



Institute For  
**Well-Being In Law**

**2020-2021**

Highlights from  
**State Well-Being  
Task Forces**

# 2020-2021 Highlights from State Well-Being Task Forces



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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.



Institute For  
**Well-Being In Law**

[lawyerwellbeing.net](http://lawyerwellbeing.net)



# Alabama

## Initiatives & Leading the Charge

I am co-chair of the Alabama State Bar Quality of Life, Health and Wellness Task Force, which is planning wellness CLEs and other activities for Wellness Month in May, along with wellness CLEs throughout the year for lawyers in Alabama. I'm also president of the Alabama chapter of the Mindfulness in Law Society. We meet monthly to promote meditation, yoga, and other contemplative practices in the legal profession to reduce suffering.

## Top Milestones

The Quality of Life, Health and Wellness Committee sponsored Wellness Month in May 2020 and provided a CLE on health and wellness to the state bar members. It was recorded and is available for viewing. Additional wellness CLE programming occurred in 2020. During Wellness Month, we promoted several activities, such as walking, healthy eating, and drinking water, along with posting wellness tips on the wellness page of the state bar's website. Finally, an article in the Alabama Lawyer was devoted to wellness in the legal profession. The state judge's convention also had a CLE on wellness in the legal profession for the first time.



### Follow-up

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# Arkansas

## Initiatives & Leading the Charge

The chief justice of the Arkansas Supreme Court assembled a Well-Being Task Force in late 2018. The task force met and worked throughout 2019. In late 2019, the task force presented its report, and the court published the report on its website at <https://www.arcourts.gov/content/arkansas-supreme-court-releases-lawyer-well-being-task-force-report>. The task force met again in late 2020 to discuss implementation of recommendations in the Arkansas report. The Arkansas Judges & Lawyers Assistance Program (JLAP) has begun to implement a few of the recommendations, including creating and hosting well-being CLEs for Arkansas attorneys.

## Top Milestones

Arkansas JLAP hosted a dozen CLEs on well-being topics for Arkansas attorneys in 2020.



### Follow-up

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# California

## Initiatives & Leading the Charge

California Lawyers Association (CLA) Health and Wellness Committee:  
<https://calawyers.org/health-and-wellness/>.

## Top Milestones

Formed the CLA Health and Wellness Committee and developed a web page with content. Also offered a January wellness challenge, developed a resource page, and hosted webinars. See [Wellness@calawyers.org](mailto:Wellness@calawyers.org) for detailed information.

### Follow-up

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# Colorado

## Initiatives & Leading the Charge

Colorado Lawyer Assistance Program, Colorado Attorney Mentoring Program, and the Colorado Supreme Court Task Force on Lawyer Well-Being.

## Top Milestones

Task Force Report to be published in 2021.

### Follow-up

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# Connecticut

## Initiatives & Leading the Charge

We have created a Connecticut Well-Being Pledge.

## Top Milestones

We have held a few seminars:

- Productivity—Tanyee Cheung and Sara Bonaiuto
- Mindset Matters
- MBSR—Anne Dutton
- Yoga—Sienna Loprinzi
- Step and Meditation Challenges

### Follow-up

**Tanyee Cheung**  
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# Florida

## Initiatives & Leading the Charge

I am the bar staff liaison to the Standing Committee on Mental Health and Wellness of Florida Lawyers, which was created by the Florida Bar in 2017 to destigmatize mental illness in the legal community for lawyers and judges and accomplish the following:

- Educate employers, judges, and lawyers on how to identify and address mental health illnesses and create best practices on how to address them.
- Educate lawyers about the benefits of balancing personal life and career obligations.
- Provide health and wellness programs with healthy strategies for dealing with the pressures of legal practice to enhance the mental health and wellness of Florida lawyers.
- Educate voluntary bar associations on mental health and wellness programs so that they may better assist their members at the local level.
- Expand the accreditation definition so as to broaden the scope of what constitutes a health and wellness CLE program.
- Develop new and innovative CLEs on mental health and wellness issues.
- Interface with Florida Lawyer's Assistance, Inc. to broaden its reach to all members and not just those members facing bar grievance issues.
- Create a special interdisciplinary committee to study and improve the Florida Bar's rules and programming related to the mental health and wellness of Florida lawyers and ensure that Florida Bar members (including judges) are aware of mental health issues and are able to access necessary services. Committee webpage: <https://www.floridabar.org/about/cmtes/cmtes-cm/cmte-cm500/> Health and Wellness webpage: <https://www.floridabar.org/member/healthandwellnesscenter/>.

