

## 2021-2022 SJC Standing Committee on Lawyer Well-Being Strategic Priorities

### Central Priorities:

To increase awareness of well-being research, resources, training, and support
To reduce stigma around mental health, well-being, and utilization of resources and support

### Supporting Priorities:

To provide education and resources to address burnout	To support attorneys experiencing financial hardship	To improve diversity, equity, and inclusion in the profession
To engage leaders and support the development of managers	To promote civility among lawyers	To develop an effective service delivery structure and collaboration with supporting entities

### Primary Programs & Initiatives for 2021-2022

\*Each program or initiative supports at least one of the priorities above

#### **Bar Association Outreach**

- 1) Continue to host quarterly meetings with bar association leaders
- 2) Distribute the [Bar Association Well-Being Toolkit](#)
- 3) Present at a board/leadership meeting of each bar association
- 4) Work with bar associations to replicate successful bench-bar conferences
- 5) Work with bar associations to increase participation in Well-Being Week in Law

#### **Data Collection & Analysis**

- 1) Continue to oversee collection, storage, and analysis of demographic survey and data
- 2) Finalize statewide well-being needs assessment, disseminate, and conduct analysis

#### **DEI-Specific Projects**

- 1) With working groups, make sector-specific recommendations to address DEI
- 2) Work with trial court offices to collect, report, and address incidents of bias in courts
- 3) Investigate the feasibility of a pilot court observer program in Probate & Family courts
- 4) Continue to offer safe space meetings for underrepresented populations with LCL

#### **Law School Well-Being**

- 1) Continue to distribute and encourage usage of [Law Student and Faculty, Staff, and Administrator Guides](#)
- 2) Work with law schools to increase well-being related programming

#### **Legal Well-Being Network**

- 1) Continue regular meetings, posting recordings and other resources on [webpage](#)
- 2) Expand the reach of this network

### **Loan Assistance Advocacy, Education, Coaching, and Repayment**

- 1) Expand the pilot coaching and education program with AccessLex
- 2) Continue to pursue Public Service Loan Forgiveness (PSLF) for private attorneys taking CPCS appointed cases
- 3) Explore options for repayment of loans

### **Management/Supervisor Skills Training**

- 1) Pilot a management/supervisor training program for legal services attorneys
- 2) Pilot a management/supervisor training program for small firms

### **Public Agencies Cross-Agency Programs**

- 1) Continue regular programs
- 2) Increase outreach to all public employers

### **Service Delivery**

- 1) Continue to work with the court to develop a sustainable model to deliver well-being programs and services
- 2) Continue to collaborate with LCL to effectuate our priorities and support LCL's mission

### **Statewide Mentorship Program and Mentorship Database**

- 1) Conclude the first mentorship program cycle and conduct evaluations
- 2) Begin next mentorship program cycle, recruit mentors and mentees
- 2) Continue to maintain a mentorship database of all mentorship programs offered to attorneys and to disseminate that resource to attorneys in need

### **Other Important Programs & Initiatives**

**\*The programs and initiatives below may be multi-year efforts or come secondary to those prioritized above**

*Health Insurance and Benefits for Solo/Small Firms* – Continue to work toward this multiyear effort

*Judicial Well-Being Programs* - Develop programs and services for judges with Judicial Institute and Flaschner

*Mental Health First Aid/Alternatives to Suicide Trainings* - Offer regular trainings to enable legal professionals to recognize and support individuals in distress

*Mindfulness-Based Stress Reduction Trainings* - Offer regular courses in mindfulness-based stress reduction methods

*Peer Support* - Assist LCL in expanding peer and group support for different populations

*Podcast* - Record and publish a podcast highlighting lived experiences and innovative well-being programs, initiatives, policies

*Practicing with Professionalism* - Work with LCL on a joint presentation/recording to include in course

*Town Halls* - Conduct town halls listening sessions with law firm associates and law students, respectively