



UCLI

UTAH CENTER FOR
LEGAL INCLUSION

2023 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 2023, UCLI moved forward in establishing its key programs, with the hope of creating and cultivating a sense of community and opportunity in Utah's legal profession.

UCLI continued its flagship program titled Promoting Legal Education to Diverse Groups Everywhere (PLEDGE), which aims to serve students around the state through educational outreach, mentoring, resource provision, events, and financial assistance. The PLEDGE program provides assistance to three key student populations: K-12, Undergraduate and Law Student groups. This year, UCLI brought seven undergraduate students from historically underrepresented backgrounds into the internship program. UCLI hosted the second annual pre-law symposium on October 20 at the University of Utah S. J. Quinney College of Law. This event served 53 undergraduate students. In late 2023, UCLI facilitated the fourth cohort of the Utah Law Student Mentoring program, serving 42 law students across the state. This year, UCLI awarded four students with LSAT Preparation Scholarships and seven students with Bar Review Diversity and Inclusion Scholarships. UCLI also oversaw the second year of the Justice Christine M. Durham Fellowship, awarding 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.

The CLE committee created a great program for 2023, hosting a four-part series called "Pathways to Inclusion". Each session focused on how firms and organizations can work to build more inclusion into their workplaces, and were well attended and well received. Additionally, UCLI was selected to present a plenary session at the Federal Bar Association's annual convention in Memphis, TN in September 2023. This event led to media coverage for UCLI and an opportunity to showcase our Utah model for other states. Finally, in October 2023 UCLI partnered with the Utah Chapter of the Federal Bar Association, the Women Lawyers of Utah, and the Utah State Bar on "Staying in the Game," a CLE event centered on the topic of recruiting and retention for women and other diverse talent.



The Organizational Inclusion committee oversaw the recruitment of five new legal employers who joined us for the fourth year of the UCLI Certification Program, in addition to the fifty-nine who participated in 2022. We had sixty-four employers participating in 2023, representing both the private and public sector. The committee determined four unique requirements for the 2023 program to assist firms and legal employers with their internal goals. 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. The individual goals each employer set in 2023 can be viewed [here](#).

UCLI's Community Outreach committee formed closer relations with Utah's Native American population in 2023. A new pilot Tribal Partner Internship was launched in September 2023, which may be expanded or formalized in the future. UCLI representatives attended and presented a session at the Governor's Native American Summit and was a guest at the Four Corners Indian Country Conference. UCLI also hosted a five-part workshop series with Women of the World on topics relevant to refugee and immigrant women, hosted international delegations in partnership with Utah Global Diplomacy, and joined as a leader in the Utah Women Leadership Project's Bolder Way Forward.

UCLI's Tracking Progress committee assisted with the design of a survey for past UCLI interns; designed intake and exit surveys for the Pre-Law Fellowship program which will launch in 2024; and began drafting the Utah Retention Survey, which will examine the reasons attorneys choose to leave the state. This committee also collaborated closely with the Utah State Bar and received statewide demographic data for the Bar members in 2023.

On April 27, 2023, UCLI's Development Committee hosted the second annual Fundraising Luncheon with 250 guests in attendance. This event featured Dean Elizabeth Kronk Warner as a keynote speaker, a silent auction, and a three-course lunch, and brought in nearly \$40,000 of revenue. This committee also identified new granting organizations to apply to and was successfully awarded funding from two of these new foundations.

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 published UCLI's Strategic Plan, [available here](#).

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), Utah's Disability Law Center (DLC), LGBT and Allied Lawyers of Utah (LALU), Young Lawyers Division (YLD), 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 co-chairs in 2023 were Justice Paige Petersen and Fran Wikstrom.

The Leadership Council 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. The Leadership Council is led by the UCLI co-presidents; in 2023 the co-presidents were initially Melinda Bowen and Kristen Olsen. Kristen Olsen stepped down from this role in August and was replaced by Christina Jepson. We express gratitude to Kristen for her many years of service as UCLI co-founder and co-president and welcome Christina.

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 2023 from 2-3 interns per semester.

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, Spencer Jones, Juan Carlos Judd, Clemens Landau, Carol Lear, Jane Marquardt, Anne Milne, Carolina Núñez, Kristen Olsen, Sean Reyes, Robert Rice, Trystan Smith, Rodney Snow, James Sorenson, Sarah Starkey, Judge Vernice Trease, Angelina Tsu, and Francis Wikstrom.