## Top Milestones

Implemented a free 24-hour/7-day-a-week mental health hotline for all Florida Bar members that also includes three free in-person therapy appointments per calendar year, and added some new member benefits ([www.floridabar.org/member/benefits/mentalhealthwellness/](http://www.floridabar.org/member/benefits/mentalhealthwellness/)) and free mental health CLE courses ([www.legalfuel.com/filtered/?cle%5B%5D=mental-illness-awareness&content%5B%5D=lct\\_cle](http://www.legalfuel.com/filtered/?cle%5B%5D=mental-illness-awareness&content%5B%5D=lct_cle)).

### Follow-up

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## Hawaii

### Initiatives & Leading the Charge

As a result of the National Task Force Report, Hawaii Chief Justice Mark Recktenwald convened a Lawyer Well-Being Task Force in May 2019, with various stakeholder representatives. See [https://hsba.org/images/hsba/Misc/051019\\_SCMF-19-379\\_InRe%20HawaiiTaskForceOnLawyerWellBeing\\_ORD.pdf](https://hsba.org/images/hsba/Misc/051019_SCMF-19-379_InRe%20HawaiiTaskForceOnLawyerWellBeing_ORD.pdf). It is led by Associate Justice Sabrina McKenna and attorney Louise Ing, partner at Dentons Honolulu and former Hawaii State Bar Association president. You can find a full committee list at <https://hsba.org/images/hsba/Misc/071719HawaiiTaskForceOrder.pdf>. We had a summit on September 11, 2020, where Bree Buchanan delivered the keynote. Our mandate is to submit a report on the National Task Force recommendations by June 1, 2021, and we are in the process of drafting the report. We have created a section in the bar's e-newsletter where we send out useful information regarding well-being.

### Top Milestones

- The September 11, 2020, summit, with Bree Buchanan as keynote speaker, and regular dissemination of well-being information through the bar's e-newsletter.
- The Lawyer Well-Being Task Force received the HSBA President's Award.

#### Follow-up

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## Idaho

### Initiatives & Leading the Charge

In March 2020, the Idaho State Bar (ISB) formed a Well-Being Task Force. The state bar participated in the 2020 Well-Being Week. A survey of lawyers and judges was completed, and we anticipate publishing the results in conjunction with the 2021 Well-Being Week. A survey of law students is a work in progress. The task force has reached out to the various stakeholders in an effort to better understand the baseline well-being by group and the resources currently available in each stakeholder group (this has been a challenging endeavor). The ISB, Legal Assistance Program (LAP), and task force have provided several well-being continuing education opportunities. The task force is also starting an email newsletter focusing on the different aspects of well-being.

### Top Milestones

Please see above.

#### Follow-up

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# Illinois

## Initiatives & Leading the Charge

- The Illinois Supreme Court Commission on Professionalism has made lawyer well-being an area of focus and promotes it throughout the year with relevant blog posts, interviews, CLEs, etc. See [www.2civility.org/well-being/](http://www.2civility.org/well-being/).
- The LAP also gives presentations throughout the year on lawyer well-being.
- The Chicago Bar Association (CBA) has a Well-Being Month (May) and offers numerous CLEs on lawyer well-being throughout. The CBA also has a Lawyer Wellbeing & Mindfulness Committee. Other local and state bar associations may also have similar offerings.



### Follow-up

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# Indiana

## Initiatives & Leading the Charge

Large-scale well-being offerings during COVID were a collaboration between the LAP and the state bar. The LAP also offered smaller programs to firms and law schools. Our LAP director, a justice, and another court employee are working with One Mind at Work to see what we might do to improve well-being in the entire Indiana court system. Our LAP and state bar work side by side to improve the well-being in our legal community. Our LAP also pairs up with most of our law schools to improve well-being for law students.

