

IWIL
Update on State Task Forces
As of May 23, 2023

| State | Commission or Task Force | Contact | Report Staff |
|-------|---|--|----------------|
| AL | Quality of Life, Health and Wellness Task Force Created by the Alabama State Bar President Irby in August 2018 and made into a permanent standing committee in 2021. Well-Being programming and education offered as of 2020. https://www.alabar.org/about/committees/ql/ | Task Force co-chair: Emily Hornsby ehornsby@mhhlaw.net ; 205-410-5192 | |
| AR | Arkansas Supreme Court Task Force on Lawyer Well-Being, convened by Chief Kemp, has been meeting monthly since January 2019. Its report was approved by the Supreme Court of Arkansas at the end of 2019. In 2020 the Arkansas Judges & Lawyers Assistance Program (JLAP) began to implement recommendations, including creating and hosting well-being CLEs for Arkansas attorneys. https://www.arcourts.gov/sites/default/files/task-force-on-lawyer-well-being-report.pdf | Brooke Steen Brooke.Steen@arcourts.gov and Jennifer Taylor at Jennifer.Taylor@arcourts.gov | Yes No |
| AZ | The State Bar of Arizona has a long-standing Member Assistance Council. Pre-COVID (not sure the exact year) the charter for that advisory group was updated to include a focus on lawyer wellness and wellbeing. Wellbeing programming has been offered by the State Bar for many years, both through CLE and informational programming. The Member Assistance Program focuses on wellbeing/wellness as well as substance use and mental health disorders. | Robert Tepper, Chief Member Services Officer roberta.tepper@staff.azbar.org | |
| CA | California Lawyers Association (CLA) Health and Wellness Committee was formed in 2020. The CLA have developed a web page with well-being content, offered wellness challenges, developed a resource page, and hosted webinars. https://calawyers.org/health-and-wellness/ | Sara Rief serief@hotmail.com Layla Khamoushian laylak@klglawyers.com | |
| CO | Colorado Task Force on Lawyer Well-Being report and recommendations were published in 2021. See: http://www.coloradosupremecourt.com/Current%20Lawyers/TaskForceWellBeing.asp . Also, the TF launched a judicial well-being site: https://judicialwellbeing.colorado.gov/ . | Justice Monica Márquez, Colorado Supreme Court Sarah Myers, E.D., Colorado LAP smyers@coloradolap.org , 303.986.3345; Jon White, Office of Atty Reg Counsel, j.white@csc.state.co.us , 303.928.7919; | Yes No |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|----|--|--|-----------------|
| CT | <p>Connecticut Bar Association Lawyer Well-Being Committee, chaired by Sara Bonaiuto and Traci Cipriano, have created a Well-Being Pledge. They have also developed programming on the following topics: Productivity, Mindset, MBSR, and Yoga and have offered Step and Meditation Challenges. https://www.ctbar.org/members/lawyer-wellbeing.</p> | <p>Tan Cheung, tcheung@fdh.com Sara Bonaiuto, sbonaiuto@goodwin.com</p> | |
| FL | <p>Mental Health and Wellness of Florida Lawyers Committee (formed prior to Task Force Report); https://www.floridabar.org/about/cmtes/cmtes-cm/cmte-cm500/ As of 2020, the Committee implemented a free 24 hour / 7 day a week mental health hotline for all Florida bar members that also includes 5 free in-person or telehealth therapy appointments per calendar year, and added some new member benefits and free mental health CLE courses. https://www.floridabar.org/member/healthandwellnesscenter/ https://www.floridabar.org/member/benefits/mentalhealthwellness https://www.legalfuel.com</p> | <p>Christine Bilbrey, Bar Committee Liaison cbilbrey@floridabar.org; 850-561-5679</p> | |
| GA | <p>State Bar of Georgia’s standing Attorney Wellness Committee (formed prior to Task Force Report) Website: www.lawyerslivingwell.com; https://www.gabar.org/wellness/</p> | <p>Javoyne Hicks, Comm. Chair rjavoynehicks@gmail.com</p> | |
