



Well-Being *in Practice*

OCTOBER 4/5
Via Zoom Events

A summit on taking care of yourself, your workplace and our profession.



Supplemental Resource Package

October 4 & 5, 2022

Content Warning and Disclaimer

In review of the suggested supports and resources, you may encounter information or material that is triggering, upsetting or challenging to engage with. If you need to talk to someone or need support, you are encouraged to reach out to Alberta Lawyers' Assistance Society (Assist) at 1.877.498.6898. 24/7 crisis support is available at this number. Additional supports are listed below.

The presentations and suggested resources provided in this Summit are provided for educational or informational purposes only and are not intended to constitute legal or other professional advice. Views expressed during the presentations or in the suggested resources are the views of the speaker or author individually and do not necessarily reflect the views of the host organizations. The host organizations are not responsible for the accuracy, content or information provided in this Summit. Participants must exercise their personal and professional judgment about the accuracy, utility and applicability of the information to their circumstances.

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Supports

[Assist's Peer Support Program](#)

This program provides support to Alberta lawyers, articling students and law students to address personal and professional issues in a safe and confidential environment. Assist's peer support volunteers are Alberta lawyers trained in peer support and confidentiality who provide personal support, share strategies, and foster encouragement and hope, with respect to diverse life and career experiences. Please call 1.877.737.5508.

[Encountering Strong Emotional Reactions](#)

This pamphlet provides tools, resources, and crisis lines available to those experiencing re-traumatization or strong emotional responses. 24/7 support is available. The toll-free Hope for Wellness Help Line (1.855.242.3310) is available 24/7 to all Indigenous people across Canada and the online chat link can be found on their [website](#). The toll-free 24-hour National Indian Residential School Crisis Line is 1.866.925.4419 to receive immediate emotional assistance.

[Indigenous Mental Health Program](#)

This service provides culturally appropriate mental health care and support for Indigenous clients. The team at Sheldon M. Chumir Health Centre provides counselling for individuals and families, psycho-educational group therapy, trauma informed therapy for individuals, access to Traditional Wellness Counsellors, assessment, supported liaison services, outreach services, education, community development, culturally safe patient and family centered care, and assisted referrals.

[Law Society of Alberta](#)

The Equity, Diversity and Inclusion (EDI) Counsel provides insight on issues of inclusion in the legal workplace and supports the Law Society's work by applying an EDI lens to various projects. If you have questions about our work in this area, please contact our [EDI Counsel](#). If you are a lawyer, articling student, law student or legal staff and you have questions about discrimination and harassment in the workplace, please contact our [Equity Ombudsperson](#). The [Practice Advisors](#) are also available as a free and confidential service to help Alberta lawyers, legal support staff and articling students with legal, ethical and practice inquiries.

[Non-Insured Health Benefits for First Nations and Inuit](#)

Mental health counselling is available for Indian Residential School survivors and their family, families of Missing and Murdered Indigenous Women and Girls, and Indian Day School survivors. Coverage includes 22 hours of counselling with an option to request more hours. Mental health practitioners can get pre-approval using this [form](#).

[211 Alberta](#)

211 is an essential service that helps Albertans find the right resource or service for whatever issue they need help with, at the right time. 211 is available 24/7 by phone, text and chat. The service is free, confidential and available in over 170 languages over the phone.

Resources

Addiction and Substance Use

[Alcohol and Indigenous Communities](#)

The late Harold R. Johnson, former crown prosecutor in Treaty 6 territory, discusses his book *Firewater: How Alcohol is Killing My People (And Yours)* and how the law impacted alcohol use in Indigenous communities. He expands on his ideas in *Firewater* and discusses how alcohol has negatively impacted not only Indigenous peoples, but all people.

[Drug and Alcohol Abuse & Addiction in the Legal Profession](#)

This resource prepared by the Legal Profession Assistance Conference, the predecessor organization to the CBA Well-Being Subcommittee, provides information about the extent of addictions and substance misuse issues in our profession.

[Gambling Addiction in The Legal Profession](#) Former lawyer Brian Cuban shares his story, as well as the story of two other lawyers, who overcame gambling addiction and the impacts it had on their lives.

[Seven Ways to Help Lawyers with Addiction](#)

Ontario lawyer Darryl Singer overcame addiction to pain killers and shares his tips for friends and colleagues who are concerned that a lawyer in their midst may be experiencing substance use issues.

