



## ‘Well, Well, Well... Discovering the Benefits of Law School & Law Firm Wellness Programs’

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## Purpose of Session

- **Provide practical tips & examples**
- **How to implement effective wellness programming:**
  - **Law schools**
    - Public school – from scratch with limited resources
    - Private school – established programming
  - **Law firms**
- **Discussion and Resources**

# Law School Wellness: Getting Started

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## UBC Law Wellness

- **We Love Law Students**
- **Elements**
- **Benefits /  
Obtaining Buy-In**
- **Planning**
- **Marketing**
- **Budget**



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# We Love Law Students

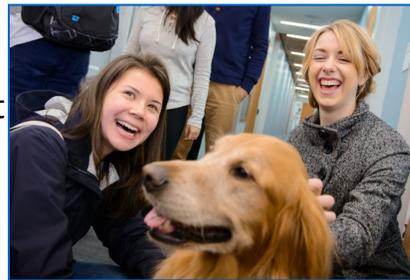
## Original Poster: Wellness Week



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# Therapy Dogs

- **Health benefits of animal therapy**
  - Reduce stress, blood pressure, and feelings of loneliness
- **Faculty or Staff bring in their own dogs**
  - OR: Community outreach by local non-profit organizations
  - *GOOGLE: "therapy dogs (city name)" for local options*
- **Temperament of dogs imp't**
- Dogs should be healthy, well mannered, and comfortable with crowds

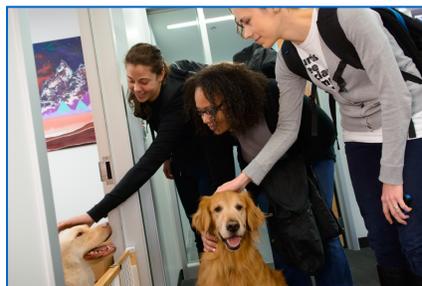


*Law students the week before final exams*

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## Therapy Dogs

- **Location**
  - if multiple dogs, keep them separated
- Students **drop in**
- University and/or Faculty **policy regarding pets** in building?
  - Allergies / fear of animals
  - Include any limitations in advertising
    - *EXAMPLE: Please note that wellness week dogs are an exception to UBC's pet-free policy: <http://riskmanagement.ubc.ca/health-safety/pets>*



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## Chair Massage

- **Hire mobile chair massage company** to provide massage to law students (i.e. [www.mynextchairmassage.com](http://www.mynextchairmassage.com))
  - GOOGLE: “mobile chair massage (city)” to find local options
  - OR: local massage schools may provide free massages as part of community outreach



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## Chair Massage

- **Free** for law students
- Cost: \$400/day
  - 24 15-min massages per day by 2 therapists
- Held in Student Services boardroom
- Sign-up sheet on door of massage room at 8:30am each day
- **One massage per student per wellness week**



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## Food

- **Coffee, Fruit, and Donuts with Faculty & Staff\*** – Student Lounge
- **Fruit and Cookies** – Student Services Lounge

*\*This event is also held every 2-3 weeks throughout the academic year*



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## Peer Support / Creative / Fun

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- **Scribble Board**

- White board with markers
- Set out next to fruit & cookies
- Consider noting on board *"Please keep it respectful"*
- Consider making it a law-free banter zone



- **Other ideas:**

- Therapy scream or laughing circle
- Coloring books, stickers, etc.
- Board games
- Movie night
- Fun run or dance party

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## Physical Activity / Mindfulness

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- **Yoga\***

- **Meditation\***

- Students lead classes for free OR provide option to have attendees make a small donation with proceeds to charity

- **Campus dog walk**

- Meet outside law school at lunch break with dogs brought in for Wellness Week

*\*These activities are also held throughout the academic year*

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## Benefits / Obtaining Buy-In



- **Relieves student stress**
- **Models healthy behavior** – boundaries, breaks, relaxation
- **Raise profile** of your office – with students, faculty, and staff
- **Build rapport** with students generally
- Meet students who would otherwise not come to see your office

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## Benefits / Obtaining Buy-In



- **Builds sense of community** in the law school amongst students, faculty and staff