As a Supreme Court agency, we work closely with the chief justice and other court staff in providing education and well-being resources to the judiciary.

## Top Milestones

- In 2020 the Indiana Supreme Court removed the last mental health question from the Indiana Bar Exam Application.
- The Indiana Judges & Lawyers Assistance Program (JLAP) and the state bar put on a series called Mindful Mondays last spring to help lawyers all over the state stay connected, take care of themselves, and have a few laughs. We have slowed from weekly to monthly but are continuing the series.
- JLAP staff and volunteers have published several articles on coping during the pandemic.
- JLAP started regular mindfulness sessions at two law schools and participated in a week of experiential learning (over Zoom) with one law school.
- JLAP added a Connection Group, which is open to all members of the legal community living through the pandemic. We also added an extra addictions issues group and a grief group.
- JLAP collaborated with but let the state bar take the lead on WWIL, as the state bar has a much more robust social media presence, and we were tied up with Public Service Recognition Week that same week.

### Follow-up

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# Kansas

## Initiatives & Leading the Charge

Our Kansas Task Force on Lawyer Well-Being (<https://kslawyerwellbeing.com/>) is leading our state's initiatives. The task force was created by our Kansas Supreme Court. We have been charged with:

- Identifying barriers to well-being in Kansas.
- Developing concrete initiatives and recommendations for improving well-being within the Kansas legal community.
- Developing programs that promote well-being and educate the bench and bar on well-being issues affecting the profession.

Our first task was to review the National Task Force Report recommendations to determine: 1) what our state was already doing (I am pleased to report we are already doing many of the recommendations in each area); and 2) what needed to be implemented or pursued. Each stakeholder group selected two items that would be their top priorities. Our next initiative is to implement more DEI focus in our well-being programs and projects. Our task force also determined that our state needed to conduct more outreach to solo and small firm lawyers. These two areas were a focus of 2020, continuing into 2021. For instance, our women and minorities stakeholder group has held monthly movie discussion nights where they use movies to tackle discussions on DEI issues. Soon we will be publishing a solo and small firm well-being toolkit. Lastly, we have been working on a statewide well-being survey. This project started in 2020 and was launched this past spring. This survey will assist the task force in determining future initiatives.

## Top Milestones

- We launched our website (<https://kslawyerwellbeing.com/>), which is intended to serve as a hub for well-being resources and education.
- We received funding from the Kansas Supreme Court for our task force.
- We approved adding an additional stakeholder group—Women & Minorities—to our task force.
- We actively participated in Lawyer Well-Being Week through social media, virtual coffee breaks, CLE programs, etc.
- We also held a train-the-trainer all-day training so that members of our task force and those interested on teaching programing relating to DEI could receive some training on how to do it and information on resources to help develop programs. This was so popular that we had a waiting list and hope to do it again in the near future. Since then, many of those who attended have taught DEI seminars.

### Follow-up

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# Massachusetts

## Initiatives & Leading the Charge

Established in January 2020, the Massachusetts Supreme Judicial Court Standing Committee on Lawyer Well-Being is charged with planning and overseeing efforts to enhance the well-being of lawyers, judges, and law students in the Commonwealth, including implementing recommendations from its Steering Committee on Lawyer Well-Being. The committee comprises 14 members and two co-chairs, all appointed by the Massachusetts Supreme Judicial Court. The committee also has a full-time director and fellow as well as an appointed group of advisors.