[The Most Terrifying Part of my Drug Addiction? That my Law Firm Would Find Out](#)

New York lawyer Lisa Smith shares her story about the work hard-play hard culture at her firm that led to her alcoholism and drug addiction. She challenges our prejudices about what a lawyer-addict would look like and counters stigma through honesty and openness.

[The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys](#)

The American Bar Association's seminal 2016 study of substance use and mental health concerns led to the formation of the well-being task force and current initiatives. According to this study, led by lawyer-researcher Patrick Krill, 20.6% of survey participants tested positive for hazardous, harmful, and potentially alcohol-dependent drinking, and 28%, 19%, and 23% of participants exhibited symptoms of depression, anxiety, and stress, respectively. This survey used validated testing instruments to identify symptoms as well as self-reports.

Anxiety

[Generalized Anxiety Disorder](#)

This guide explains what anxiety is and how generalized anxiety disorder differs from normal worrying, outlines six self-help tips and shares how treatment by a qualified professional can assist individuals experiencing anxiety.

[Lawyers and Anxiety](#)

Assist's website provides general information on anxiety, as well as resources on anxiety in the legal profession.

[Lawyers and Anxiety: Three Case Studies](#)

Neuroscientist Owen Kelly shares stories of three lawyers with anxiety, discusses treatment options and suggests resources.

[Panic Attacks and Panic Disorders](#)

This guide outlines what panic attacks and panic disorders are, including symptoms, strategies and how to help someone experiencing panic.

[Panic Attacks: Helping Yourself and Others](#)

Assist's Executive Director Loraine Champion shares her panic attack history, what helped her and how Assist can help lawyers with panic attacks.

[Phobias and Irrational Fears](#)

This guide outlines phobias, irrational fears of things that are not inherently dangerous, including social phobias and agoraphobia, along with treatment strategies.

[The Mindful Lawyer: Working with Fear and Anxiety](#)

The Director of University of Miami School of Law's Mindfulness in Law Program shares mindfulness strategies for addressing fears lawyers encounter.

Burnout

[Coping With Stress and Avoiding Burnout: Techniques for Lawyers](#)

Social neuroscience researcher Owen Kelly outlines stress management strategies including problem-solving and time management practices as well as the basics of sleep, nutrition and exercise.

[I Fought the Law and the Law Won: My Burnout Story](#)

Lawyer-stress management consultant Paula Davis shares her story of becoming a burned-out lawyer and the pathway to recovery.

Compassion Fatigue

[Lawyers and Compassion Fatigue](#)

Assist's website provides resources and articles on compassion fatigue and burnout.

Courses and Guides

[A Lawyer Mental Health Primer for Lawyers and Law Students](#)

Assist's Executive Director Loraine Champion provides an overview of mental health and substance use issues facing lawyers based on current lawyer mental health research.

[Alberta Family Wellness Initiative \(AFWI\) Resources](#)

The AFWI has developed videos, resources and a free online course to make brain science available to professionals and the public. The Brain Story Certification is designed for those seeking a deeper understanding of brain development and its consequences for lifelong health.

[Assist's Guide to Emergency Resources:](#)

This guide provides contact information for emergency resources and other supports.

[Lawyer Wellbeing Activity Guides](#)

The Institute For Well-Being In Law has compiled a comprehensive list of well-being activity guides that individuals and workplaces can consider in advancing well-being. There are also specific [workplace resources](#) that focus on policies and programs.

[Mental Health and Wellness in The Legal Profession](#)

This free online course, developed by the CBA Well-Being Committee, shares stories of lawyers (including Alberta Court of King's Bench Madam Justice Michele Hollins) who have experienced mental health disruptions and offers strategies.

[The Science of Well-Being](#)

This free online course, through Yale University, includes a series of challenges designed to increase individual happiness and build more productive habits. As preparation for these tasks, Professor Laurie Santos reveals misconceptions about happiness, annoying features of the mind that lead us to think the way we do, and the research that can help us change.

Depression

[Killing Ourselves: Depression as an Institutional, Workplace and Professionalism Problem](#)

A Canadian law student, now practicing lawyer, analyzes depression in the legal community, outlining risk factors for depression in the practice of law and the risks to the profession of untreated mental health challenges.

[Lawyers and Depression](#)

Assist's website provides general information on depression, as well as resources on depression in the legal profession.

[Living Through Depression](#)

In this [Conversations with the President Podcast](#), former CBA President Stephen Rotstein speaks with Madam Justice Michele Hollins about her battle with depression. This content is available through podcast and transcript.