| HI | <p>Hawai’i Task Force for Lawyer Well-Being Established on May 10, 2019 by Chief Justice Mark Recktenwald. Co-Chairs: Justice Sabrina McKenna and Attorney Louise Ing; First meeting was held May 30, 2019. Well-Being summit held in 2020, the Bar’s e-newsletter now has a section devoted to well-being topics. Task Force Report completed June 1, 2021. Website: https://hsba.org/HSBA/For_Lawyers/Hawaii_Task_Force_on_Lawyer_Well-Being/HSBA/For_Lawyers/Hawaii_Task_Force_on_Lawyer_Well-Being.aspx?hkey=d395e3fe-d028-4cc7-8d11-9d1a7946d8ae</p> | <p>Associate Justice Sabrina S. McKenna, sabrina.s.mckenna@courts.hawaii.gov v AAP Executive Director Liam Deeley, director@hawaiiiaap.com</p> | <p>Yes No</p> |
| IA | <p>In November 2018, Justice Tom Waterman was appointed liaison justice for attorney well-being. Justice Susan Christensen is working with disciplinary board and bar admissions to implement formal probation and conditional admissions programs for Iowa. Well-being topics are incorporated into CLE presented by the attorney disciplinary board. See: https://www.iowabar.org/page/WellBeingResources.</p> | <p>Tara M. van Brederode, Office of Professional Regulation of the Supreme Court of Iowa; 515-348-4688, Tara.vanBrederode@iowacourts.gov</p> | |
| ID | <p>Idaho Well-Being Task Force of Idaho State Bar begun in 2020. Survey of lawyers and judges has been completed and a survey of law students in in progress. (CHECK FOR REPORT). The Task Force and the ISB Legal Assistance Program have provided well-being CLEs and created an email newsletter on Well-Being topics.</p> | <p>Julie Stomper (208) 557-5211; julie@beardstclair.com</p> | |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|------------------|---|---|------------------|
| <p>IL</p> | <p>Illinois Task Force on Lawyer Well-Being was commissioned by Chief Justice Lloyd Karmeier. Website: https://illinoislap.org/about-lap/illinois-task-force-on-lawyer-well-being/</p> <p>The Illinois Supreme Court Commission on Professionalism has made lawyer well-being an area of focus, promoting it with relevant blog posts, interviews, and CLEs. See https://www.2civility.org/well-being/</p> <p>The LAP also gives presentations throughout the year on lawyer well-being.</p> <p>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.</p> | <p>Andrea Olness, Chair of Task Force aolness@lucasolness.com</p> <p>Shannon Callahan scallahan@nixonpeabody.com</p> <p>Diana Uchiyama, E.D., Illinois LAP 312.726.6607, duchiyama@illinoislap.org;</p> | |
| <p>IN</p> | <p>The Indiana State Bar Association has had a Wellness Committee since 2012, and the Indiana Supreme Court started one for its own court employees in 2020. JLAP has a presence on well-being at every judicial conference, has hosted a symposium on lawyer well-being for legal employers, and annually holds a meeting re: law student well-being with all Indiana law schools. The State Bar and JLAP regularly collaborate on large scale well-being programming and offerings. In 2020 the Indiana Supreme Court removed the last mental health question from the Indiana Bar Exam Application.</p> | <p>Terry Harrell, ED, Indiana Judges and Lawyers Assistance Program; Terry.Harrell@courts.in.gov; 1-866-428-5527</p> | |
| <p>KS</p> | <p>Kansas Task Force on Lawyer Well-Being (https://kslawyerwellbeing.com/) leads the state's initiatives. It was created in 2019 and has since implemented many of the recommendations in The National Task Force Report. These recommendations include a DEI focus in many well-being programs and projects and outreach to solo and small firm lawyers with a solo and small firm well-being toolkit in the works. The Task Force has also launched a statewide well-being survey in spring of 2021 and continues to collect data.</p> <p>https://kslawyerwellbeing.com/</p> | <p>Anne McDonald; pamcdonaldkc@gmail.com</p> | |