## Top Milestones

- Increasing awareness of lawyer well-being and the well-being crisis.
  - Launched a website ([www.lawyerwellbeingma.org](http://www.lawyerwellbeingma.org)), social media via Instagram (@lawyerwellbeing), and a newsletter.
  - Arranged for multiple public presentations and panels, and appeared in multiple publications and podcasts addressing the state of well-being in the Massachusetts legal profession and the work being done by the committee.
  - Coordinated with the Board of Bar Overseers to include well-being resources in its bar registration notices to all attorneys.
  - Began designing a potential mandatory well-being program for all attorneys licensed to practice in Massachusetts.
  - Established TECHLINE, (888) 314-7714, as a direct result of COVID-19, staffed by volunteer attorneys, to assist attorneys in operating a virtual practice during the COVID-19 pandemic, including how to conduct virtual business with and in the courts.
- Addressing diversity, equity, inclusion, and the well-being of lawyers and law students from underrepresented and historically excluded populations.
  - Hosted individual town hall meetings/listening sessions with seven distinct affinity bar associations where members shared their real-life experiences of the current state of DEI as lawyers and law students in Massachusetts, and how those experiences have affected their and their colleagues' well-being.
  - Implemented a new Attorney Demographic and Law Practice Survey ([www.lawyerwellbeingma.org/demographics-and-law-practice-survey](http://www.lawyerwellbeingma.org/demographics-and-law-practice-survey)) to begin allowing the committee to measure and track the diversity of the Massachusetts bar.
  - Published a statement with recommendations for legal workplaces post-pandemic (<https://lawyerwellbeingma.org/statement-on-postpandemic-workplaces>).
- Working with bar association leaders, employers, and law school educators to enhance lawyer well-being.
  - Initiated and hosted regularly occurring meetings with various bar association leaders to share updates, discuss areas of collaboration, encourage well-being programs and initiatives, and provide support as needed.

## Massachusetts Cont.

- Published a Bar Association Well-Being Toolkit to encourage and support all regional bar associations in implementing well-being programming and initiatives, enhancing bench-bar communications, establishing and further developing mentorship programs, and taking steps to increase DEI.
- Established and hosted regularly occurring meetings of the Massachusetts Legal Well-Being Network, which includes private firm and public agency HR directors and personnel, lawyers, legal educators and administrators, and others to share best practices, ideas, challenges, and visions to improve lawyer well-being in Massachusetts.
- Coordinated cross-agency training for public agencies to offer well-being educational and other programs for attorneys and opportunities to connect over shared experiences with attorneys outside of their organizations.
- Began working to develop mid-level attorney management training programs, beginning with mid-level attorneys in legal services and public agencies.
- Began developing various law school well-being toolkits for law students, faculty, staff, and administrators, including recommendations for both individual well-being and systemic change to address aspects of the law school experience that place unnecessary burdens on all members of the law school community.
- Identified and reviewed a variety of mentorship programs (one administered and piloted by the committee and others through bar associations and other organizations), the results of which led to the development and launch of a statewide mentorship program in collaboration with statewide, county, city, and affinity bar associations (<https://lawyerwellbeingma.org/mentorship-programs>).
- Developed an easily accessible online mentorship program clearinghouse with all available legal mentorship programs in Massachusetts (<https://lawyerwellbeingma.org/mentorship-programs>).
- Administered a Student Loan Assistance, Education, and Coaching Pilot Program beginning October 2020, which was extended to 2021 based on interest.
- Drafted a letter to the U.S. Presidential Transition Team to advocate for certain private counsel eligibility for public service loan forgiveness.

### Follow-up

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# Nebraska

## Initiatives & Leading the Charge

The Nebraska Task Force on Lawyer, Judge and Law Student Well-Being was formed in 2019, with representatives from the courts, the Nebraska State Bar Association, lawyers, law schools, attorney discipline, admissions, and the mental health profession. We have begun the process of identifying achievements by stakeholders, gaps, and future initiatives. Our goal is to collaborate with and empower stakeholders to promote lawyer well-being within their relative areas of influence.

## Top Milestones

None shared.

### Follow-up

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# New Mexico

## Initiatives & Leading the Charge

A Well-Being Committee was formed at the beginning of 2020. The current co-chairs are Sean Fitzpatrick and Bonnie Stepleton. From this committee was born three subcommittees that are working on a variety of wellness projects for legal professionals. Our 2021 campaign is „What A Healthy Lawyer Looks Like,“ and included are monthly podcasts, bar bulletin articles, and new support groups. The contact person is either Pam Moore or Tenessa Eakins.