5.0 Officer Report Summaries

5.1 Treasurer Report

Bret Evans began serving as Treasurer in 2019 and stepped down in March 2023. We are incredibly grateful for his service. UCLI currently has no active Treasurer but is searching for a replacement. In the interim, Matt Connors has continued to serve as the UCLI Tax and Accounting Advisor. According to Connors' records, as of December 31, 2023, UCLI's total cash on hand was \$148,828.77, and UCLI had \$76,769.44 in long-term savings. In 2023, UCLI's total receipts were \$207,148.15, plus \$1,733.69 in interest on CDs, while its total expenses were \$219,580.43. UCLI had no in pending liabilities as of December 31, 2023.

5.2 Compliance Officer Report

Bret Evans became UCLI's Compliance Officer in March 2023. Evans assisted UCLI with volunteer compliance support in 2023, including renewing UCLI's Charitable Solicitations License. To the best of Evans' knowledge, UCLI is currently compliant with all legal requirements to which it is subject.

5.3 Secretary Report

Sadé Turner joined the Board and began to provide UCLI with volunteer secretarial assistance in February 2023. In 2023, Turner supported both the UCLI Fiduciary Board and Leadership Council with organizational efforts, including drafting and recording meeting minutes.

6.0 Committee Report Summaries

In 2023, 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 2024.

6.1 Education Committee (PLEDGE Committee)

6.1 PLEDGE Committee

In 2023, UCLI continued education efforts through the Promoting Legal Education to Diverse Groups Everywhere (PLEDGE) program. PLEDGE (overseen by multiple sub-committees) 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 aims to serve students around the state through educational outreach, mentoring, resource provision, events, and financial assistance. The PLEDGE program provides assistance to three key student populations: K-12, Undergraduate, and Law Student groups. UCLI continued its efforts in these three areas in 2023.

K-12 Programming

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. This year saw the introduction of more in-person meetings with mentors and the students, offering the class a chance to learn more about what lawyers and judges do.

Undergraduate Programming

In the realm of pre-law outreach, the UCLI Pre-law Symposium continued for the second year. The event this year was held on October 20, 2023 at the University of Utah S.J. Quinney College of Law. Over 50 students attended. This event 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 were women. Many attendees identified with one or more traditionally underrepresented groups. The next UCLI Pre-law Symposium will be held in the fall of 2024 at the BYU J. Reuben Clark Law School.

Continuing its internship program for a third year, UCLI brought on seven 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. A new initiative, the Utah Tribal Intern Partnership, was piloted in the fall semester; more information may be found in section 6.4 (p. 10) below. Information about intern demographics since the inception of the program may be found on the [UCLI website](#); notably, five interns have gone on to law school so far. A milestone event this year was awarding one of UCLI's former interns a scholarship to take the Utah State Bar exam. It is gratifying to see many past interns continue to participate in UCLI programming as they advance through their law school journey.

In 2023 UCLI also awarded four LSAT Diversity and Inclusion Scholarships, made possible by the generous support of the Utah Bar Foundation. This scholarship is aimed at expanding opportunities for aspiring attorneys committed to diversity, equity, and inclusion by providing financial assistance for costs associated with the LSAT exam.

Law School Programming

In 2023 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. This innovative program 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 September 2022 the 2022-2023 cohort launched with over 30 students and over 70 attorneys. The program held its first large in-person event at the Alta Club in February 2023. This was an etiquette dinner, which included a welcome speech from UCLI Co-Chair, Justice Paige Petersen, and an etiquette presentation from BYU Law's Assistant Dean Shannon Grandy Larsen. In December 2023, the 2023-2024 cohort launched with over 40 students and over 80 attorney and judge mentors. Our mentor pool has great demographic and practice area diversity. This diversity has allowed us to match every student who has requested a strong preference of a mentor matching a specific characteristic. You may see student demographic data [here](#).



In 2023, UCLI continued its partnership with Intermountain Health and Kirton McConkie to administer the Utah Legal Inclusion Fellowship. From a competitive applicant pool, UCLI selected Kricia Tauilili from the J. Reuben Clark Law School and Gabriela Anguano from SJ Quinney School of Law. 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. This program will select two more fellows in early 2024.

In September 2023 two new students were chosen for the Justice Christine M. Durham Fellowship. This fellowship provides a \$1,500 stipend to two law students, one from BYU and one from the U of U. This year's fellows are Bree Spaulding from the University of Utah S.J. Quinney College of Law, and Jehicob Torres 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.

