



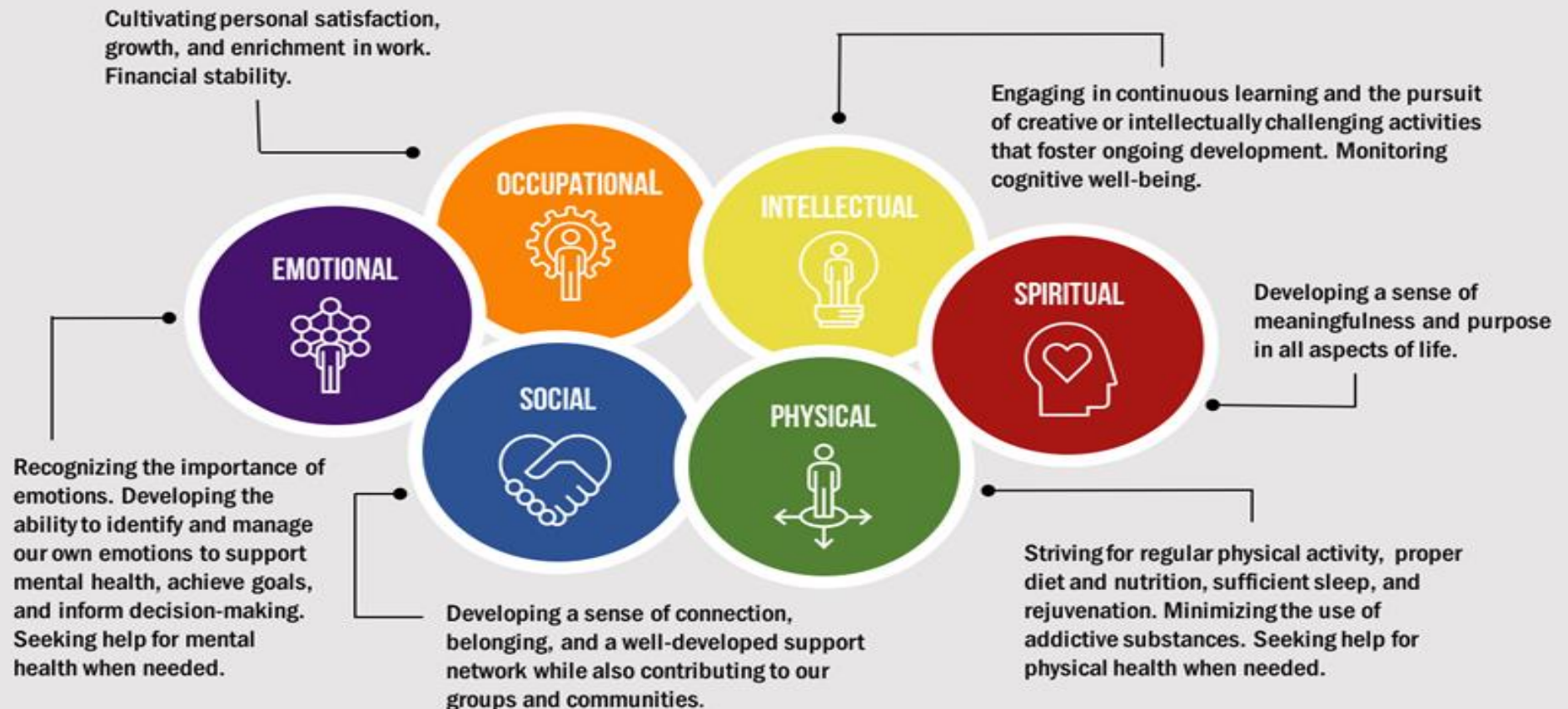
The Well-Being Playing Field

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An Integrated Approach to Well-Being



A continuous process in which lawyers strive for thriving in each dimension of their lives:



Key Takeaways of U.S. Research: Pre-pandemic

1

Attorneys in the US have significantly higher rates of problematic drinking and mental health problems than the general population.

2

Younger, less experienced lawyers in private firms have higher levels of distress symptoms than their older, more experienced peers.

3

Lawyers don't seek help for their behavioral health problems because they fear someone will find out, it will discredit them and affect their license.