| <p>KY</p> | <p>The State Bar of Kentucky established a Well-Being Committee in January 2020 and it was re-formed as of 3/31/2023.</p> | <p>Laura Day DelCotto, Esq. Chair, KBA Well-Being Committee ldelcotto@dlgfirm.com</p> | |
| <p>MA</p> | <p>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-</p> | <p>Heidi Alexander, Director SJC Standing Comm on Lawyer Well-Being</p> | <p>Yes Yes</p> |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|----|--|---|-----------|
| | 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. https://www.lawyerwellbeingma.com/ | 617-865-5777; Heidi@lawyerwellbeingma.org Stacey Best, Mass. LAP, 617-482-9600, stacey@lclma.org | |
| ME | Established in 2022, the task force in Maine is a collaboration with Maine Assistance Program for Lawyers and Judges, Maine State Bar Association, Maine Board of Bar Overseers, Maine Board of Bar Examiners, both State and Federal Judiciary, Maine Law School and members of the bar in Maine. | Kristin Murray-James, Esq. 207-266-5951 maineassistanceprogram@gmail.com | No No |
| MI | The Task Force on Well-Being in the Law formally launched in May 2022 with our kick-off meeting taking place on August 9, 2022 at the Hall of Justice. We broke into smaller groups and have had several meetings since that time. We are currently working to compile our list of recommendations and final report to submit to the Michigan Supreme Court. | Molly Ranns mranns@michbar.org | No No |
| MN | Justice Lillehaug held a “call to action,” invitation-only conference on February 28, 2019 (see http://www.mncourts.gov/lawyer-well-being.aspx). A variety of NTF’s recommendations have been enacted and others are under consideration. | Joan Bibelhausen, E.D. Minn. LAP jbibelhausen@mncl.org | |
| MO | At its 2022 annual meeting, The Missouri Bar Board of Governors passed a resolution creating a new Standing Committee on Well-being in the Profession to build upon efforts to increase awareness, improve education and policies, and reduce stigma related to lawyer substance use and mental health. The standing committee supports projects toward these goals, including well-being awareness initiatives (such as Well-being Week In Law and Suicide Prevention Awareness Month). Learn more about Missouri Bar well-being resources, the standing committee’s projects, and its creation at MoBar.org/well-being . | Chair of the Committee: Athena Dickson 816-471-4881 adickson@sirosmithdickson.com Staff Contact: Raven Ballard, PLPC 573-638-2662 rballard@mobar.org | Yes Yes |
| MS | State Bar has created a Well Being Committee but has yet to appoint members. https://www.msbar.org/for-members/health-and-wellness/ | Dr. Jessica Cole, E.D. Mississippi LJAP; jcole@msbar.org ; 601-948-4475. | |
| MT | The Montana Wellness Task Force launched in March 2019 with a goal of providing a report with recommendations at the 2019 annual meeting in September. The TF includes 11 members representing key stakeholder groups. | Hon. Leslie Halligan, Imm. Past President, Montana State Bar; lhalligan@mt.gov | |
| NE | 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. The Task | Chris Aupperle, E.D. Nebraska LAP caupperle@nebar.com | |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|----|---|--|----------|
| | Force has begun the process of identifying achievements by stakeholders, gaps, and future initiatives. | | |
| NM | New Mexico Well-Being Committee was established in early 2020. Current co-chairs are Sean Fitzpatrick and Bonnie Stepleton. Three subcommittees have now been formed to work on a variety of well-being projects for legal professionals. Campaign launched in 2021 called “What a Healthy Lawyer Looks Like.” This includes monthly podcasts, bar bulleting articles, and support groups. JWell Now was formed in September of 2020 to focus on judicial well-being content and education. Funding has been acquired for a judicial wellness coordinator who will be responsible for well-being efforts for New Mexico Judges. | Carla Martinez, carla.martinez@da2nd.state.nm.us , or Pam Moore, NMJLAP Director 505-797-6003 | |