- **Builds profile** of the law school in the external community



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## Planning

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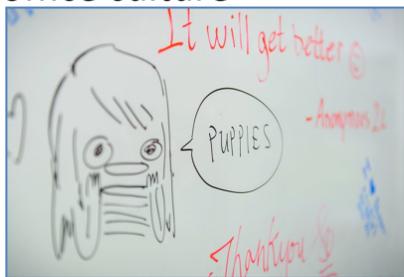
- **Plan a week – or take away a component part**
  - Dogs & chair massages most popular @ UBC Law
- UBC Law's first wellness week was planned the week before it happened!
- **Consider best timing** for your school and office
  - UBC Law – Wellness Week held during last week of classes before Dec and Apr exams
  - Organized by Assistant Dean, Students (academic advising role)
  - Career Services – consider adding Wellness component to CSO drop-ins or seminars

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## Planning

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- Try something that you are passionate about
- Many things can be done at low or no cost
- Programming becomes quickly entrenched in school or office culture



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# Marketing

- **Tone – Kitschy**
  - Purposely avoided putting “wellness” in title
  - Seek student ideas / input for branding
  - Obtain pet photos from faculty / staff
    - Consider adding details / fun facts
- **Posters**
  - Weekly & Daily – staff can put on door
- **E-mail Announcement / Reminders**
  - Samples in *Resources* section
- **Social media** (Facebook posts, Instagram photos, Tweets, etc.)

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# 2013 Weekly Poster

**WE ♥ LAW STUDENTS**  
November 26-29  
Brought to you by the Assistant Dean, Students

**Tuesday**  
Dox Therapy: Torch, Room 157 with Dana-Lyn Mackenzie  
10-30: 11am- Coffee, Donuts & Frappé @ 11am  
12-30-1:30pm: Chair Massages Room 147  
1-1:45pm: Meditation, Room 115

**Wednesday**  
Dox Therapy: Sereno, Room 143 with Jenni Evans, Counselor  
Dox Therapy: Bailey, Room 154 with Dawn Cyp

**Thursday**  
Dox Therapy: Poppy, Room 145 with Dawn Cyp  
Dox Therapy: Chloe, 1<sup>st</sup> Floor at lunch with Prof. Nikko Harris  
12-30-2pm: Cookies, Fruit, & Scrabble @ 12:30- Student Services  
12:30-3:30pm: Chair Massages Room 147

**Friday**  
Dox Therapy: Athena, Room 154 with Dawn Cyp

\*\*Make sure you only sign up for 2 Dox Therapy sessions per the week, NOT more than one!  
\*\*Only one chair massage, unless otherwise permitted in Allard Hall during the Love Law Exchange Week \*\*

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## 2013 Daily Poster



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## Sample Budget – Wellness Week

- \$1,260 CAD / week (~\$1,130 USD)
- ~600 students in UBC Law's JD program

Qty	Item Description	Price/Unit	Total
80	Apples	1.00	80.00
80	Bananas	1.00	80.00
48	Chair massages (15 min each)	16.66	800.00
300	Cookies	1.00	300.00
	Dogs	Treats!	0.00
	Laughing Circle		0.00
	Therapy Scream		0.00
	Meditation		0.00
	Yoga		0.00
<b>SUBTOTAL</b>			<b>\$1260.00</b>

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## Sample Budget

- Coffee, Fruit, and Donuts event – \$749 CAD (~\$670 USD)

Qty	Item Description	Price	Total
25	Apples	1.00	25.00
60	Bananas	1.00	60.00
1	Coffee (40 cup thermos)	68.00	68.00
2	Coffee (80 cup thermos)	128.00	256.00
30	Donuts (per half-dozen)	7.50	225.00
40	Hot Chocolate	2.25	90.00
25	Oranges	1.00	25.00
SUBTOTAL			\$749.00

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## Budget considerations

### To reduce costs, consider:

- Funding week or event(s) through employer sponsorship
- Purchasing fruit and/or cookies at grocery store (instead of ordering catering)
- Snack potluck



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Let's take a quick break!