4

Law School research demonstrates similar themes.

IBA, 2021

MOST-CITED WELL-BEING FACTORS

- Stress
- work/life balance
- High workload
- The working culture/environment
- physical or mental health issues

FACTORS HAVING MOST NEGATIVE IMPACT

- Workplace harassment and bullying
- Unrealistic time pressures
- Demand to hit targets
- Inability to take breaks

"Stress, Drink, Leave: An Examination of Gender-Specific Risk Factors for Mental Health Problems and Attrition Among Attorneys"



- By Patrick Krill and Dr. Justin Ankar
- Data collected summer 2020; published April 2021
- Research on risk factors for mental health and substance use problems
- Follow-up to 2016 study that showed only prevalence, but not the "why"
- *SDL*: Looks at mental health, drinking, stress, attrition intentions, as well as the gender disparities associated with each topic; 1st of 3 articles

Increase in Drinking Due to COVID

Over half of the lawyers screened positive for risky (aka “disordered”) drinking

30% screened for high-risk hazardous drinking (interpreted as alcohol abuse or possible dependence); up from 20%

Despite 30% of attorneys screening positive for disordered drinking, only 2% report ever having received an alcohol use disorder diagnosis

Covid Effect on Women in the Profession

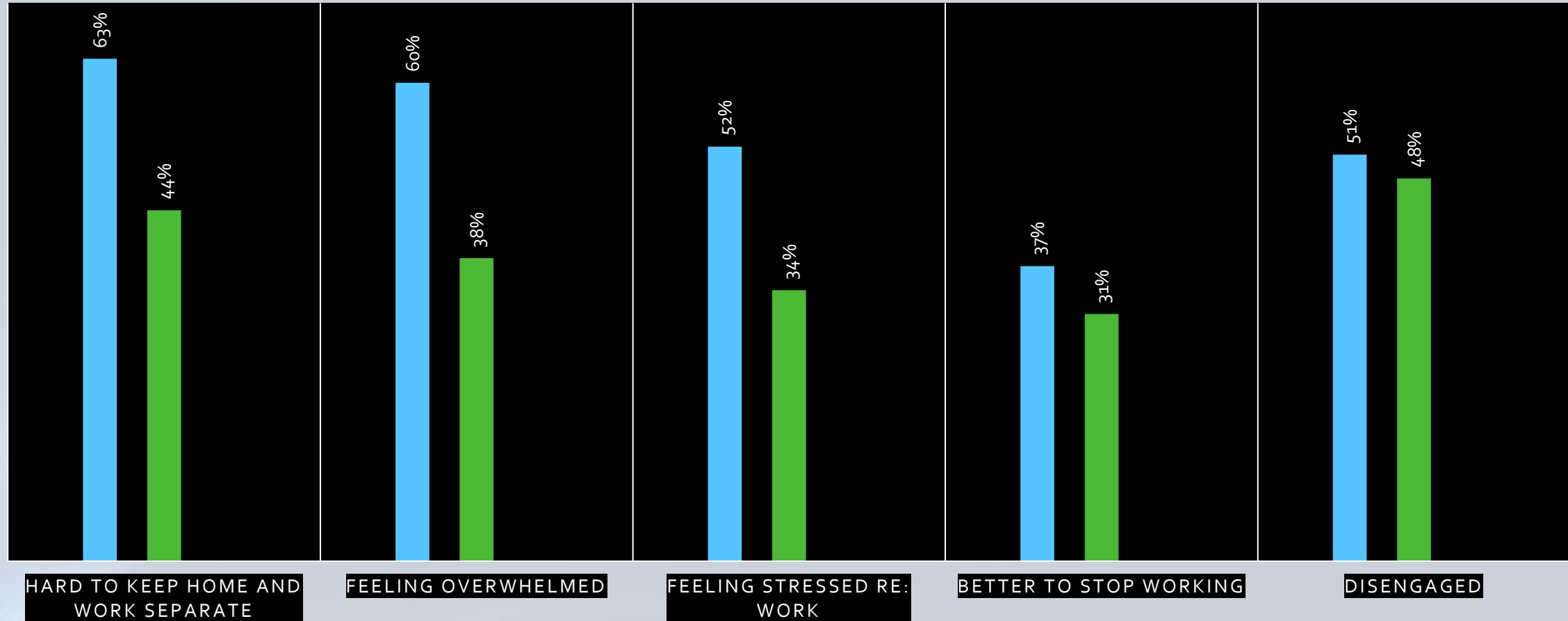
Experiencing meaningfully worse mental health than men and drinking more hazardously

