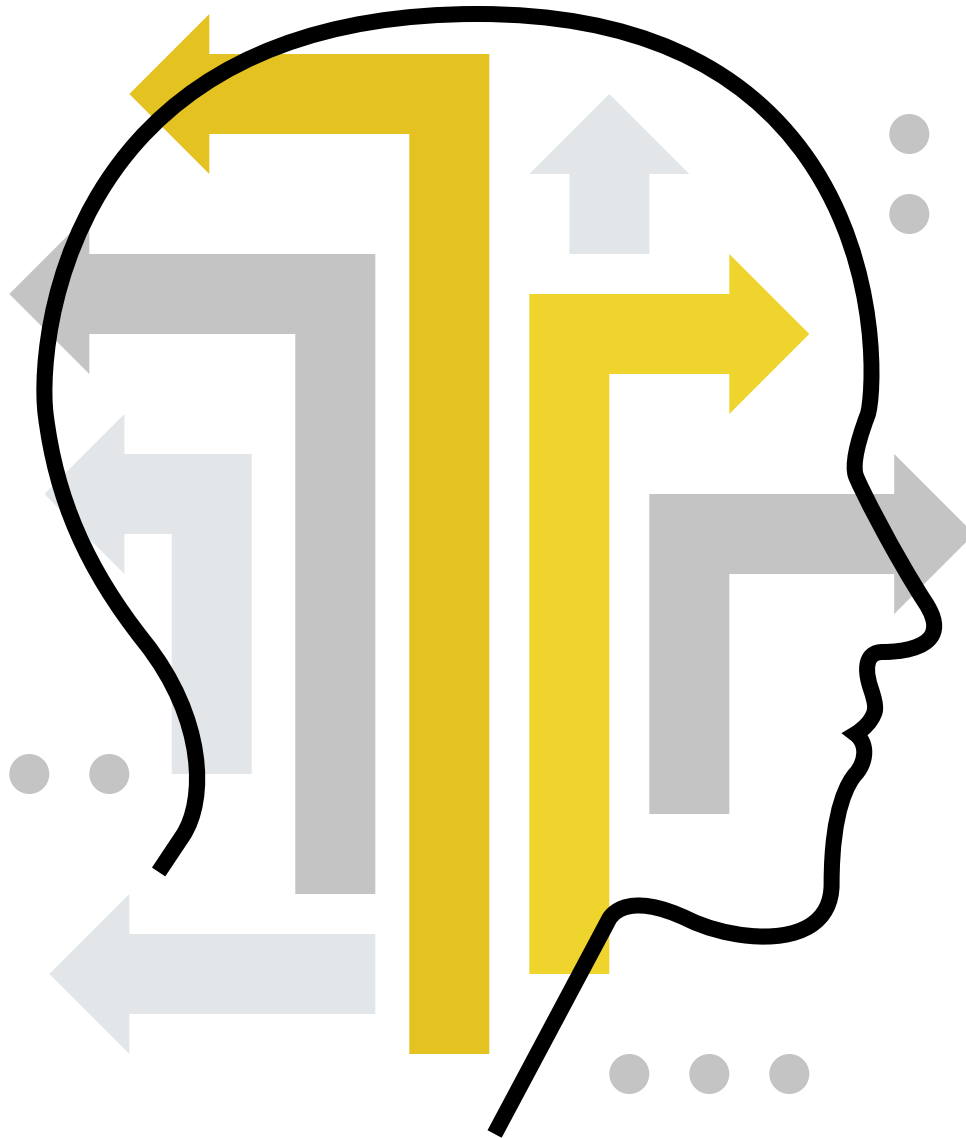




MASSBAR
ASSOCIATION

THE PATH TO LAWYER WELL-BEING:

A TOOLKIT FOR BAR ASSOCIATIONS IN MASSACHUSETTS



A joint publication by the Supreme Judicial Court Standing Committee on
Lawyer Well-Being and the Massachusetts Bar Association

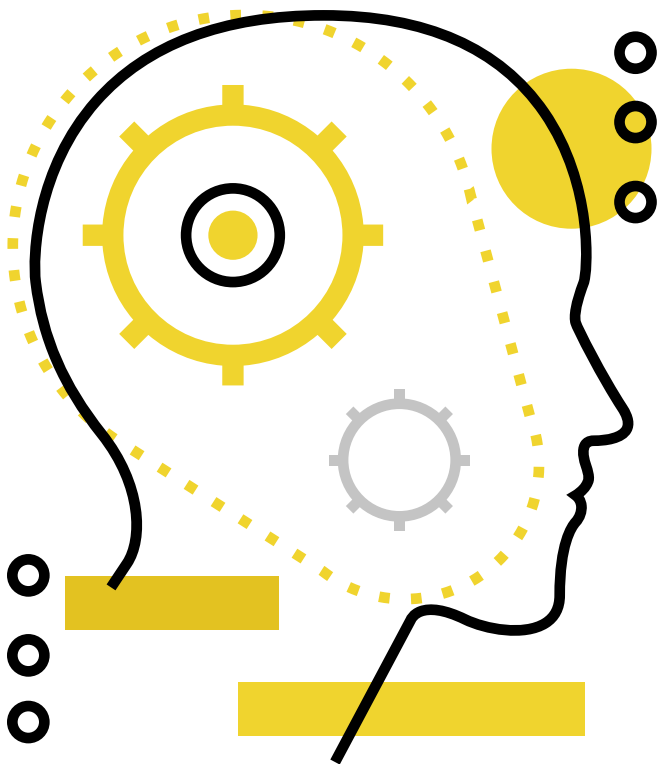
www.MassBar.org • www.LawyerWellBeingMA.org

FEBRUARY 2021

TABLE OF CONTENTS

WHAT IS LAWYER WELL-BEING AND WHY SHOULD WE CARE?.....	<u>3</u>
A SHORT HISTORY OF THE LAWYER WELL-BEING MOVEMENT.....	<u>4</u>
WORKING TOGETHER TO IMPROVE LAWYER WELL-BEING	<u>5</u>
THE ROLE OF DIVERSITY, EQUITY AND INCLUSION (DEI) IN LAWYER WELL-BEING	<u>5</u>
WELL-BEING CHECKLIST FOR BAR ASSOCIATIONS.....	<u>6</u>
APPENDIX 1: SAMPLE EDUCATION PROGRAMS AND IDEAS	<u>7</u>
APPENDIX 2: LOCAL SPEAKERS AND CONTACTS	<u>8</u>
APPENDIX 3: RESOURCES AND EDUCATIONAL MATERIALS	<u>14</u>
APPENDIX 4: COMMUNITY EVENT IDEAS.....	<u>22</u>
APPENDIX 5: BENCH-BAR DISCUSSIONS: BEST PRACTICES	<u>24</u>

WHAT IS LAWYER WELL-BEING AND WHY SHOULD WE CARE?

