

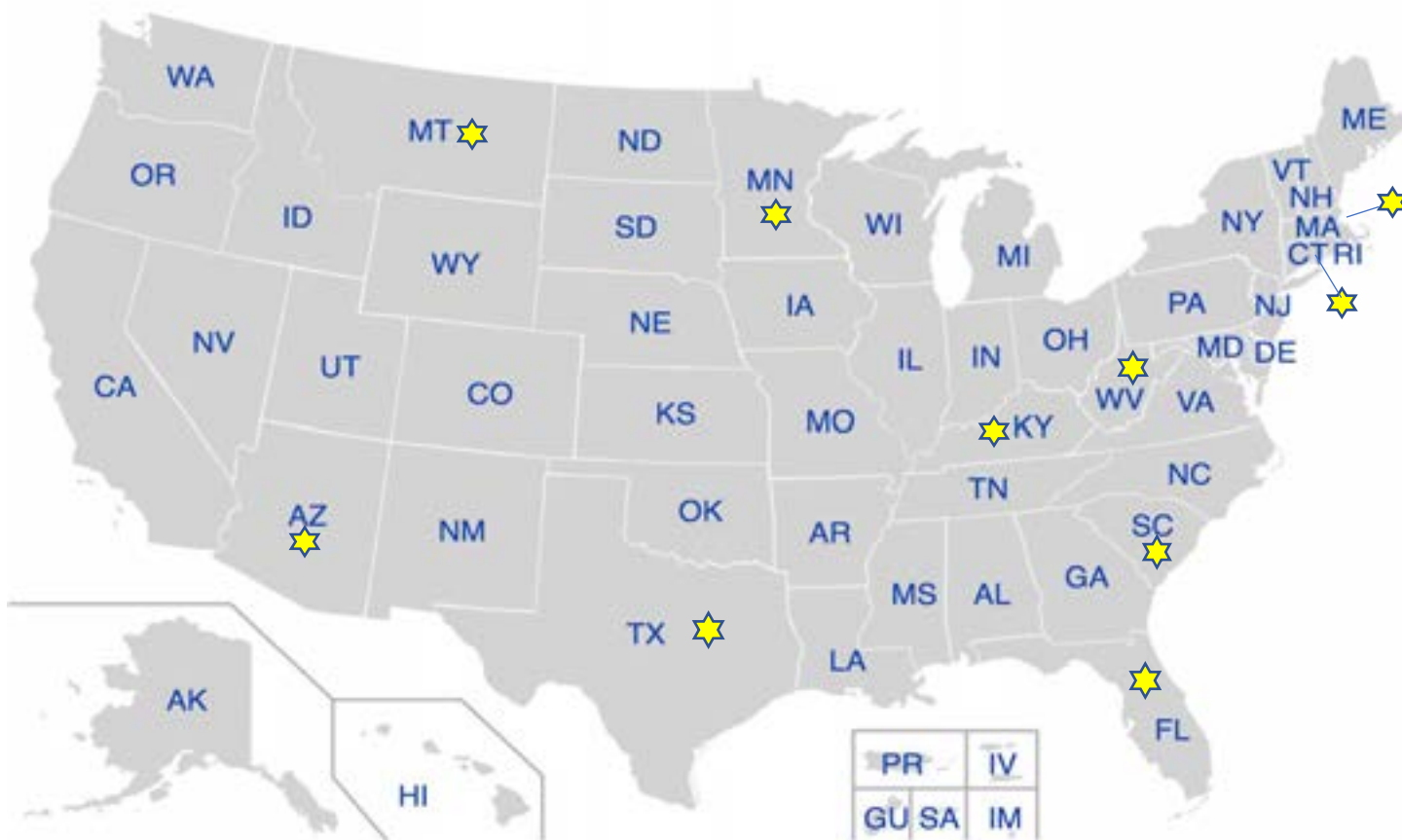


20%

of states responded to the national survey.

10

states reported implementing at least one wellness program.



The National Survey on Wellness Initiatives was an online survey distributed by email to 90 recipients. The distribution list included members of the Institute for Well-Being in Law's State Task Force group, the National Association of State Judicial Educators, and the executive directors of member organizations of the Conference of Southern Bar Presidents. Individual recipients of the survey invitation email include court staff, law firm staff, and state bar staff, among others.

Audiences Served by Wellness Programs



10 programs reported serving lawyers.



9 programs reported serving judges.



7 programs reported serving law students.



6 programs reported serving other legal professionals.



2 programs reported serving court staff.



5 programs reported serving other audiences, such as the public and family members of legal professionals.

