

# Colorado Task Force on Lawyer Well-Being

Welcome, Introductions, and View from the Bench



# Goals for the Task Force

- Define lawyer “well-being”
- Identify barriers to well-being
- Develop concrete initiatives and recommendations



# Goals for Today's Meeting

- Overview of the problem
- Start the conversation
- Brainstorm:
  - How do we define “well-being”
  - What are the barriers
  - What do we need to know
  - Possible working groups/chairs?



# AGENDA

- National Trends (Jon White)
- Defining Well-Being (Dr. Wood)
- Law School Perspective (Patty Powell)
- Regulator's Perspective (Jessica Yates)
- CAMP/COLAP (Ryann Peyton/Sarah Myers)
- Overview of Survey Responses
- Break out sessions
- Group Discussion



# Ground Rules

- Small groups (mixed on purpose)
- Bring authenticity/honesty/respect
- Confidentiality
- Be present! (put away your phones)



# Logistics

- Restrooms
- Parking
- Ralph Carr guest: W!nterisC0ming
- Website (forthcoming)/Roster
- Meeting dates
  - November 7, 2018 1-3PM
  - February 6, 2019 1-3PM



# View from the Bench



# Themes from Survey Responses

Why did you get involved?

- Concern for the profession
- Expertise (regulatory, medical, academic)
- Personal experiences





# Themes from Survey Responses

How do you define lawyer “well-being”?

- Physical/mental/emotional/spiritual wellness
- Challenging/meaningful work; sense of purpose
- Work/life balance: professional excellence while maintaining physical and mental health/happiness/healthy relationships/a life outside the law
- Productive/supportive/inclusive work environments
- Connection – to self, to others, to community



# Themes from Survey Responses

What are the barriers/challenges?

- Professional demands on time/toxic culture of overwork and competition
- Stress dealing with clients/technology (demanding immediate responses)
- Lack of support/training/mentoring/resources
- Drinking culture
- Stigma attached to asking for help



# Themes from Survey Responses

What is the profession doing well? Existing projects?

- COLAP
- CAMP
- Inns of Court
- Lawyers Helping Lawyers
- CBA/DBA Professionalism Committee
- YLD project: #Fit2Practice
- CU Law: Committee on student wellness
- DU Law: Class on Wellness and Professionalism for the Effective Lawyer
- Denver MAMA (mother lawyers)



# Themes from Survey Responses

## Ideas? Goals?

- Gather data
- Develop better support for rural practitioners
- Support for women lawyers/mothers
- Mandatory CLE requirements
- Adopt 10 Best Practices for Legal Employers
- Craft guidelines for law firms/courts/agencies
- Raise awareness/eradicate stigma
- “Professionalism” school for lawyers 10+ yrs of practice