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## **Micro-stretch**

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## **Law School Wellness: Advanced Program**

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## Georgetown Law Wellness

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- **The First Phase: 2003-2008**
- **Triggers for Expansion**
- **The Current Phase: 2009-present**
- **Resilience Training**



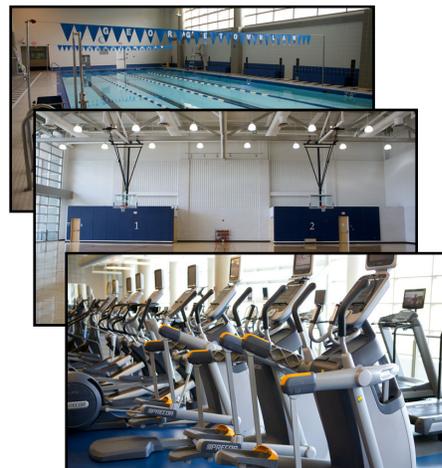
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## The First Phase: 2003-2008

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Focus on physical wellness and lifestyle

- Sport & Fitness Center
- Center for Wellness Promotion
  - Dean's challenge
  - Health fairs
  - Nutrition and fitness programs



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## Triggers for Expansion

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- Downturn in the legal economy
- Focus on connection between wellness and Jesuit identity:
  - “educating the whole person”
- Studies about lawyer and law student wellness
  - Alcohol and substance abuse
  - Stress, depression and suicidality
  - Links between wellness challenges and dissatisfaction with career

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## The Current Phase: 2009-present

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Programming focus on lawyers’ particular wellness challenges

- Lack of resilience
- Self-medication
- Values incongruence
- Tendency to not self-reflect or seek help
- Destructive nature of 1L year
- Absence of balance

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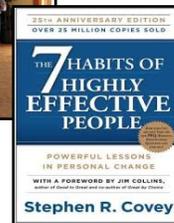
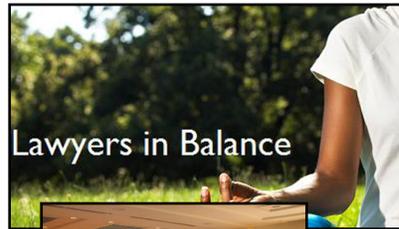
# Three Core Strategies

## Strategy 1: Innovation through Adaptation

Lawyers in Balance

- 8 week course, 16 total hours, groups of 12 students
- taught by senior staff and faculty
- mindfulness exercises and group reflection
- Goals: stress reduction, resilience and increased self-awareness

<http://www.law.georgetown.edu/campus-life/health-wellness/lawyers-in-balance/index.cfm>

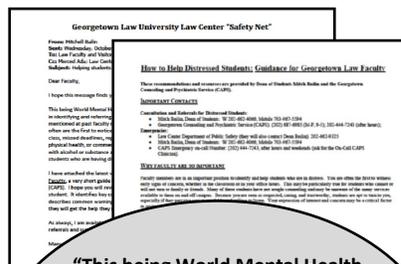


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# Three Core Strategies

## Strategy 2: Courageous Communication

- semi-annual emails to faculty, staff and students
- meetings with the faculty and senior staff
- public wellness education displays
- integration into the curriculum



**"This being World Mental Health Day, it seems an appropriate moment to seek your continued assistance in identifying and referring students who may be having serious personal difficulties... [Y]ou all are integral partners in the Law Center's "safety net".**

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## Three Core Strategies

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### Strategy 3: Promoting Peer-to-Peer Education

- community outreach by SBA, peer advisors, law fellows
- wellness floors in student residence hall
- mental health task force



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## Let's try it out!

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# Resilience

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## Resilience: Changing the Ticker-Tape

- Think about a recent adversity
  - Conflict with co-worker, student, friend or family member?
  - Project that didn't go well?
- What was your initial “soundtrack” or “ticker-tape”?
  - “He’s a jerk.”
  - “I always mess that up.”
- Has your ticker-tape evolved?

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## Resilience: Avoid the Thinking Traps!

Thinking Trap	Ticker-Tape	Reframing the narrative
<b>Overgeneralizing</b>	“I got two B-'s my first semester. I'm lousy at law school exams.”	“This was just the first semester. I can definitely take steps to improve next semester.”
<b>Catastrophization</b> <i>or</i> <b>All or nothing thinking</b>	“I got a C on my Contracts exam. I'm never going to get a job! There's no point staying in law school.”	“There are so many things I want to accomplish in law school and as a lawyer. None of that has really changed.”

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## Resilience: Avoid the Thinking Traps!

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Thinking Trap	Ticker-Tape	Reframing the narrative
<b>Emotional Reasoning</b>	"I feel like a total failure. I guess I am a failure."	"I'm going to let my self feel disappointed for a while. And then I'm getting back on the horse."
<b>Personalization</b>	"I got a B- on the paper. The professor thinks I'm an idiot." <i>or</i> "The professor had it out for me."	"That was an interesting class. I'm going to meet with the professor to get some feedback."