| NJ | Lori Buza and Maritza Rodriguez are teaching the first Lawyer Well-Being course at Rutgers Law School-Camden and Rutgers Law School-Newark. There’s a Lawyer Well-Being Task Force that has just put out a survey to the entire NJSBA members. In May 2023, The NJ Supreme Court announced the formation of The Supreme Court Committee on Wellness in Law. | Lori Buza lori@ksbraniganlaw.com and Maritza Rodriguez maritza@rodriguezlawllc.com are co-chairing the Lawyer Well-Being Committee for the New Jersey State Bar Association Justice Lee A. Solomon - chair of SC Committee | |
| NY | NYSBA created an Attorney Well-Being Task Force that begun its work on June 1, 2020. The Task Force consisted of nine working groups, each addressing well-being fundamentals. The Task Force released a report and recommendations in October 2021. https://nysba.org/app/uploads/2021/10/Report-on-Task-Force-on-WellBeing-APPROVED-HOD-no-comments-or-staff-memo.pdf Other services and resources the Task Force offers can be found here: https://nysba.org/attorney-well-being/ In 2019 The Working Group on Attorney Mental Health was created and tasked with researching and developing recommendations regarding inquires on the NY bar application that dealt with the applicant’s mental health history. Their work and recommendations were instrumental in the recent (Jan 2020) removal of these questions from the bar application. https://nysba.org/committees/working-group-on-attorney-mental-health/ NYSBA also formed a Judicial Wellness Committee: https://nysba.org/attorney-well-being/ . | Jennifer Clayton, NYSBA Attorney Well-Being Program Manager jclayton@nysba.org Libby Coreno, Co-Chair, NY State Bar Task Force on Attorney Well-Being, libby@corenolaw.com Stacey Whiteley, Director, LAP 518.487.5688 swhiteley@nysba.org | Yes No |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|------------------|--|---|----------------|
| <p>OH</p> | <p>The Ohio State Bar Association (OSBA) formed an OSBA Wellness Advisory Board in 2020. They have developed a member only wellness resource page. The Cleveland Metropolitan Bar Association (CMBA) also has a Mental Health and Wellness Committee, chaired by Awatef Assad. Visit their website at http://www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61530</p> <p>The CMBA's work has been focused on institutionalizing attorney well-being in the fabric of the CMBA and legal profession, and providing a roadmap for successors. They restructured the Mental Health and Wellness Committee to be proactive and focused on prevention, 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.</p> <p>https://www.clemetrobar.org/?pg=CMBABlog&blAction=showEntry&blogEntry=61646</p> | <p>Jodie Howison. jhowison@ohioabar.org</p> <p>Awatef Assad awatef Assad@hotmail.com</p> | <p>No No</p> |
| <p>OK</p> | <p>In 2019, the Oklahoma Bar assembled a CLE Task Force, and as a result, a resolution was passed by our House of Delegates in November which added an additional ethics hour requirement (beginning 2021) and expanded ethics and professionalism to include programming on mental health and substance use disorders. The 2020 Bar President, Susan Shields, has announced that lawyer wellness will be an emphasis throughout the year. https://www.okbar.org/governance/president-messages/2020january/</p> | <p>Susan Damron, Esq., Director of Educational Programs, Oklahoma Bar Association; 405.416-7028; SusanD@okbar.org</p> | |