All ten respondents to the survey reported serving at least three audiences through their wellness initiatives. Two survey respondents reported serving five or more audiences.

Wellness Programs by the Numbers

9

states put on a wellness education program.

3

states expanded mental health treatment offerings.

2

states implemented a program to raise mental health awareness.

2

states formed or expanded a Wellness Committee or Task Force.

2

states educated lawyers on suicide prevention.

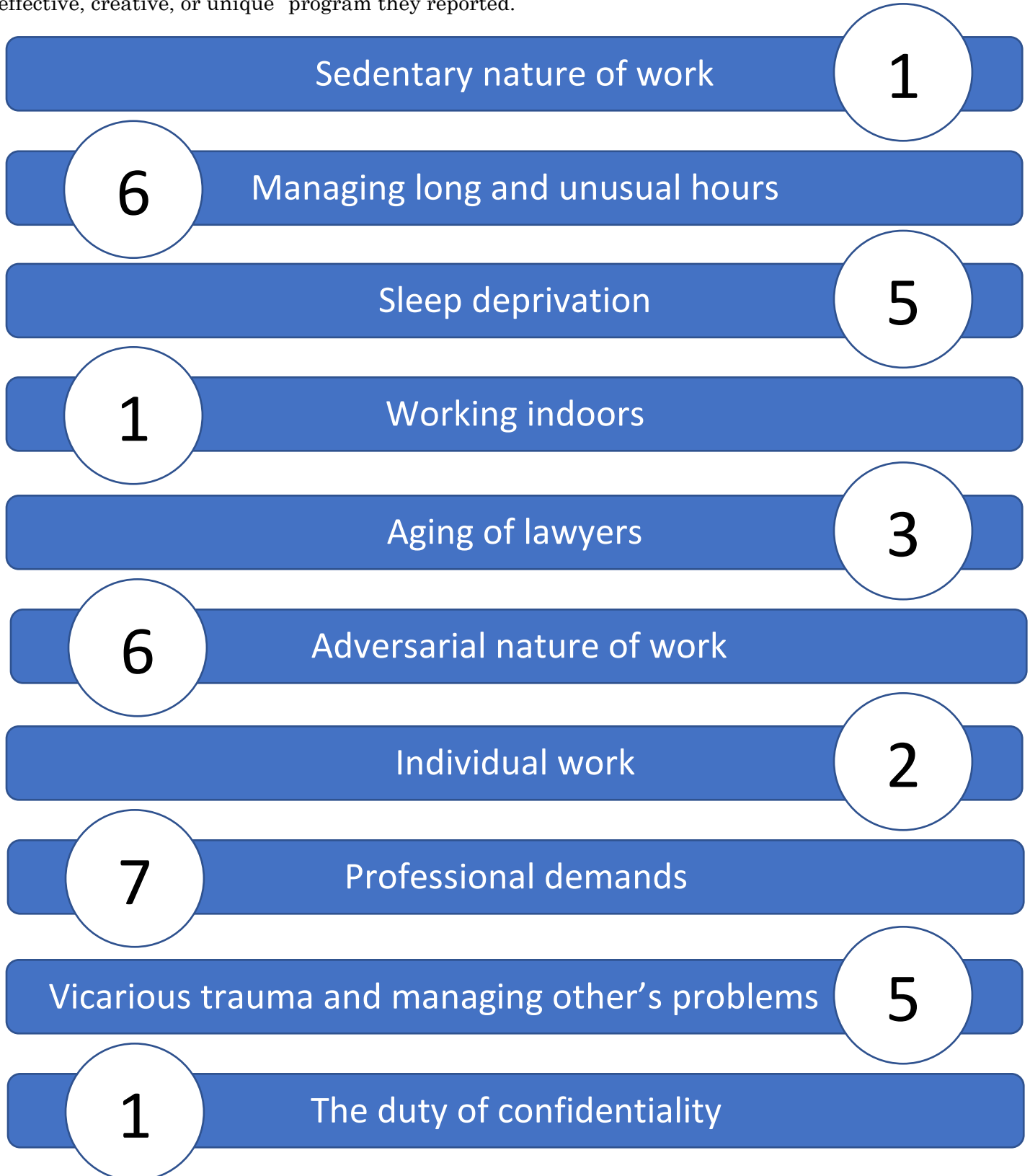
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states formed or expanded a Judges and Lawyers Assistance Program or similar initiative.

Survey respondents were asked to describe the two most “effective, creative, or unique” programs, trainings, or initiatives that the organization has undertaken to improve well-being in the legal profession.