1 in 4 women are contemplating leaving the legal profession due to mental health, burnout, stress (17% of men report the same thoughts)

Women with high work-family conflict are roughly 4.5 times more likely to consider leaving the profession due to mental health, burnout, and stress

Practicing Law in the Pandemic and Moving Forward; ABA 2021

■ Women ■ Men ■ Column1




What can your bar do?





#1: Build and nurture a
community passionate
about well-being

**CREATE AND SUPPORT YOUR
WELL-BEING COMMITTEE**

The background is a solid green color. On the right side, there is a white, three-dimensional, tunnel-like structure that curves and recedes into the distance. The structure is composed of many thin, parallel lines that create a sense of depth and perspective.


#2: Integrate and
embed well-being into
everything you do

#3: Tone at the top

DRIVE WELL-BEING THROUGHOUT
YOUR ORGANIZATION

#4: Focus on new lawyers

THEY ARE MOST AT RISK AND
THEY ARE YOUR FUTURE



#5: Engage your
members through
well-being surveys

#6: Aim big and
advocate for systemic
change

CHARACTER & FITNESS, RULE
1.1, CLE CREDITS

#7: Take care of
yourself

#8: Leverage IWIL

Predictions



Launch of the Institute for Well-Being in Law

WHERE WE ARE TODAY

IWIL Mission

The Institute for Well-Being in Law (IWIL) is dedicated to the betterment of the legal profession by focusing on a holistic approach to well-being.

Through advocacy, research, education, technical and resource support, and stakeholders' partnerships, we are driven to lead a culture shift in law to establish health and well-being as core centerpieces of professional success.

Formation of IWIL: Taking Our Work to the Next Level

- December 2020: Formed
- January 2021: Non-profit application filed with IRS
- Spring: Funding by Inaugural Founding Champions
- June: Contracted with association mgmt. company, MSP
- September: Launching Advisory Board and Committees
- December: Initiate nationwide E.D. search
- January 2022: 1st Annual IWIL Conference

What We Are/What We're Not

IWIL IS:

- Think tank
- About systemic change
- Dependent upon fundraising
- Priorities bubble up
- Committed to promoting DEI in our work and the profession
- Committed to ethical operations and transparency

IWIL IS NOT:

- Not a membership association
- Not a direct service provider (e.g. LAP)
- Not about individual self-improvement
- Getting revenue from dues
- Driven "top-down"
- Win at all costs

IWIL's Commitment to DEI

- Goals of IWIL's DEI Policy* (first board vote):
 - **To Focus** - DEI will comprehensively inform IWIL's work, paying special attention to the additional stressors, burdens, and barriers faced by historically underrepresented legal professionals
 - **To Communicate** - IWIL will collaborate with the affinity bar associations and other groups focused on DEI
 - **To Create Change** - IWIL will focus on projects aimed at addressing both the individual and systemic elements of legal practice that make participation and success harder to achieve and sustain for historically underrepresented legal professionals

**thanks to the Massachusetts Supreme Judicial Court Standing Committee on Lawyer Well-Being*

IWIL's Vision Forward – Expanding Our Base

- Advisory Board Created
 - Convene thought leaders and influencers who will -
 - Provide guidance for achieving goals
 - Open doors
- Individual and group meetings
- IWIL Committees
 - Diversity, Equity and Inclusion
 - Policy and Advocacy
 - Research and Scholarship
 - Programming
 - Fund Development
 - Communications
 - Governance