| <p>OR</p> | <p>The Oregon State Bar hosted a Wellness Summit on January 25, 2019. Chief Martha Walters gave the inaugural address. https://www.osbar.org/resources/OSBWellnessSummit.html</p> <p>The Oregon Supreme Court approved the new MCLE rule effective January 1, 2019, which requires one credit hour per reporting period on the subject of mental health, substance use, and cognitive impairment. https://www.osbar.org/docs/mcle/9-14-19MentalHealthSubstanceUse.pdf.</p> <p>OAAP started a blog, Thriving Today: https://oaap.org/thriving-today/</p> | <p>Kyra Hazilla; Oregon Attorney Assistance Program; 503-226-1057; kyrah@oaap.org</p> | |
| <p>PA</p> | <p>Pennsylvania has a multi-disciplinary task force in place comprised of members in: 1) the Judiciary, 2) Law Firms, 3) all Law Schools, 4) Associations such as Bar Council, Client Security, Bar Examiners, Disciplinary Board, and Bar Association and 5) industry; comprised at this time mostly by individuals providing insurance to the legal industry.</p> | <p>Inactive (11/21/22) - check back</p> | |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|-----------|---|---|-----------|
| PR | Proposal submitted to PR Bar President in July 2019 to determine willingness to implement a Well-Being Task Force. First initiative is advocating for 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). | Manuel Quilichini; manuelq@prlex.com | |
| SD | Secured \$30k funding commitment to advance the “Life Above the Bar” pilot project designed to assess the current reach and depth of South Dakota’s Lawyers Concerned for Lawyer program. In 2020, the South Dakota Bar hired a full time staff member to administer lawyer’s assistance and educational programs. As a result of the advocacy of the Lawyers Assistance Committee, the South Dakota legislature enacted a volunteer immunity statute for those who report lawyers needed assistance and those who volunteer as peer to peer counselors. | Stephane Pochop, stephanie@rosebudlaw.com ; Thomas Barnett, tc Barnettjr@gmail.com | No Yes |
| TN | The State Bar has had a Well-Being Committee for over ten years. http://www.tba.org/committee/attorney-well-being-committee . A current initiative is to amend the TBA mission statement to include lawyer well-being. | Julie Sandine, Chair, jzanolli.sandine@gmail.com | |
| TX | Texas Roundtable on Well-Being in the Legal Profession Formed via State Bar with support of Chief Justice Hecht Roundtable (35 members) concluded its work and the Report can be found at: https://www.texasbar.com/AM/Template.cfm?Section=Content_Folders&Template=/CM/ContentDisplay.cfm&ContentID=51190 . | Chris Ritter, TLAP Director, 512-427-1458 and Chris.Ritter@TlapHelps.Org | Yes No |
| UT | Joint Committee on Lawyer and Judge Well-Being was created by Utah Task Force on Lawyer and Judge Well-Being (Their report is available here: report) and held its first meeting on June 20, 2018. The Task Force launched a permanent standing Well-Being Committee for the Legal Profession (WCLP) in the fall of 2019. An executive director for the WCLP was hired at the same time. The Utah Bar has since completed a well-being study of Utah lawyers and staff, using the data to inform initiatives. The WCLP helped expand 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. Well-being programming and CLE’s are regularly offered through the Utah Bar. The WCLP also launched a website with free evidence-based well-being materials https://www.wellbeing.utahbar.org , puts out a monthly well-being podcast through the Utah Bar’s e-bulletin, and offers social media outreach. The WCLP is currently co-chaired by Utah Supreme Court Justice Paige Petersen and Utah lawyer Cara Tangaro. | Martha Knudson Executive Director Utah State Bar’s WCLP Martha.knudson@utahbar.org | Yes Yes |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|------------------|---|---|------------------|