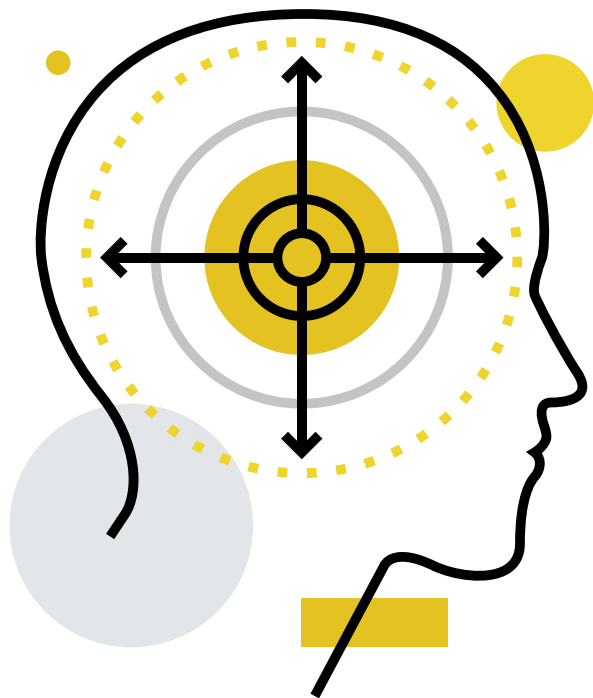


A lawyer's well-being is a significant component of their ability to successfully practice law. Our well-being can be thought of as a continuous process in which we seek to thrive in each dimension of our lives – emotionally, occupationally, intellectually, spiritually, physically and socially. Social science research emphasizes that our well-being is neither defined by the absence of dysfunction or illness, nor is it defined by feeling happy or a state of wellness. Well-being is a broader, multidimensional concept, which involves meaningful engagement and fulfillment in our lives and relationships, much of which is premised upon our physical and mental health.

But too many lawyers are struggling. Many of us are mired in a legal culture that largely discourages help-seeking behavior and healthy lifestyles, resulting in physical and mental health issues, untreated addiction and, in some cases, disciplinary issues.

The crisis of lawyer well-being is a call to action to the legal community because too many lawyers are suffering and the impact on the public is too great for the profession to ignore. The scientific evidence makes clear that lawyer well-being can significantly improve lawyers' performance and resilience. As such, not only do we need to take action because it is the right thing to do, but because it is good for our clients, our business, and our overall health.

A SHORT HISTORY OF THE LAWYER WELL-BEING MOVEMENT



In 2017, the National Task Force on Lawyer Well-Being (originally formed as a grassroots collective of various national organizations, including the American Bar Association)¹ published its groundbreaking report: *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change* (Appendix 1). The recommendations of the National Task Force focused on five central themes: 1. identifying stakeholders and the role each of us can play in reducing the level of toxicity in the profession; 2. eliminating the stigma associated with help-seeking behaviors; 3. emphasizing that well-being is an indispensable part of a lawyer's duty of competence; 4. educating lawyers, judges and law students on lawyer well-being issues; and 5. taking small, incremental steps to change how law is practiced and how lawyers are regulated to instill greater well-being in the profession. The National Task Force recommended that each state implement a commission on well-being to study these issues and execute its own action plan.

In response, the Massachusetts Supreme Judicial Court established a Steering Committee on Lawyer Well-Being in 2018,

which included stakeholders from diverse areas within the profession. In its report issued in July of 2019, the Steering Committee echoed the Task Force's report with its finding that the well-being of lawyers in Massachusetts is in a seriously troubled state, with major challenges stemming from the stigma associated with help-seeking behaviors; the pace of work and lack of boundaries imposed by 24/7 technology; financial pressures; court deadlines and dynamics; lack of diversity, equity and inclusion; isolation; secondary trauma; and incivility.

The Steering Committee made a number of recommendations to the various stakeholders in the Massachusetts legal community aimed at creating significant positive change in attorney well-being. Among them, the SJC has already created a permanent Standing Committee on Lawyer Well-Being, which is now staffed by a full-time director and fellow, and is already providing valuable resources for lawyers and recommending systemic changes to the legal profession to promote individual and collective well-being.

The Steering Committee also recommended that the various Massachusetts bar associations take actions to address the well-being crisis, among them:

- promote and support diversity, equity and inclusion initiatives;
- provide well-being education to lawyers and law students, and incorporate the topic into other programming;
- initiate and host bench-bar discussions; and
- review and assess efforts for effectiveness.

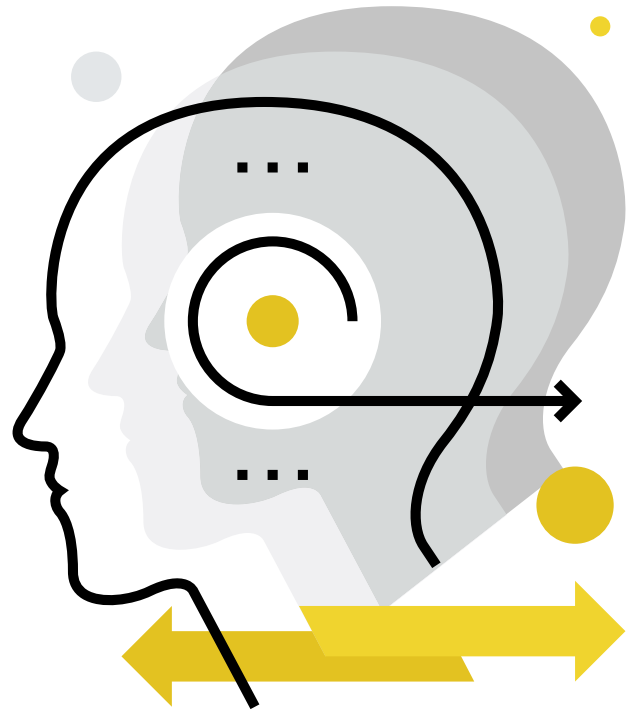
*The Steering Committee's Report is available at <https://www.mass.gov/doc/supreme-judicial-court-steering-committee-on-lawyer-well-being-report-to-the-justices/download>.

