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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.


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.
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 systematically 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 CONTACTS

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

Barbara Bowe, LICSW
barbarab@lclma.org
https://www.lclma.org/about/staff/barbara-bowe

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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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https://wellnessfortheculture.com

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APPENDIX 2: LOCAL SPEAKERS AND CONTACTS (CONT.)

MENTAL HEALTH BEYOND LCL

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Law Student Wellness, Suicide Prevention
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https://www.bridgew.edu/department/counselor-education/dr-katherine-bender

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617-396-4933
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www.yourlifeunstuck.org

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207-232-0390
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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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APPENDIX 2: LOCAL SPEAKERS AND CONTACTS (cont.)

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Stephen Hall, Esq.
Bethany Li, Esq.
Marc Moccia, Esq.
Beth Myers, Esq.
Dean Angela Onwuachi-Willig, Boston University School of Law
Richard Page, Esq.
Mala Rafik, Esq.
District Attorney Marian Ryan
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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
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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

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:
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 (PHQ9) 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.

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

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

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

II. RESOURCES FOR INDIVIDUALS (CONT.)

**Utrecht Work Engagement Scale (UWES)**

**Overall Well-Being**

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


**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


**REMOTE WORK AND SOCIAL DISTANCING**

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


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


**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

Guarding Minds at Work: https://www.guardingmindsatwork.ca/about/about-psychosocial-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

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


Elovitt, 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


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


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


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)
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)

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-2gorCHl4HhwBzihKIl4KR79d0e-AdHicUuX5xXKTo/edit
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://bookclubz.com/blog/how-to-start-a-book-club
- Yoga, fitness and nutrition classes

**COMMUNITY EVENTS IDEAS THAT CAN BE DONE OUTSIDE**

- Drive-in movies
  
- 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)
OTHER PLACES TO LOOK FOR IDEAS

- 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.