In 2023 UCLI awarded seven Bar Review Diversity and Inclusion Scholarships, made possible by the generous support of the Utah Bar Foundation and the Young Lawyers' Division of the Utah State Bar. This scholarship is aimed at expanding opportunities for aspiring attorneys committed to diversity, equity, and inclusion by providing financial assistance for costs associated with the bar exam. Accordingly, scholarship recipients must demonstrate financial need as well as a strong history of serving Utah's underrepresented communities and a passion for bringing about an equitable and inclusive future for Utah's legal profession and institutions. 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 various awards in 2023 and beyond.

Future Goals

In 2024, UCLI plans to continue each of its current programs and to launch at least two new offerings, one in the K-12 space and the other for pre-law students. The first is a Street Law partnership between Kirkland & Ellis and Valley High School, slated to begin in spring of 2024. This initiative will create an opportunity for volunteer attorneys to be trained and then present on law-related topics to a high school class; allowing students to learn more about legal careers and to form relationships with practicing attorneys. If successful, UCLI will expand this program into additional schools. The second initiative is the 2024 UCLI and Kirton McConkie Pre-law Fellowship, set to launch in March 2024. The Pre-Law Fellowship aims to support up to ten individuals seriously interested in the study of law. The Fellowship will include an enrichment series of ten seminars on topics related to law school, the legal field, and law school application; access to a designated attorney mentor and law student mentor; a fully paid LSAT course; and reimbursement of any related expenses, such as law school applications, LSAT test fees, and travel to attend the seminars. The first seminar of the enrichment series will be held in March 2024; they will then be held on a monthly basis through December 2024. We hope that by expanding our offerings we can create additional opportunities for under-supported students to make it to and through law school successfully.



6.2 Continuing Legal Education Committee

In 2023, 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.

Throughout the year, UCLI presented a multi-part Pathways to Inclusion series. There were four presentations, three were conducted virtually and one was held in-person. All were well attended. The series focused on how firms and organizations are working to build more inclusion into their workplaces. The first session, Who We Are, was held virtually on March 29 and included faculty from various government and business organizations giving a general overview of efforts being made across the state. Session two on June 8, Who We Are and Who We Represent, was similar to the first but included attorneys from various size law firms discussing what is being done to further inclusion in the legal market. The third session, Inclusion in Recruiting, Retention, and Advancement, was held in person on June 27, and included voices from both law schools, the judiciary and a law firm perspective about what is being done to increase inclusion in lawyer recruiting. The final session was held virtually on December 7 on the topic of Creating a Workplace Culture of Equity and Inclusivity, and included attorneys of different ages and firm sizes discussing tangible ways inclusion is being made in practice. This series was made possible with the help of our great CLE committee, and in partnership with the Utah State Bar and Inclusion Strategies, Inc.

On September 22, 2023, UCLI CLE committee members presented a plenary session at the Federal Bar Association's annual convention in Memphis, TN. The session was titled "Community Engagement Efforts to Diversify the Legal Community – Examples from Utah" and highlighted the great work of various groups across Utah's legal profession, including UCLI, to build a more inclusive profession. This event led to media coverage for UCLI and was a fantastic opportunity to showcase our Utah model for other states.

On October 5, 2023, the Utah Chapter of the Federal Bar Association, in partnership with the Utah Center for Legal Inclusion, the Women Lawyers of Utah, and the Utah State Bar presented a final event: "Staying in the Game", a CLE event centered on the topic of Recruiting, Retaining, and Promoting the Advancement of Women and Diverse Talent in the Legal Profession. Over 200 people attended in person at the Orrin G. Hatch U.S. Courthouse's Jury Assembly Room or via Zoom. The program was designed to encourage women and diverse talent to get in—and stay in—the game and to address how practitioners and organizations can act as champions in recruiting, retaining, and promoting the advancement of women and diverse talent in the legal profession, and was very well received.

In 2024, UCLI will work closely with the Organizational Inclusion committee to build another multipart series which meets the needs of attorneys and Certification firms across the State. There will also be other classes focusing on the needs and work being done by various groups and organizations.

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 fourth year in 2023. The Certification Program committee determined four requirements for 2023, changing the criteria slightly from 2022. The requirements for a legal employer to be certified in 2023 included designating a UCLI representative from its own leadership; setting, working towards, and reporting back on an internal goal; attending at least one CLE training that offered by UCLI on relevant topics; becoming a UCLI sponsor or hosting/volunteering at a UCLI event; and completing a UCLI survey.