1. As of December 2020, the National Task Force evolved into a separate 501(c)(3) non-profit organization named the Institute for Well-Being in Law. Its mission "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."

WORKING TOGETHER TO IMPROVE LAWYER WELL-BEING

All bar associations play a key role in helping lawyers attain greater success in achieving a healthy, positive and productive balance of work, personal life, and health. To best support bar associations in serving this important role, the Massachusetts Bar Association's Lawyer Well-Being Committee has collaborated with the SJC Standing Committee on Lawyer Well-Being to bring you this toolkit of resources.

THE ROLE OF DIVERSITY, EQUITY AND INCLUSION (DEI) IN LAWYER WELL-BEING



The Standing Committee has already issued its own DEI Statement (available at <https://lawyerwellbeingma.org/dei-statement>), which explains why the Standing Committee believes DEI advocacy is an essential component of advocating for lawyer well-being. Importantly, this DEI Statement notes that attorneys from systemically oppressed populations “encounter countless barriers to entry, confront structural challenges to success, and must navigate daily micro- and macro-aggressions regarding their identities in the legal profession that are not faced by those outside these groups.” The MBA Lawyer Well-Being Committee agrees completely with this and the remainder of the Standing Committee’s DEI Statement. Therefore, this toolkit includes resources to increase diversity, promote organizational and professional equity, and move toward creating inclusive cultures in the various Massachusetts bar associations.

WELL-BEING CHECKLIST FOR BAR ASSOCIATIONS

1. Conduct regular well-being surveys and collect demographic data on members, both to understand the issues faced by the members and to promote diversity in each bar association's membership.
2. Provide standalone educational programs on well-being topics and introduce well-being into other programs and conferences.
3. Provide educational materials and resources to support well-being accessible to all members through emails, website and/or newsletters.
4. Train bar association staff in cultural competency, inclusive leadership, familiarity with internal and external well-being resources, and how to make referrals when appropriate (e.g., to Lawyers Concerned for Lawyers and the Law Office Management Assistance Program).
5. Develop diverse, equitable and inclusive mentorship programs and incorporate well-being into mentoring projects.
6. Launch a well-being committee or task force, appoint a staff member to direct well-being efforts, and/or assign a board member to direct well-being efforts as appropriate.
7. De-emphasize alcohol at social events and consider events that have an alternative focus.
8. Seek ways to bring members together to create community, to discuss well-being-related topics, and to share lived experiences.
9. Integrate well-being topics and initiatives into all committee work (well-being efforts should not operate in a silo).
10. Provide specific education around DEI and why these concepts are important to well-being.
11. Integrate diversity, equity and inclusion efforts into well-being efforts and collaborate with bar association DEI committees.
12. Integrate well-being into meetings (e.g., add well-being as a permanent agenda item, encourage walking meetings, take breaks during long meetings, start with a mindful pause, incorporate opportunities for positive feedback and gratitude).
13. Invite and encourage members of affinity bar associations and systemically oppressed communities to participate in and present on topics at bar association panels and programs, including those relating to DEI and well-being, and consider options that could mitigate the economic barriers for them to attend or participate in such programs.
14. Host bench-bar discussions with a focus on increasing the well-being of all stakeholders in the administration of justice.



***See Appendices for sample programming, local speakers, resources and materials, community event ideas, and bench-bar best practices.**

APPENDIX 1:

SAMPLE EDUCATION PROGRAMS AND IDEAS

PERSONAL WELL-BEING

- Mindfulness + Meditation
- Self-Care Strategies + How to Avoid Burnout
- Secondary/Vicarious Trauma or Empathy Fatigue
- Communal Trauma in Present-Day America
- Resilience, Grit + Growth Mindset
- Mental Health, Depression, Anxiety + Addiction Recovery
- Successfully Dealing with Stress and Conflict
- Resilience + Self-Care
- Parenting while Practicing

PROFESSIONAL WELL-BEING

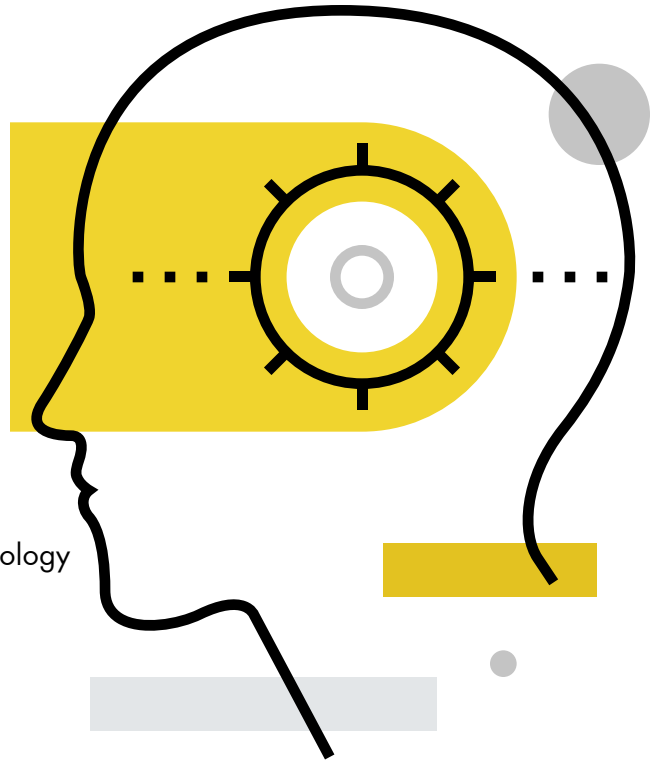
- Helpful Well-Being Apps
- Helpful Productivity Apps and Other Forms of Legal Technology
- Digital Detox
- Career Development + Networking
- Time Management + Productivity
- Legal Technology + Data Security
- Legal Marketing + Business Development
- Solo + Small Law Office Management Best Practices
- Policies, Practices and Procedures to Promote DEI in Legal Environments

