. The scholarship from the Utah Center for Legal Inclusion is a great honor and further strengthens his resolve to achieve his goals, including taking the LSAT soon.

## Gabriella Villalobos

Gabriela Villalobos graduated from the University of Utah as a first-generation student in May 2022, earning her bachelor's degree in sociology and international studies with a minor in economics.



Throughout her university experience, she engaged in multiple organizations dedicated to breaking down barriers that exist for first-generation and Latinx students in the systems of higher education through college + career readiness and community belonging. With a passion for community and economic development, she previously interned at 'Accion Opportunity Fund', a non-profit supporting small business owners. Gabby also serves as a mentor in the We Rise First-Generation College Program. Currently, she is a financial crime analyst at Goldman Sachs, merging her interest in law and finance.

## Erica Webb

Erica Webb is a senior at Brigham Young University studying economics, math, and environmental science. She is passionate about women's issues and environmental stewardship. Recently, she has spent much of



her free time working with an environmental advocacy group focused on preserving the Great Salt Lake. She plans to attend law school and eventually hopes to use her JD to work for the government or a nonprofit in order to help marginalized communities and the environment. She is extremely grateful for the financial relief this scholarship will offer as she prepares for law school, since her husband plans to apply to and attend medical school concurrently.

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

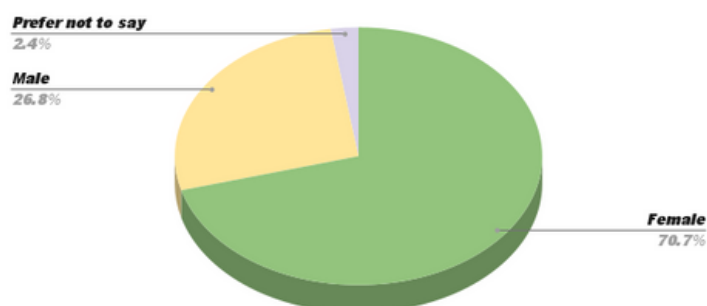
# UTAH LAW STUDENT MENTORING PROGRAM

By Sunni Begay, UCLI Intern

The Utah Center for Legal Inclusion works to create a positive change for the legal field in Utah by focusing on creating spaces of inclusion for law students. UCLI acknowledges that underrepresented law students may struggle to make meaningful connections with legal professionals and lack opportunities to network. One of the ways UCLI strives to overcome these challenges is through the Utah Law Student Mentoring Program. This partnership fosters lasting relationships between practicing attorneys and law students who are enrolled in Utah law schools. An average of 40 students participate each year, with 80+ attorneys joining to act as mentors. The most recent cohort which began earlier this month is similar to last year's cohort in that over 70% of the mentees identify as female. Participants also represent a large range of races and ethnicities. The program gives underrepresented law students the opportunities to be mentored by attorneys who have similar experiences and backgrounds that will help guide them through law school to a practicing attorney. To date, we have had nearly 200 attorneys participate in the program. Through the dedication of the UCLI team, members, and students' we have been able to make a long-lasting difference for law students in Utah.

One of the central events UCLI hosted for this program in 2023 was an Etiquette Dinner. On February 10th 2023, UCLI held an in-person social at the Alta Club in Salt Lake City where over 50 people participated. We were fortunate to have Justice Paige Petersen welcome the dinner and BYU Law Associate Dean Shannon Grandy Larsen as the main presenter. Dean Larsen created a presentation to educate attendees of the proper etiquette rules to follow in professional legal situations. The presentation was accompanied by a three-course meal and an insightful PowerPoint show. Mentors and mentees had the opportunity to introduce themselves and practice etiquette. Justice Petersen and Dean Larsen stressed the importance of having sharp social skills as an attorney, and how often those social