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## Law Firm Wellness

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## Latham & Watkins Wellness

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- **Challenges of Law Firm Wellness**
- **The Business Case**
- **Elements of Phase 1 Program**
- **Goals for Phase 2**



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## Challenges of Law Firm Wellness

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- Attorney time constraints
- Segmented audience (partners, associates, staff)
- Vendors who “don’t get it”
- Skepticism
- Data privacy (both perception and compliance)
- Alphabet soup: HIPAA, ADA, ACA, Data Privacy
- Return on Investment / Value on Investment

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## Nevertheless...

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**LiveWell Latham:  
Going strong since 2009!**



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## Wellness: The Business Case

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### **Cost & Productivity**

- Reduce health care costs (US)
- Increase performance and productivity
- Reduce absenteeism
- Reduce presenteeism

**>>> NARROWER FOCUS**

### **Human Capital**

- Healthy & happy workforce
- Increase employee engagement and morale
- Aid in recruiting
- Reduce turnover
- Help become an 'Employer of Choice'

**>>> BROADER FOCUS**

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## One Approach to Wellness

### LiveWell Latham Mission Statement:

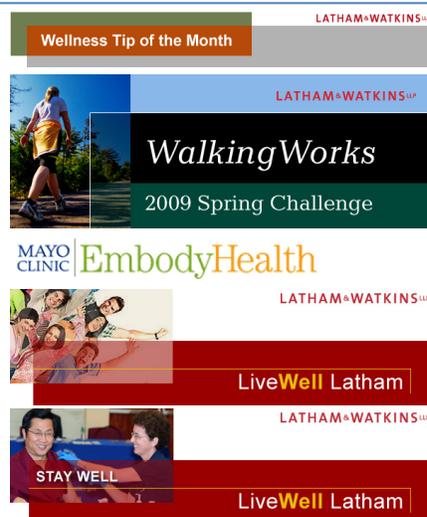
- Promote health awareness in a supportive environment.
- Encourage healthy behaviors to achieve optimal quality of life.
- Use health and wellness as a way to promote firm culture and unity.
- Improve health and manage costs.



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## Building a Program from Scratch

- Management support
- Easing the idea into firm consciousness
- Testing it out with an audacious new idea
- New tools & resources
- Formal launch
- Rebranding old programs



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## Phase 1: Program Elements

- Portal
- Health Risk Assessment
- Coaching
- Smoking Cessation
- Flu Shots
- Ergonomics
- Fitness and weight loss
- **Emphasis on Behavior Change programs** (including regional programming)
- Global expansion



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## A Note on Ergonomics

*Promoting a safe and healthy work environment to reduce workplace injuries*

- 85 Ergonomic Specialists
- Save-a-Back training
- Travel Well resources
- Positive Effect – lowering workplace injuries



*“Sitting is the New Smoking”*

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## A Note on the Spring Challenge

- Started in 2009
- 6<sup>th</sup> annual Challenge in May
- Fitbit Zips
- Up to 2,300 participants in past
- Morale as much as fitness



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## Phase 2: New Program Elements

- Tailored offerings  
(by regions, job functions, risk types)
- Sophisticated and data-based programming
- Behavior change programs vs. medical resources
- Resilience & Prolonged Sitting
- Individual  $\Delta$  vs. institutional  $\Delta$



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## A Note About Resilience

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### Overall Theme for 2014 = RESILIENCE

Healthy Body	High Energy	Battling Stressors	Tools & Resources
<ul style="list-style-type: none"><li>• Nutrition</li><li>• Ergonomics</li><li>• Smoking Cessation</li><li>• Diabetes Prevention</li><li>• Postural Therapy</li></ul>	<ul style="list-style-type: none"><li>• Spring Challenge</li><li>• Pedometer 'Off-Season'</li><li>• Fitcorp Asia</li></ul>	<ul style="list-style-type: none"><li>• Stress Mgmt /Resilience</li><li>• Financial Wellness</li><li>• Flu Shots</li></ul>	<ul style="list-style-type: none"><li>• Health Risk Assessment</li><li>• Portals</li><li>• Intranet Site</li><li>• Wellness Survey</li></ul>