[Managing the Weight of Depression](#)

Massachusetts Lawyers Concerned for Lawyers clinical psychologists Dr. Jeffrey Fortgang and Dr. Shawn Healy recognize that there are elements of stress in the profession that lawyers cannot control. However, they emphasize that there are elements lawyers can control and share insights to improve mental health.

[Mental Health's Toll](#)

This article features the story of a Nova Scotia judge who got help for depression from his province's lawyers' assistance program. He shares insights into what helped him and how lawyers can battle stigma.

[Why So Many Lawyers Suffer from So Much Depression](#)

Dr. Martin Seligman, recognized as the father of positive psychology, outlines legal practice dynamics linked with depression, including the role of the pessimistic explanatory style common among law students and lawyers and how this can be countered by learned optimism.

Disability

[Canadian Association of Lawyers with Disabilities](#)

This link is for the Canadian Association of Lawyers with Disabilities twitter page.

[Conversation With a Lawyer Living With a Disability](#)

In this [Conversations with the President Podcast](#), former CBA President Ray Adlington speaks with Lorin McDonald, a lawyer from Toronto who was born with profound hearing loss in both ears. This content is available through podcast and transcript.

Equity and Diversity

[A Conversation About Equity With Dr. Cindy Blackstock and Dr. Barbara Fallon](#)

Watch [Cindy Blackstock](#) and [Dr. Barbara Fallon](#) talk about what equity is, why it is important, and what can be done to address inequities in our society.

[Diversity and Well-Being: Lawyers Share Mental Health Struggles](#)

Three attorneys share their personal stories about overcoming mental health challenges and discuss the unique challenges people of diverse backgrounds face in the legal industry.

[The Well-being Matrix: Why Equity, Diversity and Inclusion are Essential to a Healthy Legal Profession](#)

Law Society of Alberta's Equity, Diversity and Inclusion Counsel Susannah Alleyne shares how the pre-pandemic workplace was not always the safest or most inclusive place for Black women, queer people and other people who don't fit within the hegemonic trappings of the workplace. She provides insights on why EDI is important to wellness, and what can be done to make the workplace a safe space for everyone.

Gender, Identity and Sexual Orientation

[Association of Women Lawyers](#)

This Association connects women lawyers with each other, helps them advance their careers, and celebrates their accomplishments through a program of professional development, networking, mentoring and career building opportunities.

[CBA Sexual Orientation and Gender Identity Community Section](#)

This Section works to address the needs and concerns of lesbian, gay, bisexual, transgender and two-spirited people within the CBA.

[CBA Women Lawyers Forum](#)

This Forum is an inclusive space for women lawyers to connect, share experiences, build skills and advocate for change in the legal profession and Canadian society.

[John Gulak - Breaking the Silence](#)

Calgary lawyer and author John Gulak talks about his search for identity, struggle with addiction, and how rediscovering creativity brought him back to life.

[Stress, drink, leave: An examination of gender-specific risk factors for mental health problem and attrition among licensed attorneys](#)

This 2021 study conducted in California and DC analyzes the disparities in the prevalence and severity of depression, anxiety, stress and hazardous drinking between women and men and the differences with respect to predictors of leaving the profession due to stress or mental health.

Imposter Syndrome

[Recognizing the Reality of Imposter Syndrome](#): Law students and lawyers are prone to experiencing imposter syndrome. This article explains what imposter syndrome is, why lawyers are susceptible and strategies for managing feelings of imposterism.

BIPOC Lawyers

[Canadian Association of Black Lawyers Alberta Chapter](#)

The Canadian Association of Black Lawyers Alberta Chapter (CABL) brings together law professionals and other interested members of the community from across Canada to cultivate and maintain The Association of Black professionals in Canada.

[Canadian Muslim Lawyers Association](#)

The Canadian Muslim Lawyers Association (CMLA) advocates and provides legal education in areas of interest to Muslims across Canada, works as a catalyst for networking between Muslim lawyers, other Muslim professionals and synergistic networks and organizations, and provides mentorship to students, assistance with job placements and referrals.

[Federation of Asian Canadian Lawyers Western Chapter](#)

The Federation of Asian Canadian Lawyers (FACL) is a diverse coalition of Asian Canadian legal professionals working to promote equity, justice, and opportunity for Asian Canadian legal professionals and the wider community.

[Indigenous Mentorship Program](#)

The Law Society of Alberta's Indigenous Mentorship Program matches Indigenous Alberta lawyers with Indigenous law students, to provide an opportunity for students to meet and connect with experienced Indigenous counsel.