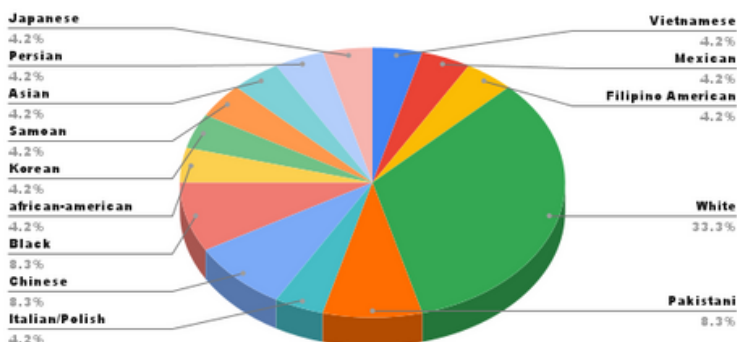
2023-24 ULSM Participants by Gender



skills translate into being able to foster great working relationships with clients. Throughout her presentation, Dean Larsen intertwined teaching lessons about etiquette in the workplace and at the dinner table. The skills learned at this social allowed law students to be better equipped for the professional world they will soon be a part of. This dinner was an excellent way for mentees to network and get to know their mentors better. The event was a huge success thanks, in large part, to Judge Paige Petersen and Dean Shannon Grandy Larsen who donated their time and expertise. We are also grateful to PLEDGE co-chair Sadé Turner for her vision, leadership, and time in executing the event and in directing PLEDGE programming.

Lastly, the Utah Center for Legal Inclusion would like to thank the law firms that have been generous enough to sponsor the ULSM program and events. Their support gives UCLI the opportunity to positively impact the future of Utah and ultimately create a more inclusive legal system for Utahns statewide. From everyone at UCLI, we would like to give a special thank you to the sponsoring legal organizations: Family Law Section, Dispute Resolution Section, Litigation Section, Michael Best, Kirton McConkie, the Federal Bar Association, Holland & Hart, UMBA, and Strong & Hanni.

2023-24 ULSM Participants by Ethnicity



HOLLAND & HART

STRONG & HANNI

UTAH MINORITY BAR ASSOCIATION  
PROMOTING DIVERSITY IN THE LAW

# UCLI AWARDS 2023 BAR REVIEW DIVERSITY & INCLUSION SCHOLARSHIPS

by **Jon Wayas, Associate Director**

This year, for a third 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.

Congratulations to the seven recipients of UCLI's 2023 Bar Review Diversity and Inclusion Scholarship: Jessica Arthurs, Esther Johnson, Nicole Johnston, Emelie Klott, Nanette Pawelek, Joseph Rivera-Delavega, and Debbie Vargas.

## **Jessica Arthurs - U of U, SJ Quinney Law School, Class of 2023**



Jessica graduates from the S.J. Quinney College of Law with her Juris Doctor and a certificate in International Law. She is a native Utahn and earned her undergraduate from the University of Utah in Middle Eastern Studies. She served as this year's President of the

Student Bar Association and has served on the Public Interest Law Organization's leadership team. She has worked for the Pro Bono Initiative as Street Law Director and is this year's Rocky Rognlie Fellow for the Pro Bono Initiative. She is passionate about making legal services more accessible to her community here and abroad.



## **Esther Johnson - U of U, SJ Quinney Law School, Class of 2023**

Esther Johnson is a recent graduate of the University of Utah S. J. Quinney College of Law and has a BA in Spanish from Brigham Young University. Esther is passionate about



helping immigrants and refugees as well as increasing access to justice for marginalized groups. During law school, Esther worked with Catholic Community Services and Utah Legal Services as well as several private immigration firms. She has also participated in experiential law classes centered on regulatory reform of the legal profession as an avenue for increasing access to legal services. Esther speaks Spanish and Portuguese and loves Latin American poetry. In her free time, Esther enjoys hiking, snowboarding, and mountain biking.

(Continued on next page)



## Nicole Johnston – U of U, SJ Quinney College of Law, Class of 2023



Nicole Johnston recently graduated from the University of Utah S.J. Quinney College of Law with her juris doctorate. Prior to law school, Nicole completed a Bachelor's degree in n Political Science and

Socio-Legal Studies at the University of Denver and a Master's in Education at Canisius College in Buffalo, NY. During her time as a law student, Nicole served as the Equity, Diversity, and Inclusion Chair for the Student Bar Association and the Development Director for the Women's+ Law Caucus. Nicole also externed with the ACLU of Utah and the U.S. District Court for the District of Utah. In her work, Nicole has sought to make the Utah legal community a more inclusive space and improve access to justice. Nicole looks forward to continuing this work after the Bar and finding opportunities to learn and grow in the legal profession.