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## Q&A / Best Practices

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## Contact Information

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## Resources

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# Animal Therapy

## Articles (courtesy of UBC Student Services):

- Friedmann, E. (1995). [The role of pets in enhancing human well-being: physiological effects](#). *The Waltham book of human-animal interaction: Benefits and responsibilities of pet ownership*, 33-53.
- Allen, K. (2003). [Are Pets a Healthy Pleasure? The Influence of Pets on Blood Pressure](#). *Current Directions in Psychological Science*, 12, 236. doi: 10.1046/j.0963-7214.2003.01269.x
- Allen, K., Shykoff, B.E. & Izzo, J.L. (2001). [Pet Ownership, but not ACE Inhibitor Therapy, Blunts Home Blood Pressure Responses to Mental Stress](#). *Hypertension*, 38, 815-820. ISSN: 1524-4563
- Sable, P. (1995). Pets, Attachment, and Well-Being Across the Life Cycle. *Health and Social Work*, 40(30), 334-341. doi: 10.1093/sw/40.3.334
- Wood, L., Giles-Corti, Billie and Bulsara, M. (2005). [The pet connection: Pets as a conduit for social capital?](#) *Social Science & Medicine*, 61, 1159-1173. doi: 10.1016/j.socscimed.2005.01.017

## Sample US and Canadian non-profit therapy animal organizations

- Pet Partners (US): <http://www.petpartners.org/>
- Therapy Dogs International (US): <http://www.tdi-dog.org/>
- USA Therapy Dogs (US): <http://www.usatherapydogs.org/>
- Therapy Dogs Inc (US): [www.therapydogs.com](http://www.therapydogs.com)
- Pets and Friends (CAN): [www.petsandfriends.org/about/](http://www.petsandfriends.org/about/)
- Therapeutic Paws of Canada (CAN): [www.topc.ca](http://www.topc.ca)
- Pacific Animal Therapy Society (CAN): [patspets.ca/wordpress/about](http://patspets.ca/wordpress/about)
- GOOGLE: "therapy dogs (name of city)" to find local organizations

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# Marketing (We Love Law Students)

## Sample email announcement to Students (Entire Week)

From Tuesday, Nov 26 to Friday, Nov 29, UBC Law will be celebrating law students. Take part in events and activities to release stress, relax, laugh and indulge. Brought to you by the Assistant Dean, Students.

### Tuesday, Nov 26

- o **Dog Therapy** – All Day – See Torch in Allard 157 (Dana-Lyn Mackenzie, Associate Director, Indigenous Legal Studies)
- o **Coffee, Donuts & Fruit** – 10:30am, Hong Kong Alumni Student Lounge – Attending Faculty: Ben Goold, Susan Boyd, Nikos Harris, Joost Blom, Ben Perrin, Karin Mikkelsen, James Stewart
- o **Free Chair Massages** – 12:30 – 3:30pm, Allard 147 – Sign up at 8:30am same day on door of Allard 147
- o **Meditation (Free!) with Jason Leslie (LL.M. Student)** – 1:00 – 1:45pm, Allard 115 – Newbies welcome!

### Wednesday, Nov 27

- o **Dog Therapy** – All Day – See Scraps in Allard 343 (Professor Emma Cunliffe). See Bailey in Allard 154 (Pam Cyr, Assistant Dean, Career Services)
- o **Coffee, Fruit & Scribble Board** – 12:30 – 2:00pm, Student Services Waiting Area (Allard 161)
- o **Free Chair Massages** – 12:30 – 3:30pm, Allard 147 – Sign up at 8:30am same day on door of Allard 147

### Thursday, Nov 28

- o **Dog Therapy** (Little Dogs!) – All Day – See Pepper in Allard 145 (Gareth Coghlan, Admissions). See Chloe on the first floor at lunch (Professor Nikos Harris)
- o **Coffee, Fruit & Scribble Board** – 12:30 – 2:00pm, Student Services Waiting Area (Allard 161)
- o **Free Chair Massages** – 12:30 – 3:30pm, Allard 147 – Sign up at 8:30am same day on door of Allard 147

### Friday, Nov 29

- o **Dog Therapy** – All Day – See Joanie in Allard 154 (Pam Cyr, Assistant Dean, Career Services)

\*\*\*Only the therapy dogs above are permitted in Allard Hall as part of We Love Law Students Week \*\*\*

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# Marketing (We Love Law Students)

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## Sample email to faculty/staff (One event – Meditation)

Dear Faculty and Staff,

Next week as part of We Love Law Students Week, Jason Leslie, an LLM student, will be offering free meditation on Tuesday, Nov 26 from 1:00 – 1:45 in Allard 115. It is open to all staff, faculty, and students and I encourage you to consider attending if you are interested. Jason will also be offering regular mediation every Tuesday next term.

