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