## Emelie Klott – U of U, SJ Quinney College of Law, Class of 2024



Emelie Klott is a current third year law student at the University of Utah S.J. Quinney College of Law. Throughout law school, Emelie has been involved in the Pro Bono Initiative where she served as a volunteer and worked as a Student Director and

Fellow for the Family Law Site. With the Pro Bono Initiative, she has been able to help provide legal advice to low-income individuals throughout the state of Utah. Emelie has also gained invaluable legal experience through her work in criminal defense at Salt Lake Legal Defenders Association, as an extern in juvenile defense, and in family law. After law school, Emelie is excited to join Utah's wonderful legal community and to continue her work in family law at Cordell & Cordell where she will work to ensure fair treatment for fathers in custody cases.

## Nanette Pawelek – U of U, SJ Quinney College of Law, Class of 2023



Nanette Pawelek is a current 3L at the University of Utah set to graduate in May 2023. She is a first-generation female law student and had a career as a university lecturer before changing course o law. She is passionate

about public service and mentorship, as evidenced by recent work with displaced Ukrainians and years of teaching U.S. military members overseas in Kosovo, Iraq, Afghanistan, Kuwait, Japan, and Germany.

Throughout law school, Nanette mentored prospective and incoming first-year law students and has been involved in notable school organizations, including the Women's Law Caucus, Students for Ukraine, and the Pro Bono Initiative. She organized clothing drives, fundraised for supplies, and helped collect roughly 30 duffel bags full of medical supplies that she and a few other law students took to Ukraine in May 2022. She also volunteered at a refugee center in Poland and a supply tent for women and children on the Polish/Ukrainian border.

During her 3L year, Nanette participated in the University of Utah's Refugee Law Clinic, helping Ukrainians apply for asylum in Utah. The asylum work led to leading a virtual legal English-speaking club for Ukrainian attorneys hoping to expand their employment opportunities. In addition, Nanette externed at the Legal Defenders Association (LDA), working with indigent clients who she says, "need and deserve strong and compassionate advocates." She looks forward to learning more and plans to work in criminal defense after she graduates from law school.

### **Joseph Rivera de la Vega – California Western School of Law, Class of 2023**



Joseph Rivera is a first generation law school graduate. As a 22 year old lawyer, Joseph's main goal is to help advocate for Criminal Justice reform, comprehensive immigration reform, and to make a run for Salt Lake City Mayor by

2026. Joseph was a part of UCLI's first interns in 2019 and is committed to furthering diversity throughout the legal system by supporting UCLI.

### **Debbie Vargas – U of U, SJ Quinney College of Law, Class of 2023**



Debbie Vargas just completed her third year of law school at the S.J. Quinney College of Law. She did her undergraduate degree at the University of Utah and double majored in Honors Psychology and Criminology, and also obtained a minor in Sociology. She has always been passionate about criminal law and is currently working at the Salt Lake County District Attorney's Office.

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

## 2023 LEGAL INCLUSION FELLOWS

by Raissa Rohbock, Fall 2023 Intern

We are excited to continue the Legal Inclusion Fellowship program, a collaborative effort between Intermountain Healthcare, Kirtan McConkie, and the Utah Center for Legal Inclusion (UCLI). This program is designed to provide students from Brigham Young University's J. Reuben Clark Law School and the University of Utah's S.J. Quinney College of Law with a unique opportunity to participate in a paid summer internship and receive a substantial scholarship. The program has been expanded to two students for 2023 and plays a significant role in UCLI's efforts to empower historically underrepresented students by helping them develop professional skills, explore career options, and receive financial support. The selected Legal Inclusion Fellows for this year are Gabrielle ("Gaby") Anguiano and Kricia Tauiliili, both first-year law students.



**Gaby Anguiano**

Gabrielle ("Gaby") Anguiano is a native of the Intermountain West and a proud member of a boisterous Mexican-American family from rural Eastern Washington. At eighteen, she earned her associate degree and high school diploma concurrently while also working part-time. Gaby was selected to be a member of the inaugural Diversity, Collaboration, and Inclusion Research Academy

at her undergraduate college, Brigham Young University, where she majored in sociology. Currently, Gaby is a 1L at the University of Utah, S.J. Quinney College of Law. She aspires to be at the intersection of law and social justice and is eager to continue building long-lasting ties to the state of Utah and its people.