Funding was acquired to hire a judicial wellness coordinator. This person will be responsible for well-being efforts for New Mexico Judges. A JWell Now program was created in September 2020 that sends out monthly well-being emails to judges on a variety of topics. JWell Now also has created videos, facilitated judicial roundtables, and investigated creating a judicial coaching program. The contact person for judicial wellness is New Mexico Supreme Court Senior Justice Barbara Vigil or Pam Moore. Carla Martinez, past chair of the Well-Being Committee, is the liaison for New Mexico for Well-Being Week in Law.

## Top Milestones

- Creation of New Mexico Well-Being Committee and three subcommittees that continue to work hard.
- New monthly podcast series called Legal Well-Being in Action.
- Monthly well-being articles in the bar bulletin.
- New parent/caregiver support group.
- JWell Now Program focused on New Mexico judges.
- Funding acquired for a judicial wellness coordinator.
- Ongoing judicial roundtables for magistrate judges.
- 2021 campaign called „What A Healthy Lawyer Looks Like.“
- Virtual yoga class and 5K in conjunction with the Young Lawyers Division.

### Follow-up

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## New York

### Initiatives & Leading the Charge

The New York State Bar association's Task Force on Attorney Well-Being developed a report with recommendations based on the research of nine working groups. The co-chairs of the task force are Libby Coreno and Hon. Karen Peters. The Lawyer-to-Lawyer Well-Being Roundtable just wrapped up after a year run. The roundtable took place weekly and was open to all in the profession. The roundtable was facilitated by Libby Coreno and Dr. Kerry O'Hara.

### Top Milestones

- The continued success of the roundtable.
- The well-being survey that was conducted as part of the task force's research in fall 2020. The results will be released during summer 2021.

#### Follow-up

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## Ohio

### Initiatives & Leading the Charge

- The Ohio State Bar Association (OSBA) recently formed an OSBA Wellness Advisory Board and developed a wellness resource page for our members. You must be logged in as a member to access the page.
- Awatef Assad is the chair of the CMBA (Cleveland Metropolitan Bar Association) Mental Health and Wellness Committee. The committee proudly offered an entire week of events from nationally recognized experts in celebration of National Well-Being Week in the Law from May 3-7. Visit [www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61530](http://www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61530) to learn more.

### Top Milestones

- The OSBA is just getting started, but it has appreciated the positive feedback it has received from members about its efforts.
- The CMBA's work has been focused on institutionalizing attorney well-being in the fabric of the CMBA and legal profession, and to providing a roadmap and framework for successors. We restructured the Mental Health and Wellness Committee to be proactive and focused on prevention. We established the Student Advisory Committee, took the ABA Wellness Pledge, and formed a partnership with the internationally renowned Cleveland Clinic on an e-coaching program. See this article to learn more: [www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61646](http://www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61646).

#### Follow-up

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## Puerto Rico

### Initiatives & Leading the Charge

Lack of sensitivity by the courts and bar association requires us to start from the ground up, first creating sensitivity and awareness before moving on to implementing actual initiatives. Our first initiative will be the adoption of the Model Rules on Continuing Legal Education's request for one credit every three years on wellness (mental health and substance abuse in particular).

### Top Milestones

None. Due to the pandemic, resources and attention were redirected at facilitating and granting remote access to court proceedings.



#### Follow-up

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## South Dakota

### Initiatives & Leading the Charge

Rebecca Porter and Mike McKnight lead a weekly Zoom „coffee hour“ for all bar members (in our mandatory bar) to discuss well-being and wellness. I am chair of our LAC (Lawyers Assistance Committee). We host an alcohol-free „social“ each night of our well-attended annual bar meeting. This event is staffed by LAC members. LAC actively works to support the work of our Lawyers Concerned for Lawyers group in South Dakota, which is also chaired by Rebecca Porter.

### Top Milestones

We had a major advance in our lawyers assistance services in the South Dakota Bar when the bar hired Rebecca as a full-time staff member to administer lawyers assistance and educational services. This commitment of bar funds publicly and unequivocally announced the bar's support of the lawyers assistance mission for the first time ever. This was Rebecca's first year in that full-time role, and the number of calls made and received demonstrated our claim that many more lawyers confidentially sought or were offered help than ever before. We have been told that Rebecca and Mike's friendly weekly Zoom coffee breaks have literally saved lives and given lawyers hope during tough times. Our LAC committee proposed a volunteer immunity statute for reporting parties (those who report lawyers who may need assistance) and those who volunteer to provide peer-to-peer support services through the bar or Lawyers Concerned for Lawyers. This statutory protection was enacted with general support by the South Dakota legislature.



