

To: Georgia Gray, NALP President

Eric Bono, Board Liason

Fred Thrasher, NALP Deputy Director

NALP Board of Directors

From: Andrianna Dunbar, Chair, Lawyer and Law Student Well Being Working Group

Amy Perez, Vice Chair, Lawyer and Law Student Well Being Working Group

Date: June 26, 2019

RE: Lawyer and Law Student Well Being Working Group – Q1 Board Report

The Lawyer and Law Student Well Being Working Group began the term by proactively reaching out to encourage attendance to the meeting at the AEC in San Diego. We were happy to have nearly 40 people attended the IG meeting and Amy Perez hosted a robust discussion on topics and ideas for future meetings, articles, trainings, etc. Amy also identified more volunteers to take on leadership roles within the group focused on specific topics.

A follow up call with the vice chairs listed below allowed us to clarify roles and brainstorm next steps for the working groups. Our quarterly calls are scheduled through Q3 and are as follows:

- Thursday July 11 from 12 – 1 EST (focus on strategic planning)
- Thursday, September 26 from 1 – 2 EST
- Thursday January 16 from 1 – 2 EST

We hope to use these calls to both move forward the goals of the working group and to increase interest in the well-being interest group by using a portion of the quarterly calls for Q&A and specific topic discussions.

AEC RFP Workgroup

Vice Chair - Lauren Dubin (Georgetown Law School)

Following the 2019 AEC, our call to brainstorm for the 2020 AEC produced a number of topics - many of which were pulled from the notes taken at the AEC meeting in San Diego. We discussed the topics under three headings: General Wellness Programing; Mental Health – Students and Attorneys and; Solutions. We understand there were several well being related RFPs submitted for NALP review and look forward to learning which topics were chosen for the 2020 AEC. Below is the list of topics in order of our recommendations that we shared with Meagan Hanger.

1. The Silver Lining of Imperfection
2. Calm in the Storm
3. Wellness on a Shoestring
4. One Breath at a Time
5. Wellness for Women

6. The Connection Between Law Firm Well-Being Programs and Insurance Premiums
7. If You Build It, They Will Thrive: Developing Your Wellness Program
8. Mindfulness as a Protective Factor Against Implicit Bias and Its Harmful Impact
9. Working Together for Wellness: Best Practices for Firms and Schools to Enhance Wellness within the legal industry
10. Surviving and Thriving: Maintaining Wellness through Post-Grad Challenges

Bulletin/Webinar RFP Workgroup

Vice Chair - Alisa Rosales (U. South Dakota)

Our brainstorming call for Bulletin/Webinar RFPs generated several ideas. Below is the list that we are aware of for consideration.

- Anxiety & Depression in Law Students: Identifying & Supporting Students Ethically: Alison Kennedy, University of Minnesota, Public Interest & Judicial Clerkship Adviser
- Financial Pressures & Well-Being (Law School): Jennifer McGarr, University of Missouri, Director of Career Development
- Financial Pressures & Well-Being (Practice): Roslyn Pitts, Katten Muchin Rosenbaum LLP, Director of Professional Development; Amber Haggins, Katten Muchin Rosenbaum LLP, Director of Diversity & Inclusion *We see this as a two-part series, perhaps slated for the spring
- Being Vulnerable to Develop a Growth Mindset: Jeanne Picht, Fried, Frank, Harris, Shriver & Jacobson LLP, Director, Professional Development
- Working with Student Organizations to Promote Wellness: Candace Bergeron, Northwestern University, Associate Director of Student Engagement & Community
- Beyond Law School/Beyond your Role as an Attorney: Filling Your Bucket: Reva Pollack, Ice Miller LLP, Manager of Attorney Feedback & Development
- Impostor Syndrome & Developing Resilience: Shannon Bartlett, Northwestern University, Associate Dean, Inclusion & Engagement
- Wellness: What is the Current Lingo? Roslyn Pitts, Katten Muchin Rosenbaum LLP, Director of Professional Development; Amber Haggins, Katten Muchin Rosenbaum LLP, Director of Diversity & Inclusion (This Fall, as an introductory/kick-off article for the Interest Group)
- Fostering Student Resilience through 3 Years Plus Bar Exam Studying: Teresa Schmiedeler, University of Maryland, Director, Public Service Programs & Outreach
- The Three Core Well-Being Principles That Can Transform The Legal Industry; Jarrett Green and Rebecca Simon, Bar Peak Performance Program

Law School/Employer Collaboration

Vice Chairs - Amy Killoran (Georgetown Law School) and Lauryn Bronstein Cohen (Sidley Austin)

We expect that a significant focus of this working group will be on promoting collaboration between employers and law schools for Mental Health Awareness Day on October 10. In early July, we are meeting to kick off the discussion on how to support and encourage collaboration between the groups.

Membership Development and Environmental Scanning

Vice Chairs - June Hahm (Morris Nichols) and Nicole Sandoz (Georgetown Law School)

We continue to encourage members to join the group through NALP Connect and are pleased to report that we have over 80 members in the NALP Connect group – up from the mid-30's in April. We will post articles and information about well-being related programming on a consistent basis, and also cross-post into other groups in order to ensure those who are interested are getting the information they need.

Strategic Planning

Amy Perez, University of Miami School of Law

We are excited to be involved in a year of strategic planning! Our first quarterly call will focus on strategic planning and we are reaching out to current and previous members of the working group to ensure a robust and thoughtful conversation. The number of RFPs and articles in the industry about well-being demonstrates the focus the NALP community has on the topic and we are excited to help keep up the momentum and support members. The challenge it seems, will be to ensure a range of options are available for the different constituents. From introduction to well-being through more advanced and nuanced topics in articles and programming. We were also happy to see the recent survey on future events include a well being summit as a possible topic and are very supportive of this idea.