INTERPERSONAL WELL-BEING

- Conflict Management
- Concrete Management Skills Training
- Emotional IQ
- Civility, Cultural Competency and Professionalism

INSTITUTIONAL WELL-BEING

- Unconscious Bias + Antiracism
- Cultural Competency + Inclusiveness
- Allyship and Abolitionism
- Systemic Inequity and Intersectionality
- Branding + Amplifying Authentic Lawyer Voices
- LGBTQ Inclusion (Specifically with Respect to Gender Identity)



APPENDIX 2:

LOCAL SPEAKERS AND CONTACTS²

LCL CLINICIANS AND PEER SUPPORT (617-482-9600)

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DIVERSITY, EQUITY, INCLUSION AND RACIAL JUSTICE

Massachusetts Bar Association Diversity, Equity and Inclusion Standing Committee

Current Co-Chairs: Ruth Adeyinka, Esq. and Hon. Robert Harnais

Contact: Beth O'Neil

boneil@massbar.org

Boston Bar Association Diversity, Equity and Inclusion Section Steering Committee

Current Co-Chairs: Jasmine Jean-Louis, Esq. and Tracey West, Esq.

Contact: Doug Newton

dnewton@bostonbar.org

Local Affinity Bar Associations

Asian American Lawyers Association of Massachusetts (<https://aalam.wildapricot.org>)

Hispanic National Bar Association, Region I (<https://hnba.com/regional-presidents>)

Massachusetts Association of Hispanic Attorneys (<https://www.mahaweb.org>)



2. If you would like to be added to this list, please contact the co-chairs of the MBA Committee on Lawyer Well-Being: Grace V.B. Garcia (ggarcia@morrisonmahoney.com) and Marianne LeBlanc (mleblanc@sugarman.com).

APPENDIX 2: LOCAL SPEAKERS AND CONTACTS (CONT.)

Massachusetts Black Lawyers Association (<https://mablacklawyers.org>)

Massachusetts Black Women Attorneys (<https://massblackwomenattys.org>)

Massachusetts LGBTQ Bar Association (<http://www.masslgbtqbar.org>)

New England Muslim Bar Association (<https://www.facebook.com/NEmuslimbar>)

South Asian Bar Association of Greater Boston (<https://www.sabagb.org>)

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www.yourlifeunstuck.org

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MEDITATION AND MINDFULNESS

Mindfulness in Law Society, New England Chapter

<https://www.mindfulnessinlawsociety.org/new-england-chapter>

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Director of Human Resources – Benefits and HRIS/Payroll

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<https://lawyerwellbeingma.org>

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Katherine Grubbs, Esq.

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Bethany Li, Esq.

Marc Moccia, Esq.

Beth Myers, Esq.

Dean Angela Onwuachi-Willig, Boston University School of Law

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Mala Rafik, Esq.

District Attorney Marian Ryan

Leslie Schwab, M.D.

Ruth Silman, Esq.

Christina Turgeon, Esq.

Mary Strothers, Esq.



APPENDIX 2: LOCAL SPEAKERS AND CONTACTS (CONT.)

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APPENDIX 2: LOCAL SPEAKERS AND CONTACTS (CONT.)

AFFILIATED BAR ASSOCIATIONS AND LEADERS

The MBA works closely with several affiliated bar associations, each of which has member representatives that serve on the MBA's House of Delegates. Find links to their websites on the **MBA's Affiliated Bar Services page**.

<https://www.massbar.org/about-the-mba/affiliated-bar-services>

American Immigration Lawyers Association
Asian American Lawyers Association of Massachusetts
Bar Association of Norfolk County
Barnstable County Bar Association
Berkshire County Bar Association
Boston Bar Association
Bristol County Bar Association
Dukes County Bar Association
Essex County Bar Association
Federal Bar Association – Massachusetts Chapter
Franklin County Bar Association
Hampden County Bar Association
Hampshire County Bar Association
Justinian Law Society of Massachusetts
Massachusetts Academy of Trial Attorneys
Massachusetts Association of Criminal Defense Lawyers
Massachusetts Association of Hispanic Attorneys
Massachusetts Association of Women Lawyers
Massachusetts Black Lawyers Association
Massachusetts Black Women Attorneys
Massachusetts Defense Lawyers Association
Massachusetts Employment Lawyers Association
Massachusetts Judges Conference
Massachusetts Juvenile Bar Association
Massachusetts LGBTQ Bar Association
Massachusetts Municipal and Town Counsel Association
Middlesex County Bar Association
Nantucket County Bar Association
National Academy of Elder Law Attorneys – Massachusetts Chapter
Plymouth County Bar Association
South Asian Bar Association of Greater Boston
The Real Estate Bar Association for Massachusetts
Women's Bar Association
Worcester County Bar Association

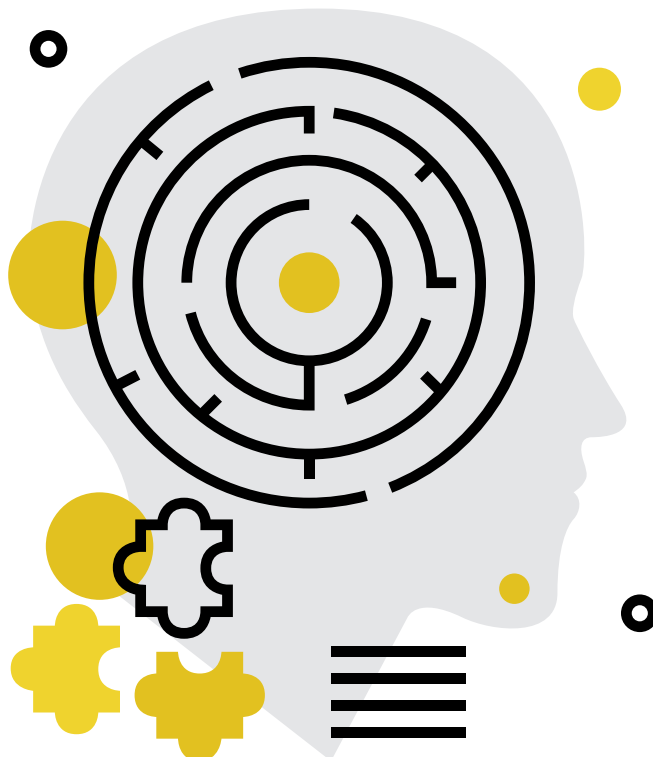


APPENDIX 3:

RESOURCES AND EDUCATIONAL MATERIALS

INDEX

I. COMPREHENSIVE WELL-BEING RESOURCES AND TOOLKITS.....	15
II. RESOURCES FOR INDIVIDUALS.....	16
A. MENTAL HEALTH	16
B. SUICIDE PREVENTION.....	16
C. SUBSTANCE USE AND ADDICTION.....	17
D. DOMESTIC VIOLENCE	17
E. MINDFULNESS.....	17
F. POSITIVE PSYCHOLOGY	18
III. RESOURCES FOR LEGAL EMPLOYERS	20
IV. SUGGESTED FURTHER READING	20



I. COMPREHENSIVE WELL-BEING RESOURCES AND TOOLKITS

MASSACHUSETTS BAR ASSOCIATION WELL-BEING RESOURCES

<https://www.massbar.org/membership/mba-health-well-being>

MASSACHUSETTS SJC STANDING COMMITTEE ON LAWYER WELL-BEING

<https://lawyerwellbeingma.org>

INSTITUTE FOR WELL-BEING IN LAW

<https://lawyerwellbeing.net>

MASSACHUSETTS LAWYERS CONCERNED FOR LAWYERS

<https://www.lclma.org>

ABA COMMISSION ON LAWYER ASSISTANCE PROGRAMS

https://www.americanbar.org/groups/lawyer_assistance

SPEAKING OUT TO END **STIGMA**

**ABA VIDEO ON LAWYER
MENTAL HEALTH MATTERS**

https://www.youtube.com/watch?v=X1V5CQ_nGj8



II. RESOURCES FOR INDIVIDUALS

A. MENTAL HEALTH

General Mental Health Assistance: American Psychological Association Psychology Help Center

<https://www.apa.org/helpcenter>

Interest Areas include:

- Work and School
- Family and Relationships
- Health and Emotional Wellness

Resources to Find a Psychologist

COVID-19 Resources

Stress and Your Body, Interactive Map

Resources for Racism, Bias and Discrimination

Lawyers with Depression

<http://www.lawyerswithdepression.com>

ADHD

<https://thejdhd.com>

Crisis Support

Crisis Text Line

Text "HOME" to 741-741

<https://www.crisistextline.org>

Samaritans

Call/text 877-870-4673

<https://samaritanshope.org>

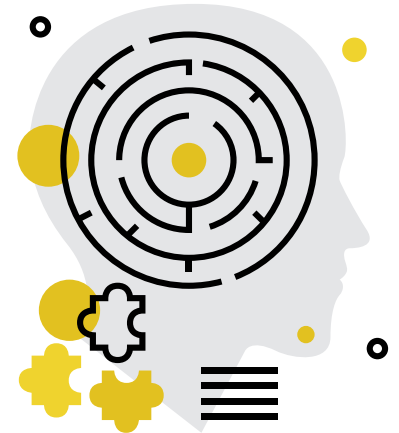
LGBT National Help Center

<https://www.glbthotline.org>

Fenway Health

<https://fenwayhealth.org>

- Peer Listening Line (25 & Under) – 617-267-2535, Toll-free 1-800-399-PEER
- LGBT Helpline (25+) – 617-267-9001, Toll-Free 1-888-340-4528
- Sidney Borum Health Clinic (<https://fenwayhealth.org/info/locations/the-borum>)



B. SUICIDE PREVENTION

HOTLINE – National Suicide Prevention – 1-800-273-8255

24-hour hotline

Spanish Option, Veteran Assistance

APP for iPhone and Android – MY3 App

Create a Safety Plan

Learn Coping Strategies

LOCAL HOTLINE – 508-532-2255

MA Suicide Prevention Hotline – TEXT c2t to 741-741

Emotional Support

LGBTQ YOUTH HOTLINE – 1-866-488-7386

Safe and Judgment Free – TEXT START to 678-678

<https://www.glbthotline.org/youth-talkline.html>

II. RESOURCES FOR INDIVIDUALS (CONT.)

MA Coalition for Suicide Prevention

<https://www.masspreventssuicide.org>

Samaritans

Call/text 877-870-4673

<https://samaritanshope.org>

C. SUBSTANCE USE AND ADDICTION

Lawyers Concerned for Lawyers

<https://www.lclma.org/resources>

<https://www.lclma.org/groups>

Al-Anon: For Family and Friends of Alcoholics

<https://al-anon.org>

In The Rooms: Free Online Recovery Tool

<https://www.intherooms.com/home>

Smart Recovery: Online Community of Mutual Support Groups

<https://www.smartrecovery.org>

Alcoholics Anonymous of Eastern Mass.

<https://aaboston.org>

D. DOMESTIC VIOLENCE

MA Resources by County

<https://mass211.org>

National Domestic Violence Hotline

Call 1-800-799-7233

TTY 1-800-787-3224

Text "LOVEIS" to 22522

Chat online: <https://www.thehotline.org>

The Network/La Red

<https://www.tnlr.org/en>

E. MINDFULNESS

Phone Apps

Insight Timer: <https://insighttimer.com>

Headspace : <https://www.headspace.com>

Calm: <https://www.calm.com>

Classes/Techniques

Guided Imagery: <https://www.verywellmind.com/use-guided-imagery-for-relaxation-3144606>

Kripalu Classes: <https://kripalu.org>

Research

Mindfulness Center at Brown: <https://www.brown.edu/public-health/mindfulness/home>