In 2023, five new legal employers joined for a current total of sixty-four 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 Intermountain Health. 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. The individual goals each employer set in 2023 can be viewed [here](#). Feedback for improvement is taken seriously and we aim to take it into account for the 2024 program, with CLE content planned specifically around topics of interest for law firms.

In 2024, 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 2023, the Community Outreach Committee focused primarily on outreach and engagement efforts with four key groups: Utah's Native American and Tribal communities, Utah Global Diplomacy and the State Department's International Visitor Leadership Programs, Women of the World and their refugee and immigrant clientele, and the Bolder Way Forward.

Thanks to co-chair Cliff Parkinson's close connections to and professional work with tribal communities, UCLI was able to engage with Native American groups on multiple levels in 2023. On Friday, June 23, 2023 Cliff Parkinson, Chair of Community Outreach, and Kaitlyn Pieper, Executive Director, presented at the 17th annual Governor's Native American Summit at the Sorensen Student Center at Utah Valley University. The event was hosted by the Utah Division of Indian Affairs and the theme was Connecting Our Communities: Reverence for Our Elders, Our Youth, Ourselves, and Each Other. We were honored to have among the audience members multiple individuals who plan to attend law school, as well as Larry Echo Hawk, a member of the Pawnee nation and a celebrated attorney. Kaitlyn Pieper also attended the 30th Annual Four Corners Indian Country Conference in August 2023. In fall 2023, UCLI launched a new pilot initiative: the Utah Tribal Intern Partnership. This Partnership paired an intern with a legal employer specializing in Native American law. In September 2023, Tsosie Law PLLC agreed to partner with UCLI to provide relevant work for an intern. Paul Tsosie is an enrolled member of the Navajo Nation – Blacksheep Clan, and an impressive legal practitioner. He worked with UCLI intern Sunni Begay – a member of the Navajo Nation and a first generation college graduate with a BA in Political Science and minor in Legal Studies and American Indian Studies. UCLI hopes in the future to expand its partnerships with legal practitioners and students from Native American communities, and to leverage the strength and professional talent that exists in these spaces for the benefit of Utahns everywhere.



In 2023 UCLI also established a partnership with Utah Global Diplomacy, hosting three international delegations throughout the year. The first two events were for the Department of State's International Visitor Leadership Program, in which delegates were invited to the United States to explore the topics of the Rule of Law and the U.S. Judicial System. The first of these was held on February 21, 2023 at the Disability Law Center with ten international visitors from Austria, Denmark, India, Lebanon, the Maldives, Poland, the Republic of North Macedonia, Ukraine, and Venezuela in attendance. The second was held at the same location on June 26, 2023, with ten visitors from Egypt, Israel, Lebanon, Palestinian Territories, Qatar, and Saudi Arabia. The third event was also through the International Visitor Leadership Program, but the focus was a workshop titled "Women Leaders – Promoting Equality in the Justice System; A Regional Project for the Near East and North Africa." The workshop was held on November 10, 2023 at the Law and Justice Center and the participants hailed from Egypt, Iraq, Morocco, and Saudi Arabia. We were honored to hear from legal professionals from various groups working to empower women in Utah, as well as a keynote from Justice Paige Petersen, Justice of the Utah Supreme Court on the topic of The Changing Face of Leadership. UCLI expresses its gratitude to everyone who partnered with us to make these events a successful exchange of ideas for all who attended.

In June and July 2023 UCLI also hosted a five-part series of free legal workshops with Women of the World on topics relevant to refugee and immigrant women. 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. These workshops were open to all members of the community. The workshop topics included: navigating the law in daily life, divorce and custody, immigration, workplace discrimination, housing issues, and housing and rent discrimination. Dozens of workshop participants benefited from the expertise shared by legal professionals on these topics and we are grateful to everyone who presented.

Finally, UCLI was proud to be recruited as a spoke leader for the Bolder Way Forward (BWF), a project launched by the Utah Women and Leadership Project (UWLP). For multiple years, Utah has seen high levels of domestic violence, sexual assault, child sexual abuse, and gender-based discrimination, while also ranking as the worst state for women's equality and having low levels of women's leadership representation in nearly all domains, including politics and business. The overarching mission of BWF is to improve these outcomes and make Utah a place where more girls and women can thrive in any setting, including the workplace and community. There are 18 specific areas of focus that BWF focuses on; UCLI is assuming co-leadership for the Sexual Harassment & Gender-Based Discrimination spoke. This spoke aims to decrease and ultimately eliminate sexual harassment and discrimination from Utah's workplaces and will work with a broad coalition of partners in the legal and business community to determine how. Kaitlyn Pieper, UCLI Executive Director, attended and presented at the BWF launch event, held on June 9, 2023, along with co-leader and attorney Danica Baird.