Here is some more information prepared by Jason:

*Are you interested in reducing stress, focusing your mind, and cultivating a sense of well being? Meditation might be just the thing. If you are curious about exploring this time-honored practice, please come and join us for free, drop-in meditation on Tuesdays from 1:00 to 1:45pm. Instructions on how to meditate will be offered and there will be an opportunity to ask questions. The sessions will be led by Jason Leslie, a current LLM student at UBC law school with several years of experience teaching meditation for people new to the practice.*

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# Marketing (We Love Law Students)

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## Coffee, Fruit & Donuts with Faculty – Sample email to students

**Coffee, Donuts & Fruit (all years)** @Tuesday, February 4, 10:30 – 11:00am, Hong Kong Alumni Student Lounge (Please bring your own mug).

This is a great opportunity to chat informally with faculty members about law school life, and each faculty member's teaching and research areas. Faculty members who have indicated they hope to attend are:

- **Joost Blom:** Contracts; Torts; Conflict of Law (private international law); Intellectual Property, Comparative Law
- **Wei Cui:** Tax law and policy, Public finance, Chinese legal system
- **Emma Cunliffe:** Expert evidence, Fact determination, Legal methodologies, Women and criminal law
- **Ben Goolid:** Criminal Law, Criminology and Criminal Justice, Human Rights, Privacy, Surveillance, and Security
- **Michelle LeBaron:** Cross-cultural conflict resolution; law, legal culture and conflict resolution; conflict across worldview differences; creativity and conflict; ritual, narrative, metaphor and conflict; gender and conflict; spirituality, religion and conflict; teaching innovation and excellence in law and conflict resolution.
- **Margot Young:** Equality Law and Theory, Social and Economic Rights, Comparative Constitutional Law, Social Welfare Law, Canadian Social Union

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# Media

## Canada

### •UBC Law:

- [http://www.law.ubc.ca/news/2012/dec/12\\_06\\_12\\_dogs.html](http://www.law.ubc.ca/news/2012/dec/12_06_12_dogs.html)
- <http://blogs.ubc.ca/lawstudent/2012/12/>
- [http://www.law.ubc.ca/news/2012/apr/04\\_17\\_11\\_relax.html](http://www.law.ubc.ca/news/2012/apr/04_17_11_relax.html)
- [http://www.law.ubc.ca/news/2012/nov/11\\_29\\_12\\_yoga.html](http://www.law.ubc.ca/news/2012/nov/11_29_12_yoga.html)

### •University of Toronto

- <http://www.law.utoronto.ca/student-life/personal-support/health-and-well-being/health-and-wellness-law-school>
- <http://www.theglobeandmail.com/news/toronto/puppies-and-yoga-exposing-law-students-guide-since-2012/article4101463/>

### •Dalhousie

- [http://www.thestar.com/life/2012/12/04/dalhousie\\_university\\_opens\\_puppy\\_room\\_to\\_ease\\_student\\_stress.html](http://www.thestar.com/life/2012/12/04/dalhousie_university_opens_puppy_room_to_ease_student_stress.html)

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# Georgetown Law LIB

## Georgetown Law Wellness: Lawyers in Balance (LIB)

### •Website:

<http://www.law.georgetown.edu/campus-life/health-wellness/lawyers-in-balance/index.cfm>

### •Student Testimonials:

- "I loved it. For me, I was chronically stressed about my future and grades. I focused on my past and my future, but never on the present. This class allowed me to decompress, manage the stress in my life, and maintain perspective about my career, my relationships and myself."
- "Weekly meditation helped me to tune out the anxious thoughts within and learn techniques to help me feel calm, grounded and more confident."
- "Participating in a LIB group taught me healthy ways to cope with stress such as meditation and mindfulness and the surprise benefit was that it provided a rare opportunity to get to know fellow students on a deeper level."