Organizations

Mindfulness in Law Society: <https://www.mindfulnessinlawsociety.org>



II. RESOURCES FOR INDIVIDUALS (CONT.)

F. POSITIVE PSYCHOLOGY

University of Pennsylvania Authentic Happiness

<https://www.authentichappiness.sas.upenn.edu>

Thrive Global, Positive Psychology for Lawyers

<https://thriveglobal.com/stories/positive-psychology-for-lawyers>

Positive Psychology for Lawyers

<https://www.positivepsychologyforlawyers.com>

Designing a Positive Psychology Course for Lawyers, Prof. R. Lisle Baker

https://repository.upenn.edu/cgi/viewcontent.cgi?article=1163&context=mapp_capstone

Wholebeing Institute, The Pursuit of Happiness: Positive Psychology for Lawyers

<https://wholebeinginstitute.com/pursuit-of-happiness>

LCL/Mass. LAP Blog:

Happiness Basics for Lawyers + Law Students: Positive Psychology, Values and “Work-Life Balance”

<https://www.lclma.org/2020/01/03/happiness-basics-for-lawyers-law-students-positive-psychology-values-self-care-and-more>

NCLAP, Positive Psychology: The Benefits of Positive Emotions for Lawyers

<https://www.nclap.org/positive-psychology-lawyers-benefits-positive-emotions>

SURVEYS AND ASSESSMENTS

Depression

The Patient Health Questionnaire-9 (PHQ-9) is a common screening tool for depression and suicidal thoughts. An Instruction Manual also is available. It does not diagnose clinical depression but helps identify people who are experiencing elevated depressive symptoms and are at risk for developing a disorder.

<http://integrationacademy.ahrq.gov/sites/default/files/2020-07/PHQ-9.pdf>

The Depression Anxiety Stress Scales-21 (DASS-21)

<https://www.psytoolkit.org/survey-library/dass21.html>

The Center for Epidemiological Studies Depression (CES-D) Scale. This also is a common screening tool for depression. To take it individually and immediately receive a feedback report, participants can be directed to the University of Pennsylvania’s Authentic Happiness website, where the CES-D Scale is available in the Questionnaire Center.

<https://www.authentichappiness.sas.upenn.edu/testcenter>

Anxiety

The General Anxiety Disorder (GAD) Scale is a common assessment used to screen for anxiety. See

<https://www.hrsa.gov/behavioral-health/gad-7-general-anxiety-disorder-7>.

Alcohol Use Disorders

The Alcohol Use Disorder Identification Test (AUDIT) is a commonly used tool to screen for risk of alcohol use disorders. <https://auditscreen.org>

Burnout

Oldenburg Burnout Inventory: <http://www.goodmedicine.org.uk/sites/default/files/assessment%2C%20burnout%2C%20olbi.pdf>



II. RESOURCES FOR INDIVIDUALS (CONT.)

Utrecht Work Engagement Scale (UWES)

https://www.wilmarschaufeli.nl/publications/Schaufeli/Tests/UWES_GB_17.pdf

Overall Well-Being

Workplace PERMA Profiler: <https://www.peggykern.org/questionnaires.html>

The Wellness Assessment: <https://www.therapistaid.com/therapy-worksheet/self-care-assessment>

Brief Resilience Scale: <https://worldofwork.io/2019/07/the-brief-resilience-scale/#:~:text=The%20Brief%20Resilience%20Scale%20is%20a%20simple%20self-assessment,a%20resilience%20score%20of%20between%206%20and%2030>

Meaningful Work and Meaning Inventory (WAMI): <http://www.michaelfsteger.com/wp-content/uploads/2012/08/WAMI.pdf>



MENTORSHIP RESOURCES

MBA MentorMatch: <http://access.massbar.org/mentoring/about>

MBA Tiered Community Mentoring Program: <https://www.massbar.org/public/tiered-community-mentoring-program>

SJC Standing Committee on Lawyer Well-Being Mentoring Program: <https://lawyerwellbeingma.org/news/mentorship-program-signup>

2Civility Mentoring Program: <https://www.2civility.org/programs/mentoring/program-toolkit>

Colorado Attorney Mentoring Program: <https://coloradomentoring.org/mentoring-resources>

National LEGAL MENTORING Consortium: <http://www.legalmentoring.org>

PARENTAL RESOURCES

Parents Helping Parents of Massachusetts: <https://www.parentshelpingparents.org>

Parental Stress Line: 1-800-632-8188, Free & Confidential 24/7

Resources for Supporting Children's Emotional Well-Being During the COVID-19 Pandemic: <https://www.childtrends.org/publications/resources-for-supporting-childrens-emotional-well-being-during-the-covid-19-pandemic>

REMOTE WORK AND SOCIAL DISTANCING

Mental Health Tips for Working Remotely (Rocket Matter): <https://www.rocketmatter.com/attorney-wellness/mental-health-tips-working-remotely>

Protecting Your Mental Health During the Coronavirus Outbreak (American Foundation for Suicide Prevention): <https://afsp.org/story/taking-care-of-your-mental-health-in-the-face-of-uncertainty>

Staying Mentally Healthy During COVID-19 (The Campaign to Change Direction): <https://www.changedirection.org/staying-mentally-healthy-during-covid-19>

Helping Children Cope with Changes from COVID-19 (National Association of School Psychologists): <https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis/health-crisis-resources/helping-children-cope-with-changes-resulting-from-covid-19>

ABA, Tips to Help Stressed-Out Lawyers During COVID-19: <https://www.americanbar.org/news/abanews/publications/youraba/2020/youraba-may-2020/tips-to-help-stressed-lawyers>

JOB SEARCH SUPPORT

Job Search Support Group: <https://www.lclma.org/job-search-group>

III. RESOURCES FOR LEGAL EMPLOYERS

Tristan Jepson Memorial Foundation (TJMF) Workplace Well-Being Guidelines for the Legal Profession
<https://www.tjmf.org.au/the-guidelines>

Guarding Minds at Work: <https://www.guardingmindsatwork.ca/about/about-psycho-social-factors>

ABA Well-Being Toolkit for Lawyers and Legal Employers

https://www.americanbar.org/content/dam/aba/administrative/lawyer_assistance/ls_colap_well-being_toolkit_for_lawyers_legal_employers.pdf

Left Out and Left Behind: The Hurdles, Hassles and Heartaches of Achieving Long-Term Careers for Women of Color: https://www.americanbar.org/groups/diversity/women/initiatives_awards/long-term-careers-for-women/left-out-left-behind