Occupational Risks Targeted by the “Most Effective, Creative, or Unique” Wellness Programs

Respondents reported targeting the following Occupational Risks in programs they perceived to be “the most effective, creative, or unique.” The figures in the circles below represent the number of respondents that identified the associated Occupational Risk as being targeted by “the most effective, creative, or unique” program they reported.





Each respondent could only report one program under the category of “the most effective, creative, or unique,” but respondents were not limited in the number of Occupational Risks they could select as being targeted by the program. The responses above relect the number of risks targeted by nine wellness programs.

Occupational Risks Targeted by Additional “Effective, Creative, or Unique” Wellness Programs

Respondents reported targeting the following Occupational Risks in any additional wellness program they implemented and perceived to be “effective, creative, or unique.” The figures in the circles below represent the number of respondents that identified the associated Occupational Risk as being targeted by the additional program they reported.





Each respondent could only report one additional program as another example of an “effective, creative, or unique” wellness initiative, but respondents were not limited in the number of Occupational Risks they could select as being targeted by the additional program. The responses above reflect the risks targeted by nine wellness programs reported under this additional category.

Wellness Program Highlights

All respondents reported implementing at least one wellness initiative. Nine of ten respondents offered wellness education of some kind, but the topics and occupational risks addressed by each program varied widely.

Education Programs

In response to several attorney suicide deaths in the state, Kentucky lawyers were offered extensive Suicide Prevention Training in the form of 15 free Zoom sessions. The sessions were offered live and on-demand through the Kentucky Lawyer Assistance Program and more than 1,000 lawyers and judges participated.

Texas also educated legal professionals on suicide prevention through a free CLE video made available to all members of the State Bar of Texas. The video has been viewed online by several thousand attorneys and presentations have also made to local and affinity bars and law schools in partnership with the Texas Lawyers' Assistance Program. The video was also used by the American Bar Association for its suicide and mental health awareness purposes.

Additionally, Texas launched an anti-stigma campaign, including an “It’s good to get help” video featuring top attorneys, law school deans, and a supreme court justice, to encourage professionals to ask for help if experiencing a mental health challenge. This video was played at several conferences and CLEs to help lift the stigma of seeking help for mental health needs. The campaign has reached more than 3,000 legal professionals.

South Carolina implemented a series of Mental Health First Aid Trainings attended by 200 people, and a mandatory CLE session on stress and mental health in the profession attended by 5,000 attorneys.

The State Bar of Arizona educated lawyers on challenges faced by aging attorneys through its “Hidden in Plain Sight” series focused on the impact of dementia on lawyers. The organization also launched an educational series called “I’m OK: Series on Lawyer Wellbeing.” Both programs were broadcast nationwide to an audience of more than 1,000 lawyers, judges, and other legal professionals.

The Fourth Judicial District Court of Arizona put on a secondary trauma education program addressing the challenges of vicarious trauma and managing other’s problems. The program was attended by more than 50 people.

In Minnesota, the Lawyers Concerned for Lawyers program conducted a series of CLE programs related to well-being in challenging times, which was attended by several hundred legal professionals. The organization also offered CLEs about mental health bias and other forms of bias, which was also highly attended.

The Massachusetts Supreme Judicial Court Standing Committee on Lawyer Well-Being launched its [Financial Well-Being Program](#), reaching an estimated 300 legal professionals and law students. The program addressed educational debt, the business management of the practice, and the expectation-reality gap in law practice.

A firm in Connecticut put on a Mindset Matter Presentation for more than 60 legal professionals on staff. The program focused on ways to overcome pessimistic, negative thinking and foster a more aware, appreciative, and productive mindset. The same firm implemented a mindfulness meditation offering, which was provided to more than 15 staff members.

Direct Mental Health Services

Kentucky offered attorneys four free mental health visits with licensed/credentialed providers. There were no income qualifications to access this program, and 20 people took advantage of it.

Florida launched a 24/7 Florida Lawyers Helpline and offered lawyers three free therapy sessions per year. This offering was made available to over 90,000 eligible members and 4,500 registered paralegals. Several hundred have received free therapy sessions through this confidential program.

Wellness Committees, Networks and Task Forces

Florida instituted a Mental Health and Wellness of Florida Lawyers Committee and developed associated wellness resources, which are available to all 110,000 members of the Florida State Bar.

West Virginia Judges and Lawyers Assistance Program launched a Task Force on Lawyer-Well Being as part of its expanded services.

The Massachusetts Supreme Judicial Court Standing Committee on Lawyer Well-Being launched its [Legal Well-Being Network](#), which has served an estimated 200 legal professionals and law students.

The 2021-22 Special Committee on Lawyer Well-Being distributed the national survey, compiled the results, and authored this summary report of the survey findings. The members of the Committee are as follows:

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