**Kricia Tauiliili**

Kricia was raised in Samoa, where she loved spending time with her family at the beach and listening to her dad and uncle jam out together on the guitar and ukulele. She is a 1L at the J. Reuben Clark Law School at Brigham Young University and currently serves as the 1L representative for the Minority Law Student Association and the Council for Diversity, Equity, and Belonging. In June 2022, Kricia earned a bachelor's degree in English, with a focus in professional writing, from Brigham Young University. She decided to pursue law so that she could be a voice for minority communities, especially women and people of color. Her biggest goal is to serve Pacific Islanders both in the United States and overseas. When she isn't studying, she enjoys listening to music (mostly Taylor Swift and musicals), painting, and watching movies.



# Meet The 2023-2024 Durham Fellows

by Diane Bahati, Social Media Intern

UCLL extends congratulations and a warm welcome to our Durham Fellows for the 2023-2024 term, namely Bree Spaulding from the SJ Quinney College of Law and Jehicob Torres from J. Reuben Clark Law School. This fellowship, named in tribute to Justice Christine Durham, aims to support the legal education of individuals who exhibit a dedicated commitment to advancing the principles of justice, equity, and inclusiveness within Utah's legal community. The recipients, much like Justice Durham, are anticipated to contribute significantly to enhancing the legal profession for future generations.

Currently in her third year at the S.J. Quinney College of Law, hails from California and was struck by the lack of diversity and observed inequities in Utah, motivating her to pursue a career in public interest law. Throughout her tenure at SJQ, she gained valuable experience through externships at the Disability Law Center and Lambda Legal, which further deepened her commitment to advocating for marginalized communities. Being the grandchild of immigrants and a member of the LGBTQ+ community, Bree acknowledges the groundwork laid by those preceding her, enabling her entry into the legal profession. In her role as a Durham Fellow, she aspires to extend this legacy by illuminating the path for other marginalized individuals, continuing the advocacy work that has paved the way for her own journey.



**Bree Spaulding**

A third-year law student at J. Reuben Clark Law School, Brigham Young University, is a first-generation Mexican American whose parents worked hard in Utah despite cultural and language differences. His upbringing inspired resilience. At Utah Valley University, Jehicob's team won the 2018 Social Innovation Challenge, shifting his focus toward advocating for people dealing with legal complexities. He founded the Wolverine Pre-Law Association, aiding pre-law students. In law school, Jehicob externed at the Utah Supreme Court



**Jehicob Torres**

with Justice Paige Peterson, and excelled in trial advocacy and moot court, winning a competition. He volunteered at the BYU Community Legal Clinic, actively participating in legislative advocacy, and successfully lobbying for bills related to driving privilege card fees and in-state tuition eligibility. Jehicob works part-time at Trujillo Acosta law firm, aiming to become a trial attorney. He plans to clerk for Judge Alberto Rivas in New Jersey, motivated by Justice Thurgood Marshall's belief in using the law for positive societal impact.

We would like to offer a special thank you to our 2023-2024 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

# UCLI SENDS OUR DEEPEST THANKS TO OUR FOUNDING SPONSORS!

## Diamond

PARSONS  
BEHLE &  
LATIMER

workman  
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大成 DENTONS

DURHAM JONES  
PINEGAR

KIRTON | McCONKIE

HOLLAND & HART

RQ & N RAY QUINNEY  
& NEBEKER

## Platinum

GT GreenbergTraurig

## Gold

ADAMS DAVIS P.C.  
— ACCIDENT TRIAL ATTORNEYS —

LONG OKURA

## Silver

PARR BROWN  
GEE & LOVELESS  
ATTORNEYS AT LAW

ZIMMERMAN BOOHER  
APPELLATE ATTORNEYS

MANNING  
CURTIS  
BRADSHAW &  
BEDNAR PLLC  
ATTORNEYS

DORSEY™  
always ahead

Fabian VanCott

## Bronze

Ballard Spahr  
LLP

LEAR  
&  
LEAR  
LAW OFFICES

Michael  
Best

ebay

CK Cohn | Kinghorn

ClydeSnow  
ATTORNEYS AT LAW

STRONG & HANNI  
LAW FIRM

# UCLI CONGRATULATES OUR 2023 CERTIFICATION PARTICIPANTS!

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

If your firm is interested in becoming UCLI certified in 2024,  
email us at [ucli@utahcli.org](mailto:ucli@utahcli.org)  
or check out our certification website at  
<https://www.utahcli.org/certification/>



# COMMUNITY OUTREACH EFFORTS

by **Kaitlyn Pieper, Executive Director**

UCLI is grateful for the many opportunities to partner with incredible community groups this past year.