### • Sample Email:

Announcing the Georgetown Law  
Spring 2014



#### WHAT:

LIB teaches important skills rarely addressed in the classroom but useful in professional development, as well as the practice of the law. In groups of ten, led by experienced Law Center administrator-facilitators, LIB students learn a range of stress reducing "mind-body" techniques, including meditation, journaling and guided imagery. LIB provides students a regular opportunity to reflect in a supportive, confidential setting on the challenges of the law school experience.

#### WHEN:

LIB participants meet once a week for eight weeks, in two-hour sessions. Beginning the week of February 3 or February 10, the spring 2014 sessions are scheduled on

Tuesdays, 6:00pm – 8:00pm  
Wednesdays, 6:00pm – 8:00pm  
Fridays, 10:00am – 12:00pm

#### FOR MORE INFORMATION:

Space is limited. All interested students are invited to apply here: <http://apps.law.georgetown.edu/forms/?formid=301>. Applications are due by 5:00 pm on Wednesday, January 22, 2014.

#### QUESTIONS:

Contact Lauren Dubin at [dubin@law.georgetown.edu](mailto:dubin@law.georgetown.edu) or Michael Goldman at [mdg23@law.georgetown.edu](mailto:mdg23@law.georgetown.edu).

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# Mental Health Awareness Days

**Georgetown Law Wellness:  
National Mental Health Day (March)  
World Mental Health Day (Oct)**

• **ABA Planning Toolkit - NMHD**

[http://www.americanbar.org/content/dam/aba/administrative/law\\_students/mhw-handbk.authcheckdam.pdf](http://www.americanbar.org/content/dam/aba/administrative/law_students/mhw-handbk.authcheckdam.pdf)

• Public displays with relevant statistics and resources related to mental health

• Email to students with resources and invitation to NMHD de-stress events

- A short mindfulness meditation
- A special beginner's yoga class, open to all students
- An ice cream social

• **Sample Email to Faculty for WMHD**

Dear Faculty,

I hope this message finds you well.

This being World Mental Health Day, it seems an appropriate moment to seek your continued assistance in identifying and referring students who may be having serious personal difficulties. As I have mentioned at past faculty meetings, you all are integral partners in the Law Center's "safety net". You often are the first to notice when a student is in distress, whether reflected in repeated absences from class, missed deadlines, repeated failure to respond to e-mails, a noticeable change in hygiene or physical health, or comments or behavior suggesting the student is depressed, overwhelmed, struggling with alcohol or substance abuse or otherwise at risk. Because you hold a position of trust and authority, students who are having difficulties may be willing to seek help with your encouragement.

I have attached the latest version of [How to Help Distressed Students: Guidance for Georgetown Law Faculty](#), a very short guide I wrote with the clinicians at Georgetown's Counseling and Psychiatric Service (CAPS). I hope you will review it and keep a copy in your office in case you have concerns about a student. It identifies key contacts and resources for both urgent and non-urgent situations. It also describes common warning signs of student distress and suggests how to talk with and refer students so they will get the help they need.

As always, I am available to consult if you are worried about a student's well-being. Thanks to your early referrals and support, we often are able to keep problems from becoming crises.

Many thanks,  
Mitch

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# G'town Center for Wellness Promotion

**Georgetown Law Health and Wellness**

• **Center for Wellness Promotion:** <http://www.law.georgetown.edu/campus-life/health-wellness/center-for-wellness-promotion/index.cfm>

- Monthly wellness newsletter: <http://www.law.georgetown.edu/campus-life/health-wellness/center-for-wellness-promotion/Wellness-Newsletters.cfm>
- Regular programs: Dean's Challenge, RAD Self-Defense for Men and Women, Sexual Assault Awareness Month, and National Mental Health Day
- A variety of topical workshops throughout the year: Healthy Eating, Ask the Chef, Living Gluten-free, Test Anxiety, Sexual Health and Relationships, etc.