Internationally Trained Lawyers

[Resources for Internationally Trained Lawyers](#)

Assist's website provides resources for internationally trained lawyers.

Law Culture

[How Being a Workaholic Differs from Working Long Hours — and Why That Matters for Your Health](#)

Researchers Lieke ten Brummelhuis and Nancy P. Rothbard summarize how their study showed the difference between behavior (working long hours) and mentality (workaholism) on health, finding that working long hours was not related to health issues, while workaholism was.

[If You're So Successful, Why Are You Still Working 70 Hours a Week?](#)

British researcher Laura Empson explores how professional services firms rely on a workforce composed of insecure overachievers to achieve financial and business objectives.

[The Mental-Health Crisis In Law](#)

Lawyers share their stories to show that the legal culture is unwell due to bullying, loneliness, imposter syndrome and rage, and how lawyers have found hope and strength.

[The Status–Health Paradox: Organizational Context, Stress Exposure, and Well-being in the Legal Profession](#)

Canadian researchers delve into why “successful” lawyers have more health issues than lawyers who are considered to be less successful as this finding flies in the face of conventional success-health links.

Lawyer Happiness

[What Makes Lawyers Happy: A Data-Driven Prescription to Redefine Professional Success](#)

Summit speaker Dr. Larry Krieger and Professor Kenneth Sheldon explain the results of their ground-breaking research identifying factors linked to lawyer happiness, and factors believed to be the brass rings in our profession which do not lead to subjective well-being.

New Lawyers and Articling Students

[CBA-AB Articling Students Section](#)

This Section is specifically designed to address the needs, interests and issues of concern to articling students. It features both practice and functional topics of interest to articling students and provides opportunities to network with other articling students and with a broad range of speakers. All current articling students receive complimentary auto-enrollment as Materials

Members of the Articling Student (South) Section (for those articling students in Southern Alberta), or the Young Lawyers (North) Section (for those articling students in Northern Alberta).

[CBA-AB Young Lawyers Section](#)

This Section promotes camaraderie among junior lawyers in professional and social activities. These activities foster discussion and interchange of ideas relative to the duties, responsibility and problems of junior lawyers, aid and promote the advancement of junior lawyers, and encourage their interest and participation in CBA activities. All young lawyers who have been called within the last three years receive complimentary auto-enrollment as Materials Members of either the South or North Young Lawyers Section.

[Mentor Connect and Mentor Express](#)

The Law Society of Alberta's mentorship programs engages experienced counsel to guide those with less experience to realize their career goals and achieve greater personal and professional balance in their lives.

[Resources for Articling Students](#)

Assist's website provides resources for articling students.

[Resources for Young Lawyers](#)

Assist's website provides resources for young lawyers.

Resilience

[Resilience Through Indigenous Humour](#)

In this Tedx talk, Stephanie Pangowish, who is Anishinaabekwe from Wiikwemkoong on Manitoulin Island, shares how the Indigenous community uses humor to survive colonization and continues to use it as a tool for healing.

[Resiliency and Well-being resources for Alberta lawyers](#)

Assist's website provides resources about building resilience and enhancing your well-being.

Spirituality

[Embracing Spirituality](#)

Blair Stonechild, Professor of Indigenous Studies at First Nations University of Canada delves into what Indigenous spirituality is and what it means to embrace Indigenous spirituality.

[Traditional Approaches to Mental health and Well-Being](#)

Beginning at the 12-minute mark of this video, Haudenosaunee Knowledge keeper Diane Longboat discusses living through trauma, spiritual discipline, and how to provide support and wellbeing to the community.

[What is Smudging](#)

Traditional Knowledge Keeper Cecil Issac discusses what smudging means to him and provides a demonstration. Elder Lawrence Wells discusses [Why We Smudge](#) with Indigenous youth. Elder Bertha Skye discusses [How We Smudge](#) and how there are no wrong ways to smudge.

Stigma

[Healing in Pandemic Times: Indigenous Peoples, Stigma, and Covid-19](#)

Stigmatization and discrimination of Indigenous and BIPOC communities are prevalent in the health care system. This short, animated video addresses the consequences of stigmatization and discrimination. Everyone should feel safe and supported in their communities. This video gives a few examples of how to reduce stigma.

[Mental Illness And Lawyers: Moving From Stigma To Solutions](#)

This article discusses stigma about mental health issues in the legal profession and how we need to collaborate as a profession to achieve improvements.

[Stigma Resources](#)

Assist's website provides resources on shame and stigma in the legal profession.

