



MENTAL HEALTH AND SUBSTANCE ABUSE DURING COVID-19

AUGUST 26, 2020 | ACC WISCONSIN ANNUAL CONFERENCE

TODAY'S PANEL



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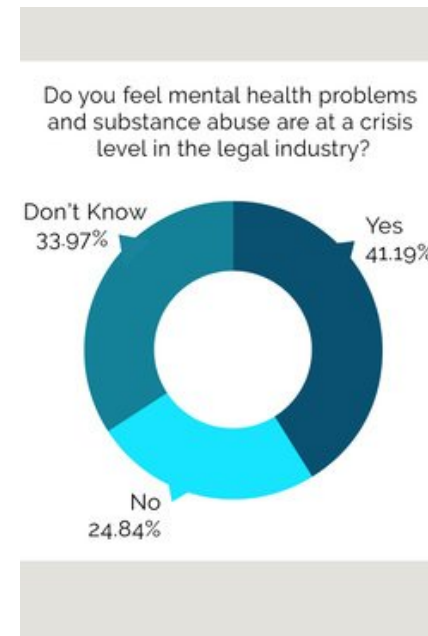
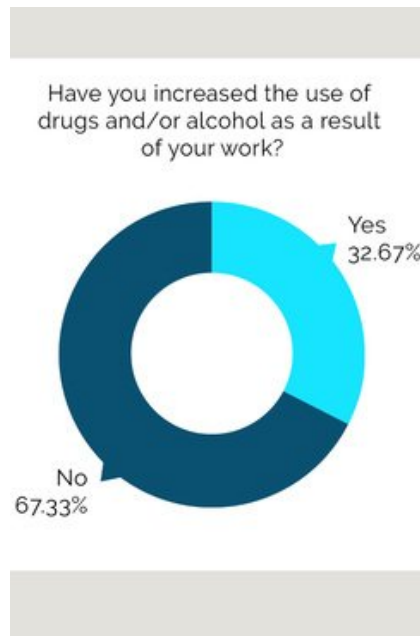
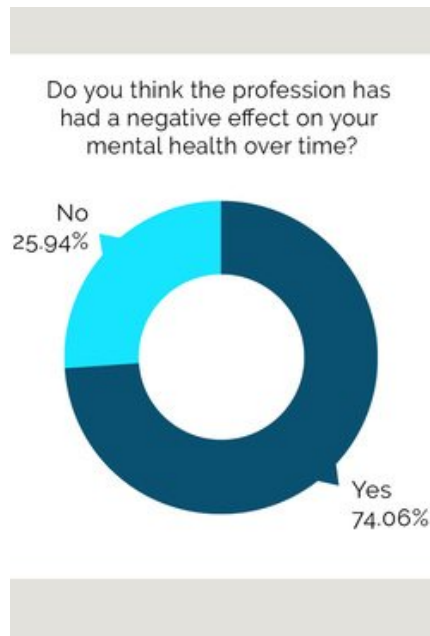
MARY SPRANGER, LCSW

WISLAP MANAGER
STATE BAR OF
WISCONSIN

Mental Health in a Time of COVID-19

- Anxiety of a public health crisis
- Combating Isolation
- Balance Between Work and Family Obligations
- Economic Uncertainty in the Legal Industry

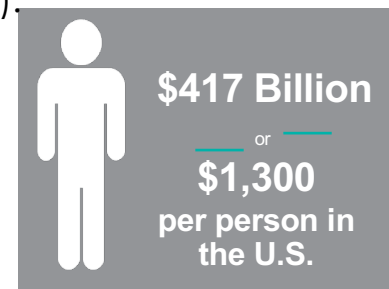
ALM Mental Health and Substance Abuse Survey



[From "By the Numbers: The State of Mental Health in the Legal Industry"](#)

Crisis By the Numbers

- **36%** of lawyers report problem drinking and 1:10 report prescription drug misuse
- **28%** of lawyers experience depression and 40% of law students report depression
- **Over 80,000:** drug overdose deaths in 2019 (CDC).
- **6 people** die each day from alcohol poisoning (CDC).
- **2.1 million:** the number of people with an opioid use disorder (NIH).
- **At least 15 million** people have an alcohol use disorder (SAMHSA).
- **1:4** people aged 12+ binge drank in past month (NIAAA).
- **1:5** people aged 12+ used an illicit drug in past 12 months (NIAAA).
- **88,000** deaths each year are attributed to alcohol use, making it the third leading preventable cause of death (CDC).
- **Every 48 minutes** a person died in a drunk-driving motor vehicle accident in 2017 (NHTSA).
- **Nearly 40%** of people with substance use disorder also have a mental illness (SAMHSA).
- **1 in 10:** the amount of people with a substance use disorder that receive treatment (SAMHSA).