The Association of American Law Schools, Law Deans Antiracist Clearinghouse Project

<https://www.aals.org/antiracist-clearinghouse>

ABA Diversity and Inclusion Center

<https://www.americanbar.org/groups/diversity>

ABA, Diversity and Inclusion in the Law: Challenges and Initiatives

<https://www.americanbar.org/groups/litigation/committees/jiop/articles/2018/diversity-and-inclusion-in-the-law-challenges-and-initiatives>

NALP Resources and Diversity Best Practice Guide

<https://www.nalp.org/diversitybestpracticesguide>

NALP Research – Race/Ethnicity & Gender

<https://www.nalp.org/minoritieswomen>

WBA Survey of Workplace Harassment

<https://wbawbf.org/content/wba-survey-workplace-harassment-read-now>



IV. SUGGESTED FURTHER READING

LAWYER-SPECIFIC WELL-BEING

Brafford, A., *Positive Professionals: Creating High-Performing, Profitable Firms Through the Science of Engagement*

Brown, H., *The Introverted Lawyer: A Seven Step Journey Toward Authentically Empowered Advocacy*

Chandler, K., *The Lawyer's Light: Daily Meditations for Growth and Recovery*

Cho, J. and Gifford, K., *The Anxious Lawyer: An 8-Week Guide to a Happier, Saner Law Practice Using Meditation*

Elowitz, A. and Wasserman, M., *Lawyers as Managers: How to Be a Champion for Your Firm and Employees*

Elwork, A., *Stress Management for Lawyers: How to Increase Personal & Professional Satisfaction in the Law*

Healy, S. and Fortgang, J., *The Full Weight of the Law: How Legal Professionals Can Recognize and Rebound from Depression*

Love, H. and Martin, N., *Yoga for Lawyers: Mind-Body Techniques to Feel Better All the Time*

Melcher, M., *The Creative Lawyer: A Practical Guide to Authentic Professional Satisfaction*

Nerison, R., *Lawyers, Anger and Anxiety: Dealing with the Stresses of the Legal Profession*

Pabst, K., and Ashley, M., *National District Attorneys Association, Well-being is No Longer Optional*, (available at <http://ndaa.org/wp-content/uploads/Wellbeing-Not-Optional-Article-FINAL.pdf>)

Rogers, S., *The Six-Minute Solution: A Mindfulness Primer for Lawyers*

IV. SUGGESTED FURTHER READING (CONT.)

DIVERSITY, EQUITY & INCLUSION

Alexander, M., *The New Jim Crow*

Black, D., *The Coming*

Coates, T., *Between the World and Me*

DiAngelo, R., *White Fragility: Why It's So Hard for White People to Talk About Racism*

Du Bois, W.E.B., *The Souls of Black Folk*

Harts, M., *The Memo*

Kendi, I., *How to Be an Antiracist*

Kendi, I., *Stamped from the Beginning*

Maxwell, Z., *The End of White Politics*

Oluo, I., *So You Want to Talk About Race*

Rothstein, R., *The Color of Law*

POSITIVE PSYCHOLOGY

Frankl, V.E., *Man's Search for Meaning*, Beacon Press (2006)

Bathhyany, A. and Russo-Netzer, P. (Eds.), *Meaning in Positive and Existential Psychology*, Springer (2014)

Boniwell, I., *Positive Psychology in a Nutshell: The Science of Happiness (3rd edition)*, London: McGraw-Hill (2012)

Csikszentmihalyi, M., *Flow: The Psychology of Optimal Experience*, New York: Harper and Row (1990)

George, S., Moppett, S., and Vinson, K., *Mindful Lawyering: The Key to Creative Problem Solving*, CAPP Press (2018)

Linley, A., *Average to A+: Realising Strengths in Yourself and Others*, CAPP Press (2008)

Maslow, A.H., *Toward a Psychology of Being, 3rd Edition*, Wiley (1998)

Peterson, C., *A Primer in Positive Psychology*, Oxford University Press (2006)

Peterson, C. and Seligman, M., *Character Strengths and Virtues: A Handbook and Classification*, New York: Oxford University Press (2004)

Rogers, C., *On Becoming a Person, 2nd Edition: A Therapist's View of Psychotherapy*, Mariner Books (1995)

Seligman, M., *Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment*, New York: Free Press (2002)

MENTAL HEALTH

Solo/Stress Connection: <https://www.lclma.org/solo-stress>

SuperMom – Support for Lawyers: <https://www.lclma.org/supermom>

Practicing Law with ADHD Support Group: <https://www.lclma.org/adhd-support>

Immigration Lawyers Support Group: <https://www.lclma.org/immigration-lawyers-support>

Professional Conduct Group – For Lawyers Facing Bar Discipline:

<https://www.lclma.org/professional-conduct>

AMERICAN BAR ASSOCIATION

ABA Substance Abuse and Mental Health Toolkit for Law Students and Those Who Care About Them:

<https://docs.google.com/document/d/1Q-2gorCHI4HhwBzihKJI4KR79d0e-AdHicUuX5xXKTo/edit>



APPENDIX 4:

COMMUNITY EVENT IDEAS



During the pandemic, many of these suggested ideas, both those traditionally done inside and outside, can be done virtually:

COMMUNITY EVENTS IDEAS THAT CAN BE DONE INSIDE

- Cooking demonstrations
- National Well-Being Week
- Regular coffee or tea chats
- Town halls to share experiences, concerns, challenges and ideas
- Trivia, games, escape room
https://escaperoomplayer.com/Massachusetts_Escape_Rooms.html
- Well-being challenge (e.g., gratitude letters)
<https://www.wholelifechallenge.com/daily-habits/well-being>
- Video, book, music or art club
<https://www.wikihow.com/Start-a-Club>
<https://www.oprahmag.com/entertainment/a27569720/how-to-start-a-book-club>
<https://www.penguinrandomhouse.com/book-clubs/getting-started>
<https://bookclubz.com/blog/how-to-start-a-book-club>
<https://www.intofilm.org/news-and-views/articles/9-tips-on-starting-a-film-club>
- Yoga, fitness and nutrition classes