In 2024, the Community Outreach Committee intends to continue these initiatives and efforts and to be open to any new partnerships that are in alignment with its mission and goals.

6.5 Tracking Progress Committee

In 2023, the Tracking Progress Committee met on a monthly basis and pursued multiple efforts, including designing a survey for past UCLI interns; advising on data presentation for the Utah Law Student Mentoring Program; designing intake and exit surveys for the Pre-Law Fellowship program which will



launch in 2024; and drafting the Utah Retention Survey, which will examine the reasons attorneys choose to leave the state. This committee also collaborated closely with the Utah State Bar and received statewide demographic data for the Bar members in 2023.

The Past Intern survey was administered to all former UCLI interns and the demographic data is now available on the UCLI website [here](#); it depicts the number of interns who have gone on to law school and shows which law schools they have attended/are attending. The Utah Law Student Mentoring Program data is now available on the website as well, including year-to-year data for the program showing demographic trends; it is available [here](#). The intake and exit surveys for the Pre-Law Fellowship program will be administered to the ten selected fellows when they begin the program in March, and will aim to collect demographic data as well as monitor LSAT scores and attitudes towards the LSAT, law school, and Utah's legal profession. We hope that the Fellowship programming and resources will encourage positive changes at the end of 2024; the data will allow us to determine how successfully the Fellowship addresses the needs of undergraduate students applying to law school and can inform any needed changes for the 2025 program.

The Utah Retention Survey was drafted in 2023 and will be administered in 2024. Part of UCLI's mission is to promote the retention of legal talent within the state while also attracting the brightest minds from across the nation to work here. By tracking and promoting the retention of individuals who attend law school in Utah as they embark on their careers as practicing attorneys, we aim to celebrate diversity, nurture local and imported talent, counter stereotypes about Utah, strengthen local legal expertise, and contribute to economic growth. As a first step, it is important to understand what legal talent is leaving the state, and why. The Utah Retention Survey will target better understanding these questions. The survey will be administered in Q1 and focus groups will be held in Q2. The committee hopes to publish a brief summary or report of the data collected and disseminate it on the UCLI website and at legal events in the second half of 2024.

Finally, the Committee worked closely with the Utah State Bar to obtain demographic data on the gender and racial/ethnic identities of Utah attorneys collected in 2023. We are grateful to our contacts who provided us with this information. We hope to find meaningful ways of tracking and displaying this data year on year to help tell the story of how the Utah Bar is changing year by year.

In 2024, the Tracking Progress Committee will continue to find ways to use collected data to communicate information on UCLI's website, as well as to disseminate the findings of the Utah Retention Survey and use them to improve programming. We also hope to begin preparations for the 2025 Certification Survey, which will be a more comprehensive version where the data is used to create a report - similar to what was done with the 2020 Certification Survey data. We hope these collective efforts are valuable in tracking the progress of Utah's legal profession.

6.6 Development Committee

In 2023, 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 \$207,148.15 in 2023, with the generous support of the Florence J. Gillmor Foundation (\$50,000), the Utah Bar Foundation (\$30,000), the Larry H. & Gail Miller Family Foundation (\$20,000; pledged but not received until 2024) the LSAC DEI Pipeline Grant (\$9,000); the B. W. Bastian Foundation (\$2,000), and many law firms, Bar sections, and individual donors. The Development Committee also hosted



the second annual UCLI Fundraising Luncheon on April 27, 2023, with 250 guests in attendance. This event included Dean Elizabeth Kronk Warner as a keynote speaker, a silent auction, and a three-course lunch, and brought in nearly \$40,000 of revenue. The committee also identified new granting organizations to apply to and will continue to research and build relationships with these foundations. Finally, UCLI held an end-of-year crowdfunding campaign, which raised around \$2,000.

In 2024, the committee will continue to focus on grant writing and granting foundations, as well as the in-person UCLI Fundraiser Luncheon planned for March 21, 2024, which will also include an 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 2023.

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 2024, and will revise and restructure as necessary. It will publish the 2023 Annual Report by January 31, 2024. 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.