• **Sport & Fitness Center:** <http://www.law.georgetown.edu/campus-services/fitness/index.cfm>

- Group classes: <http://www.law.georgetown.edu/campus-services/fitness/programs-services.cfm>
- Co-sponsor of Dean's Challenge (help students develop healthy behaviors to incorporate into busy lifestyles): <http://www.law.georgetown.edu/campus-services/fitness/deans-challenge.cfm>

**Georgetown Law Advising and Counseling**

• **Personal Counseling:** <http://www.law.georgetown.edu/campus-life/advising-counseling/personal-counseling/index.cfm>

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# Studies on Lawyer Wellness

## Law Student and Lawyer Mental Health and Wellness

•Dave Nee Foundation: <http://www.daveneefoundation.com/>

Statistics: <http://www.daveneefoundation.com/lawyers-and-depression>

- Depression among law students is 8-9% prior to matriculation, 27% after one semester, 34% after 2 semesters, and 40% after 3 years.
- Stress among law students is 96%, compared to 70% in med students and 43% in graduate students.
- Entering law school, law students have a psychological profile similar to that of the general public. After law school, 20-40% have a psychological dysfunction.
- Lawyers are the most frequently depressed occupational group in the US.
- Lawyers are 3.6 times more likely to suffer from depression than non-lawyers.

•American Bar Association Law Student Division: Mental Health Initiative:

[https://www.americanbar.org/groups/law\\_students/initiatives\\_awards/lhealth.html](https://www.americanbar.org/groups/law_students/initiatives_awards/lhealth.html)

•ABA Commission on Lawyer Assistance Programs: [http://www.americanbar.org/groups/lawyer\\_assistance.html](http://www.americanbar.org/groups/lawyer_assistance.html)

## Substance and Alcohol Abuse

•“Coping with Challenges” (ABA article, Feb 2008):

- An estimated 81,000 to 117,000 ABA members will have had one or more alcohol, drug, or mental (ADM) disorders within the past year.
- Over 56,000 ABA members will have a lifetime alcohol dependence disorder, and over 30,000 will have a lifetime drug (other than alcohol) disorder.
- Almost 45,000 ABA members have had a substance abuse (alcohol or drug) disorder in the past year.

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# Corporate Wellness: Best Practices

## White Paper: “5 Best Practices of High-Performing Corporate Wellness Programs”

•In 2013, Virgin HealthMiles and *Workforce Management* magazine surveyed 1,308 businesses and 9,918 employees on the impact of health and wellness benefits and how the landscape for health and wellness programs is changing year to year.

•High-performing wellness programs share five key factors:

1. A formal network of program champions
2. Dedicated, experienced internal staff to support wellness programs
3. A desire to seek ongoing support from outside experts and consultants
4. A culture of health that’s embedded within their broader corporate culture, often as part of their corporate mission
5. A single identity, or brand, for their wellness initiatives, under which they communicate all of their employee wellness programs and benefits.

(<http://www.theuprisingblog.com/5-best-practices-of-high-performing-corporate-wellness-programs-introduction/>)

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## Corporate Wellness: Survey Findings

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### Top 5 Survey Findings at a Glance:

• **Health and wellness programs are important to employees**, with 87.2% of those surveyed saying they look for these offerings when choosing an employer.

• **Health and wellness programs have a positive impact on an organization's culture.** Seven out of 10 employees (77.2%) say wellness programs positively influence the culture at work, and 57.5% say their participation in wellness programs has had a positive influence on colleagues, friends, family.

• **Incentives matter:** Though their main motive for participating in health and wellness programs is to improve their health (78.2%), employees say incentives such as monetary rewards or workplace perks are also important — 61.4% say the incentives they earn through participating in wellness programs are a key reason they participate.

• **Communication is a concern:** The dominant form of communicating to employees about wellness programs is email (81.8%), yet more than ½ of employees feel they're not aware of, or need to know more about, health & wellness programs offered by employers.

• **Measuring impact continues to be a challenge:** Measurement is now the biggest obstacle for organizations when it comes to health & wellness programs. With only 31% of organizations satisfied with their health & wellness metrics, more must be done to quantify the impact of health & wellness benefits.

(<http://www.theuprisingblog.com/page/2/#sthash.jHTPLKU.dpuf>)

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## Corp. Wellness: Regional Differences

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The report “**WORKING WELL: A Global Survey of Health Promotion and Workplace Wellness Strategies**” articulates the differences among corporate wellness managers' health promotion objectives by region. The top objectives for each region are listed below:

- US: (1) health care costs, (2) productivity/presenteeism, (3) absence
- Europe: (1) productivity/presenteeism, (2) morale/engagement, (3) promote values/mission
- Middle East: (1) morale/engagement, (2) productivity/presenteeism AND workplace safety (TIE)
- Asia: (1) work ability, (2) morale/engagement, (3) promote company values/mission

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