COMMUNITY EVENTS IDEAS THAT CAN BE DONE OUTSIDE

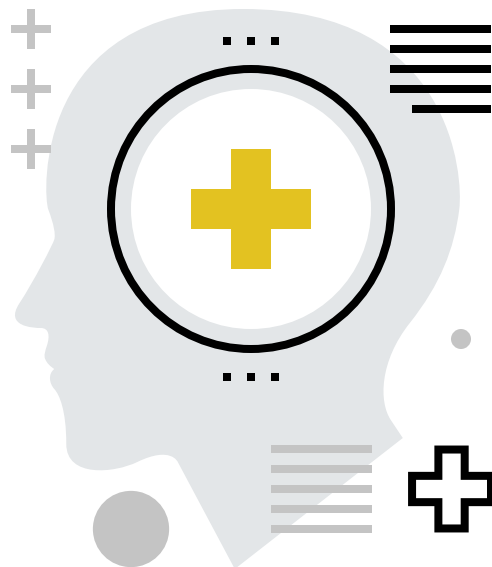
- Drive-in movies
<https://www.boston.com/culture/entertainment/2020/05/29/what-to-know-about-drive-in-movie-theaters-in-massachusetts>
- Hikes
<https://newenglandwithlove.com/best-hikes-in-massachusetts>
<https://www.alltrails.com/us/massachusetts>
- Volunteer events
- Walk or run 5K
- Yoga and fitness classes
- Helping family and neighbors in need of assistance (e.g., with yardwork, snow removal, gardening and repairs)

APPENDIX 4: COMMUNITY EVENT IDEAS (CONT.)

OTHER PLACES TO LOOK FOR IDEAS

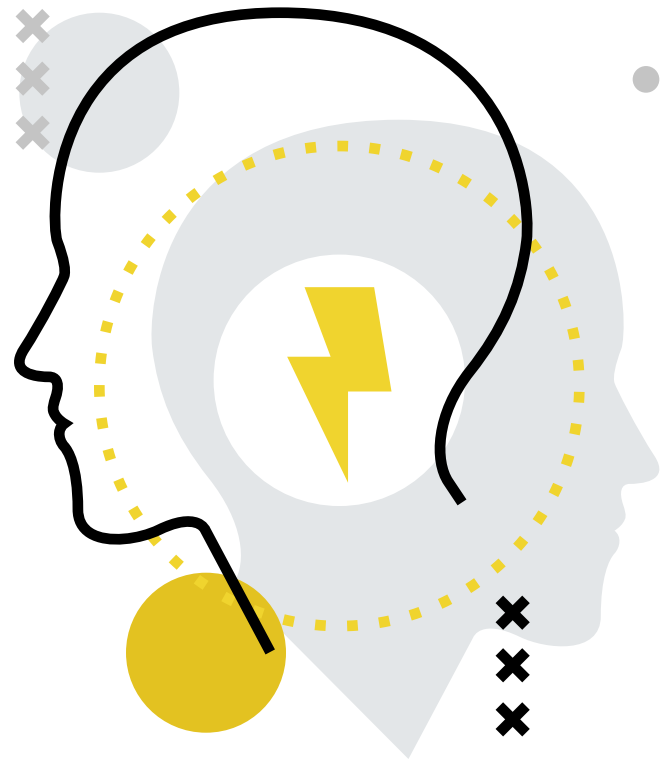
- National Health Observances
<https://health.gov/news/category/national-health-observances>
- Massachusetts upcoming cultural events
<https://www.visitma.com/things-to-do/multicultural>
- Massachusetts events
<https://www.visit-massachusetts.com/state/events/events>
- Well-Being Calendar (e.g., Love Your Lawyer Day, World Gratitude Day, Mental Health Awareness Month)
- The Worksite Wellness Council of Massachusetts (WWCMA) provides programs, networking and resources to help organizations cultivate and sustain a thriving culture
<https://wwcma.org>

*** We recommend you be creative and don't hesitate to use search engines, as there is a tremendous amount of information available. For example, a fabulous website that lists all upcoming events in your area is <https://www.eventbrite.com>. You can use the search tool to narrow your search. For example, you can search for Massachusetts free yoga, Massachusetts mindfulness, Massachusetts 5K, volunteer events, etc.



APPENDIX 5:

BENCH-BAR DISCUSSIONS: BEST PRACTICES



The SJC Well-Being Report emphasized the importance of bench-bar discussions in working toward the improved well-being of all stakeholders within the profession. Noting the complexity of issues surrounding court deadlines and courtroom dynamics, which are among the most significant challenges faced by lawyers, the SJC Steering Committee on Lawyer Well-Being noted that these challenges call for bench-bar discussions, rather than specific changes in policies or procedure. (SJC Steering Committee Report, p. 12, n. 26). The Steering Committee also specifically recommended that bar associations:

“initiate and host discussions throughout the Commonwealth in which judges, court staff and lawyers can listen to each other and discuss how actions or inactions of each group can positively and negatively affect the well-being of members of other groups. Such discussions should include, but by no means be limited to, issues such as lawyers’ concerns about how their lack of control over their court schedules affects their well-being.” (SJC Steering Committee Report, p. 26)

Regular bench-bar communications will increase the well-being of lawyers, judges and court personnel, in addition to improving the administration of justice for all who seek it.

BEST PRACTICES FOR CONDUCTING BENCH-BAR DISCUSSIONS

- Discussions should ideally take place within each court of each county and may be best initiated by the respective county bar association. Such discussions should take place at least biannually. Invitees should include lawyers who practice in the respective court, including lawyers representing marginalized communities, along with judges and court personnel.
- To promote diverse attendance at such meetings, organizers should specifically inform the MBA DEI Standing Committee, the Boston Bar Association DEI Section Steering Committee, and each of the Massachusetts affinity bar associations about these meetings and when they are scheduled to occur.
- Such discussions should be free of charge to all participants, so as to encourage greater participation and foster inclusion.
- Discussions should be moderated and focused on a civil discussion of challenges faced by lawyers, court personnel and judges, with a view toward crafting solutions.
- In addition to court-wide bench-bar discussions, all bar associations are encouraged to initiate issue-driven bench-bar discussions, which may focus on issues of particular concern to their respective membership.
- All bench-bar discussions should be premised upon the values of civility, diversity, equity and inclusion.