| <p>VA</p> | <p>Virginia Lawyers' Wellness Initiative Chaired by Justice Mims of the Virginia Supreme Court Report, <i>A Profession at Risk</i>, has been published and can found at: http://www.valhl.org/wp-content/uploads/2018/09/SCV-A-Profession-At-Risk-Report.pdf. Every VSB member is assessed \$30 which will be used for: (1) much expanded Judges and Lawyers Assistance Program, creation of a library of wellness CLE's by Virginia CLE, which will be free to all VSB members, and (3) hiring of a wellness coordinator at SCV to promote wellness throughout the Bar and law schools. Virginia continues to be positioned as a leader among states in addressing well-being in the legal profession. In addition to offering conferences, CLE programming and workshops, all 8 of Virginia's law schools participate in a Law Student Well-Being Workshop and VLWI and VJLAP utilized new staff to expand virtual outreach.</p> | <p>Hetal M. Challa Esq. Wellness Coordinator Office of the Executive Secretary Supreme Court of Virginia 804.317.7861 hchalla@vacourts.gov</p> | <p>Yes Yes</p> |
| <p>VT</p> | <p>Commission on Well-Being in the Legal Profession Established by the Vermont Supreme Court in January 2018. Published their State Action Plan on December 31, 2018, which can be found at: https://www.vtbar.org/UserFiles/files/For%20Attorneys/VT%20Commission%20on%20the%20Well-Being%20of%20the%20Legal%20Profession/CWBLP%20State%20Action%20Plan%20-%20Finalwithedits132019.pdf Since 2020 additional well-being and DEI CLE requirements and resulting programming have been added.</p> | <p>Joshua Simonds, E.D. Vermont LAP jls@burlingtonlawpractice.com</p> | <p>Yes No</p> |
| <p>WA</p> | <p>The President of our Board of Governors, Kyle Sciuchetti is planning to form a taskforce in March '21 dedicated to Lawyer Well-Being. This group of at least ten professionals, mostly attorneys, will meet roughly monthly to look at how the bar association and the profession at large handles issues related to attorney well-being and will make recommendations.</p> | <p>Dan Crystal, PsyD Program Manager, Member Wellness Program Washington State Bar Association 206.727.8267 danc@wsba.org</p> | <p></p> |
| <p>WV</p> | <p>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 Task Force also released a Well-Being Survey in December 2018 and will be following up with a release of a survey in 2022.</p> | <p>Chief Justice Beth Walker, Beth.Walker@courtswv.gov Robert Albury, LAP ED alburyr@wvjlap.org</p> | <p>No No</p> |

IWIL
Update on State Task Forces
As of May 23, 2023

| | | | |
|----|--|---|---------|
| | http://www.courts.wv.gov/public-resources/press/releases/2018-releases/March22_18.pdf | | |
| WI | <p>The State Bar of Wisconsin initiated a well-being task force in 2020. The task force includes members of the Wisconsin Supreme Court and State Bar of Wisconsin leadership, judges, representatives from regulatory agencies, specialty bars, the law schools, solo, small, and large firm practitioners, corporate counsel, public defenders and prosecutors, and others with an interest in keeping lawyers healthy. La Crosse County Circuit Court Judge Todd Bjerke is the chair of the task force. The Task Force has issued an initial analysis of the application of the National Task Force Report and Recommendations and how it applies to WI.</p> <p>https://www.wisbar.org/formembers/wislap/pages/wisconsin-lawyer-well-being-task-force.aspx</p> | <p>Judge Bjerke todd.bjerke@wicourts.gov</p> | No No |
| WY | <p>Wyoming State Bar leaders have prioritized lawyer well-being in their most recent two-year strategic plan. Wyoming's ad hoc committee on Attorney Well-Being is a multi-stakeholder group supporting a variety of ongoing initiatives, including: frequent CLE's, annual conference well-being program, law school programs, the <i>Be Well</i> column in the <i>Wyoming Lawyer</i>, Well-Being Week in Law programming, periodic well-being challenges, and social media outreach. The bar has also introduced eHome Counseling as a member benefit.</p> | <p>Maryt Fredrickson maryt.fredrickson@gmail.com 307.690.5450 Sharon Wilkinson, E.D., Wyoming State Bar swilkinson@wyomingbar.org</p> | |