[Transcending Shame: One Lawyer's Journey](#)

A highly successful lawyer with bipolar disorder finds relief in sharing her story after years of hiding her condition out of shame.

[The Day-to-Day Stresses and Challenges of Being a Lawyer](#)

This article reviews common stressors in the legal profession and encourages any lawyer struggling with stress to contact their lawyer assistance program.

Supporting Yourself and Others

[First Things First: Pam Palmater](#)

After teaching many courses on Indigenous issues, Pam Palmater understands that reconciliation can bring about many strong emotional responses. In this short video, Pam Palmater discusses how to handle emotions in difficult conversations.

[How to Help Someone](#)

This Assist resource is designed to give you the knowledge and the confidence to have the conversation with someone who may be struggling with personal issues and to refer them to appropriate sources of help.

Tipi Teachings

[Elder Howard Walker Tipi Training](#)

Elder Howard Walker assembles a tipi and provides a teaching of what the tipi represents. In this one-hour video, he discusses the role of women and significance of the tipi poles as they relate to our wellness.

[The Tipi Teachings – The meaning of the 15 Poles](#)

In this 22-minute video, Indigenous peoples share their knowledge and teachings they have received from Elders. This resource delves into the core values of the tipi poles and how they relate to wellness through the ceremonial raising of the tipi.

Trauma

[Healing the Historical Trauma Response](#)

Watch [Dr. Maria Yellow Horse Brave Heart](#) present on historical trauma and unresolved grief for American Indians. Dr. Brave Heart (Hunkpapa/Oglala Lakota) is President of the Takini Institute, an Associate Professor in the Department of Psychiatry and the Director of Native American and Disparities Research at the University of New Mexico in the Center for Rural and Community Behavioral Health.

Wellness

[First Nations Health Authority](#)

Healing through wellness. This resource provides culturally significant resources regarding the three areas of wellness to help walk the good life. [Being Active](#), [Eating Healthy](#), [Respecting Tobacco](#) (which includes both ceremonial uses as well as resources for quitting commercial tobacco), and [Nurturing the spirit](#). These resources provide tips and promote additional resources for healthy living.

[Law Society of Alberta Wellness Resources](#)

Visit this wellness resource page to view information on ASSIST, CPD Wellness Tips and articles on a wide variety of wellness topics impacting our profession.

Workplace and Leadership

[Alberta Human Rights Commission Information Sheets](#)

The Commission publishes information sheets related to human rights law, for example [Employment: Duty to Accommodate](#), and [Obtaining and responding to medical information in the workplace: A summary for employees](#).

[Building the Positive Law Firm: The Legal Profession at its Best](#)

American lawyer turned positive psychology leader Anne Brafford outlines how law firms can improve culture and enhance lawyer well-being.

[Capitalizing on Healthy Lawyers: The Business Case for Law Firms to Promote and Prioritize Lawyer Well-Being](#)

Professor Jarrod Reich outlines the business case for lawyer well-being, including why it is in law firms' best interests to develop a healthy work culture which supports and retains well lawyers.

[National Standard of Canada for Psychological Health and Safety in the Workplace](#)

The Mental Health Commission of Canada launched the Standard to provide a set of voluntary guidelines, tools and resources intended to guide organizations in promoting mental health and preventing psychological harm at work.

[Not Myself Today](#)

This social enterprise of the Canadian Mental Health Association, National, provides evidence-informed turnkey activities to help employers build greater awareness about mental health, reduce stigma about mental illness and foster safe and supportive work cultures.

[The Litigator and Mental Health](#)

In this paper Chief Justice of Ontario George R. Strathy discusses mental health and the work of barristers, acknowledging that his message probably applies to all areas of practice, and the need for a top-down change in our approach to mental health in the legal profession that needs to be driven by leaders of law firms and by leaders of the bar.

[Well-Being Toolkit for Lawyers and Legal Employers](#)

This Toolkit was developed for use by the American Bar Association Toolkit and was designed to help lawyers and legal employers improve well-being holistically and systemically. The toolkit offers reasons for prioritizing lawyer well-being as well as information, strategies and resources for implementing a plan for positive change. [Well-Being Toolkit for Lawyers and Legal Employers](#): This American Bar Association Toolkit is designed to help lawyers and legal employers improve well-being holistically and systemically.

[Workplace Strategies for Mental Health](#)

This Canada Life funded initiative provides free resources, strategies and activities employers and employees can use to has a psychologically safer workplace. Employers may be particularly interested in the organizational strategies resources.