#### Follow-up

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 **Initiatives & Leading the Charge**

See [www.texasbar.com/AM/Template.cfm?Section=articles&Template=/CM/HTMLDisplay.cfm&ContentID=53059](http://www.texasbar.com/AM/Template.cfm?Section=articles&Template=/CM/HTMLDisplay.cfm&ContentID=53059).

 **Top Milestones**

See [www.texasbar.com/AM/Template.cfm?Section=articles&Template=/CM/HTMLDisplay.cfm&ContentID=53059](http://www.texasbar.com/AM/Template.cfm?Section=articles&Template=/CM/HTMLDisplay.cfm&ContentID=53059).



**Follow-up**

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## Initiatives & Leading the Charge

The Utah Well-Being Committee for the Legal Profession (WCLP) was launched in fall 2019 at the direction of the Utah Supreme Court Task Force on Lawyer and Judge Well-Being. Six months later, the COVID-19 pandemic arrived in Utah, bringing with it many new challenges for everyone, including the legal community. The WCLP swiftly focused its efforts on helping the profession manage pandemic-related stress and uncertainty while also caring for its clients, colleagues, and family members. Some highlights of these efforts include a highly attended five-part CLE series focused on attorney resilience, the launch of a well-being website and monthly podcast, and well-being programming for the New Lawyer Training Program, the OPC's ethics school, and law-students, paralegals, and support-staff. The WCLP also worked with Associate Justice Paige Petersen, our Utah law schools, and Utah pro-bono and legal aid organizations to launch a campaign encouraging candidates seeking bar admittance through emergency diploma privilege to devote some of their required supervised practice hours toward pro bono efforts. This initiative was a success, resulting in over 3,000 hours of legal work donated to Utahns in need.

As the WCLP worked to respond to pandemic-related challenges, it also moved forward to implement a series of recommendations of the Supreme Court's Task Force on Lawyer Well-Being. One notable achievement was the expansion of Rule 14-402 of the Rules of Professional Conduct to expand CLE programming to include credit for well-being, diversity & inclusion, gender bias, and law practice management topics. The WCLP also launched a website with free evidence-based well-being materials ([www.wellbeing.utahbar.org](http://www.wellbeing.utahbar.org)).

## Top Milestones

- Expanded the definition of what constitutes credit for mandatory professionalism CLE under Rule 14-402 of the Utah Rules of Professionalism to include well-being, diversity & inclusion, and law practice management topics.
- Worked with stakeholders to promote pro bono for supervised practice hours for Diploma Privilege candidates, resulting in over 3,000 hours donated to the Utah public.
- Established strategic partnerships with the bar, city, and state groups in Utah to promote well-being in the legal profession.
- Established a well-being track during the three main state CLE conferences each year.
- Gathered data on Utah lawyers' well-being to determine appropriate interventions.
- Delivered monthly well-being bites in podcast form to each admitted lawyer.
- Established dedicated mental health professionals to serve the students at both Utah law schools.

### Follow-up

**Martha Knudson**

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## Vermont

### Initiatives & Leading the Charge

Established State Task Force for Lawyer Well-Being.

### Top Milestones

Addition of well-being and DEI continuing education credit requirements (and resulting programming).

#### Follow-up

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## Virginia

### Initiatives & Leading the Charge

Virginia Lawyers' Wellness Initiative (VLWI) ([www.courts.state.va.us/courtadmin/aoc/ed/programs/vlwi/home.html](http://www.courts.state.va.us/courtadmin/aoc/ed/programs/vlwi/home.html)) spearheaded by the Virginia Judges & Lawyers Assistance Program (VJLAP) ([www.vjlap.org](http://www.vjlap.org)).