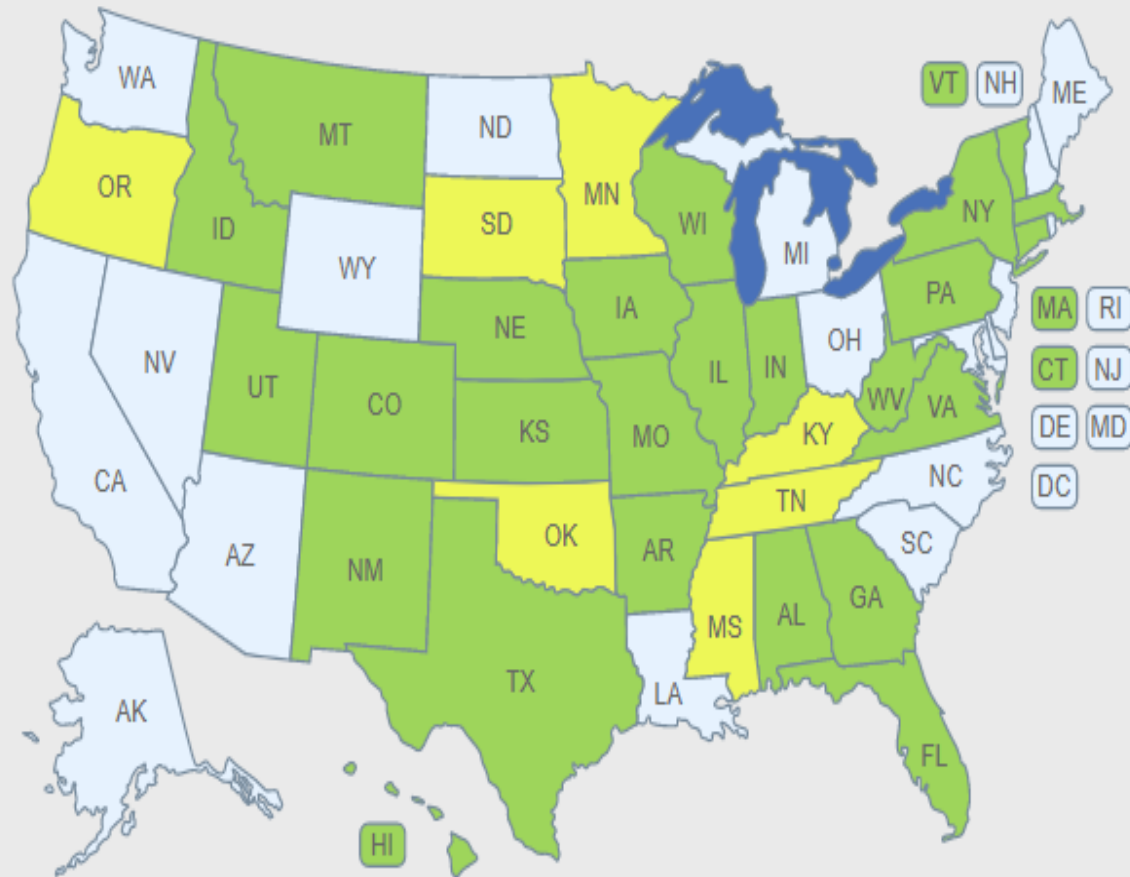
State Well-Being Task Forces – How It Began

2017 Report's "to do list" for
each Chief Justice -

- Convene state stakeholders
- Use the Report as a menu
- Create state's own priorities
- Develop an "action plan" with recommendations

Include stakeholder
representatives from:

- The state judiciary
- State's bar association
- Law schools
- Legal Employers
- Regulator's office
- Malpractice carriers
- State's lawyers assistance program



The Lawyer Well-Being Movement Is Sweeping The Nation

The National Task Force report triggered a wave of concern and action across the country. Hover over a state on the map to find out what State Task Forces and Commissions are doing to promote thriving in the legal profession.



How IWIL Fosters and Supports State Well-Being in Law Task Forces

FREE Consultation by IWIL board members on:

- Establishing essential partner buy-in
- Identifying and recruiting key stakeholders
- Assessing and addressing roadblocks
- Developing materials to support work
- Launching initial meeting
- Planning and editing final Report by state task force
- Advancing recommendations
- Coordination with other state task forces – monthly calls

**Become a part of the
movement!**

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