## International Visitor Leadership Program

UCLI's relationship with Nicholas Merrill and his colleagues at Utah Global Diplomacy allowed us to host multiple international groups in 2023. These visitors were invited to the United States under the auspices of the Department of State's International Visitor Leadership Program. In February, UCLI had the unique opportunity to host a group of ten international visitors from Austria, Denmark, India, Lebanon, the Maldives, Poland, the Republic of North Macedonia, Ukraine, and Venezuela. In July, UCLI had the opportunity to host a group of ten international visitors from Egypt, Israel, Lebanon, Palestinian Territories, Qatar, and Saudi Arabia. Both groups were here to explore the topics of the Rule of Law and the U.S. Judicial System. Thank you to Mary Anne Davies and the Disability Law Center for hosting us at their lovely venue. In November UCLI had the unique opportunity to host a workshop, "Women Leaders - Promoting Equality in the Justice System; A Regional Project for the Near East and North Africa," for participants from Egypt, Iraq, Morocco, and Saudi Arabia. Thank you to Michelle Oldroyd and the Utah State Bar for hosting.



Pictured: **Justice Petersen** at the Women Leaders Workshop



Pictured: **Geidy Achecar** at a Women of the World workshop

## Women of the World Legal Workshop Series

Women of the World is a non-profit organization that offers free year-round case management and advocates for the self-reliance of their clients. UCLI was honored to partner with them over the summer to host a six-part series of free legal workshops open to all members of the community. The workshop topics included: navigating the law in daily life, divorce and custody, immigration, workplace discrimination, general housing issues, as well as housing and rent discrimination.

## Bolder Way Forward

UCLI is assuming co-leadership for the Bolder Way Forward's Sexual Harassment & Gender-Based Discrimination spoke. This spoke values the fundamental dignity and quality of all people and aims to decrease and ultimately eliminate sexual harassment and discrimination from Utah's workplaces. The overarching mission of BWF is to make Utah a place where more girls and women can thrive in any setting, including the workplace and community.

## Native American Summits and Conferences

UCLI was honored to present at the 17th annual Governor's Native American Summit in June 2023, as well as to attend the 30th Annual Four Corners Indian Country Conference in August 2023. UCLI also launched a new pilot initiative, the Utah Tribal Intern Partnership, in September. UCLI is grateful to strengthen relationships with Native American partners and connect with youth interested in the legal profession.

Have other ideas for community outreach, engagement, and partnership?

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

## CLE in 2023: Celebrating Inclusion in Utah's Legal Community and Expanding UCLI's Reach

By Jon Wayas, Associate Director

In 2023 UCLI used CLE to help highlight the various efforts being made across the Utah legal community to increase inclusion and belonging. This was mainly accomplished through the "Pathways to Inclusion" series. The series was planned and executed with the help of Inclusion Strategies, the Utah State Bar, and our great sponsors. The series was held over three virtual sessions and one in-person session. The series was able to reach over 1000 Utah attorneys.



Pictured: **Panel of Utah practitioners at the FBA National Convention in Memphis, TN**

The series began with an overview of inclusion efforts being made in the wider Utah business and governmental communities. It continued in the second session with leaders from various sectors in the legal fields sharing what they are doing to increase belonging. The third session was in-person and included representatives from our local law schools, our judiciary, and law firms to discuss inclusion in recruiting, retaining, and advancing talent. The recent concluding session included attorneys from a diverse sample of firm sizes and ages sharing tangible examples of what may be done to increase inclusion in the workplace.



Pictured: **Jon Hafen, Jen Tomchak, Ross Romero, Michelle Oldroyd, and Melinda Bowen in Memphis**

In September, Jon Wayas was able to join fellow Utah attorneys in delivering a CLE presentation to a national audience at the Federal Bar Association's national convention in Memphis, TN. The event was a great to highlight the breadth and depth of work being done by many organizations across the Utah legal community. The event helped get Utah and UCLI's message out to convention attendees and through a follow-up article published via an interview with the online publication, Law 360.



Pictured: **Isabel Moreno, Barbara Melendez, Judge Diana Gibson, and Tyler Buswell, Session 3 of Pathways to Inclusion**

Thank you to all our talented faculty members, sponsors, hosts, and attendees. We had great year in CLE and hope you will join us again in 2024.