### Top Milestones

- The VLWI presented as part of 14 brand new CLE programs addressing all six areas of attorney well-being. VJLAP joined us as a co-presenter for five of these CLEs, broadening its outreach and cementing its new staff members as experts in helping individual attorneys who are at risk of impairment due to substance use or mental health issues.
- Although the various conferences held by the Office of Executive Secretary were constrained due to being conducted virtually/hybrid, all contained a well-being component that gave Virginia's judges, substitute judges, and hearing officers the opportunity to learn about common occupational risks, individual and organizational practice pointers, ethical duties, and further resources for help, including VJLAP.
- All eight of Virginia's law schools regularly participate in the Law Student Well-Being Workgroup, which, along with representatives from VJLAP and VA CLE, meets monthly via WebEx to discuss current issues facing students, administration responses, and VJLAP/VLWI support. This workgroup designed a series of virtual Law Student Wellness Forums, which included representatives from the Board of Bar Examiners and a panel of past/current/future state bar presidents discussing common threats to our wellness and how to develop positive coping skills in law school.
- Virginia continues to be positioned as a leader among states in addressing well-being in the legal profession, with the Institute for Well-Being in Law (formerly the National Task Force on Lawyer Well-Being) looking to our changes to the Rules of Professional Conduct, MCLE regulations, and character and fitness questions as models to spearhead a nationwide policy effort.
- VLWI and VJLAP utilized new staff to expand virtual outreach through newsletters (the *Weekly WellNote* and the *Light House*), which have promoted CLEs, shared well-being research, and built online community at a time when our traditional connections have been upended.

#### Follow-up

**Margaret Ogden**

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## West Virginia

### Initiatives & Leading the Charge

In 2018, the West Virginia Task Force on Lawyer Well-Being was formed, with 19 members representing all of the various stakeholders identified in the report of the National Task Force. The West Virginia Task Force on Lawyer Well-Being is chaired by Justice Beth Walker. Following up on the priorities set by the task force, the West Virginia Judicial and Lawyer Assistance Program (WVJLAP) has taken a leadership role in launching several initiatives. The primary contacts for these initiatives are Robert E. Albury Jr., WVJLAP executive director (Alburyr@wvjlap.org), and Amber L. Hanna, WVJLAP program coordinator (Hanna@wvjlap.org).

### Top Milestones

- The WVJLAP actively promoted Lawyer Well-Being Week in May 2020 with daily postings on social media and also hosted a virtual panel on well-being for students at West Virginia University College of Law.
- The WVJLAP and West Virginia State Bar partnered in presenting two one-hour virtual CLE presentations: “Pitfalls in Practice” and “Coping with COVID-19.”
- The WVJLAP established a weekly “Wellness Wednesday” publication.
- In 2021, the WVJLAP will partner again with the West Virginia State Bar in presenting three one-hour virtual CLE sessions on well-being topics.
- The WVJLAP has established a weekly schedule for law students to sign up for peer coaching sessions with members of WVJLAP. The sessions are designed to address self-care and well-being.
- The WVJLAP has included articles on well-being topics in its quarterly newsletter.
- A follow-up to the WV Task Force’s 2018 Lawyer Well-Being Survey is planned for later in 2021 to assess progress and the impact of the pandemic on West Virginia’s legal community.
- The WVJLAP has become a resource for the state’s law firms seeking well-being programming.

#### Follow-up

**Beth Walker**

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## Wisconsin

### Initiatives & Leading the Charge

Task Force on Wisconsin Lawyer Well-Being; Mary Sprangler is the staff liaison.

### Top Milestones

Multiple meetings of the subcommittees of the task force. We have begun drafting our recommendations.

#### Follow-up

**Mary Sprangler**

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# Wyoming

## Initiatives & Leading the Charge

While Wyoming does not have an actual initiative, the Wyoming State Bar two-year strategic plan has a focus on attorney wellness. Two staff members of the bar have taken up the torch, and, with help from bar members, an ad hoc committee was created. The bar has offered wellness CLEs, introduced eHome Counseling as a member benefit, conducted a fall 2020 wellness challenge, and prepared a summer activity challenge. We will also be participating in Well-Being Week in Law 2021.

## Top Milestones

Partnered with eHome Counseling to offer its services as a member benefit.

### Follow-up

**Brandi Robinson**

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