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: CHRISTINA JEPSON

by Diane Bahati, Social Media Intern

Christina Jepson is an attorney at Parsons Behle & Latimer in Salt Lake City, specializing in employment law and litigation. She formerly served as the director of Diversity, Equity, and Inclusion and formally chaired the Labor and Employment Department at her firm. Additionally, Jepson is an adjunct professor at the University of Utah S.J. Quinney College of Law.

Graduating at the top of her class in 1995, Jepson has an impressive legal background, including clerkships at the United States District Court of Utah and the Tenth Circuit Court of Appeals. Recognized for her achievements, she has been ranked as a Legal Elite in employment and labor law (2012–2021), one of the top 50 women lawyers by Intermountain States Super Lawyer (2019–2022), and the best lawyer in employment law by Best Lawyers in America (2014–2023). She just received the award for Labor & Employment Lawyer of the Year (management side) from the Labor & Employment section of the Utah State Bar.

Jepson hails from Farmington, Utah, and her roots trace back to a blue-collar family. Jepson's father worked for the railroad and her mom was a stay-at-home mom. In high school, she embraced her passion for advocacy by joining the debate team, where she broke barriers as the first female debate president. This experience served as a catalyst, fueling her determination to enter the legal realm.



Pictured: **Christina Jepson**

Acknowledging the gender disparity in her chosen field, Jepson persevered, often finding herself as the sole woman in professional settings throughout her career. She discovered her love for litigation and the thrill of defending cases in the courtroom. She eventually settled on employment law. Reflecting on her journey, Jepson revealed, "My decision to become an employment lawyer was unplanned."

Following Jepson's graduation with a Political Science degree, she decided to enroll directly in law school. With 28 years of experience in the legal field, Jepson reflects on the dynamic nature of her profession, where each day presents unique challenges and excitement. Maintaining a structured schedule proves challenging as clients often present unpredictable issues that demand immediate attention. The evolving landscape of technology has significantly influenced the legal sphere, reshaping the work environment for attorneys across the board.

Lastly, here are a few things Jepson has learned about education throughout her career: 'There are so many things that I would not be able to do if I did not get an education. I believe that most people should get a college education because it opened up so many doors for me.' She also says, 'I would take advantage of more programs — I would study abroad, go see the world, and take different internships.'

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)**

## END-OF-YEAR FUNDRAISING

**Don't forget to donate by December 31, 2023 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:

Attn: Kaitlyn Pieper  
645 South 200 East  
Salt Lake City, Utah 84111

**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  
LSAC DEI Pipeline Grant  
Larry H. & Gail Miller Family Foundation

# GET INVOLVED WITH UCLI!

## Opportunities for 2024

### **For Individuals:**

1. Mentor a pre-law or law 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:**

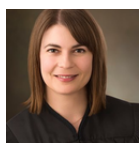
1. Become UCLI Certified for 2024
2. Buy a table at UCLI's Fundraiser Luncheon on March 21, 2024
3. Co-host/sponsor a CLE or UCLI event

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



# WHO WE ARE

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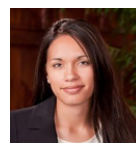
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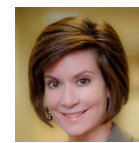
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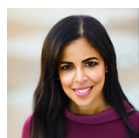
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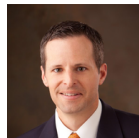
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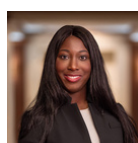
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**Jon Wayas**  
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**Emily Zárate**  
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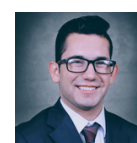
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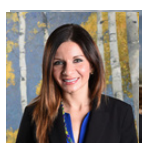
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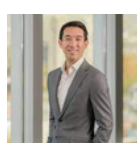
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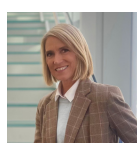
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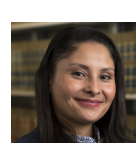
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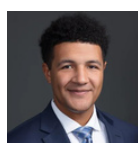
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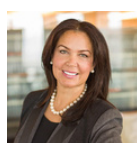
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**Zachary Scott Roemer**  
Tracking Progress &  
PLEDGE Chair



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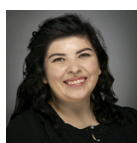
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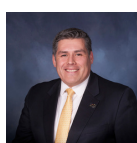
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