PERKINScoie

Understanding Substance Abuse in Lawyers

STARTING EARLY



75%

CO-OCCURRING DISORDERS

28%	23%	19%
Depression	Stress	Anxiety Disorder

WHY THEY DON'T SEEK HELP

- Denial
- Fear and Uncertainty
- Shame
- Personal Image
- Lawyers and Attorneys Substance Abuse Statistics

What is a Drug?

“... any chemical substance which, when taken into the body alters its function physically and psychologically.”



“... any substance people consider to be a drug with the understanding that this will change from culture to culture and from time to time.”

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Substance Use Disorders

IDENTIFICATION AND DIAGNOSIS

Impaired Control and Risky Use

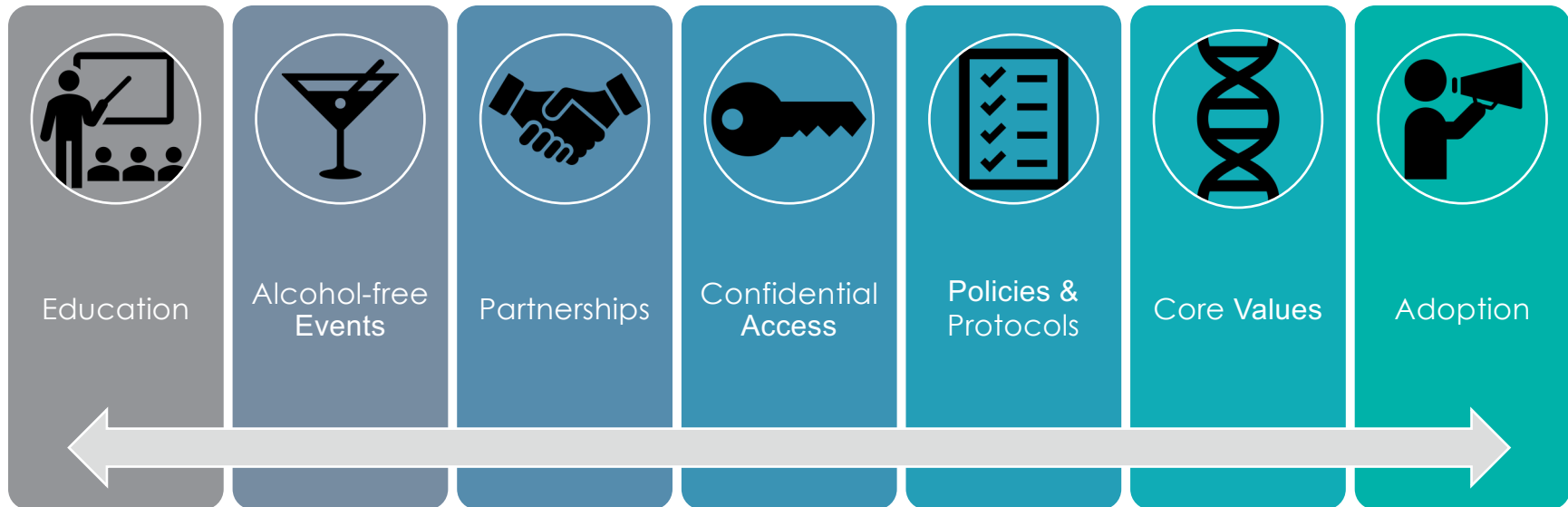
- Taking the substance in larger amounts or for longer than you meant to
- Wanting to cut down or stop using the substance but not managing to
- Spending a lot of time getting, using, or recovering from use of the substance
- Cravings and urges to use the substance
- Continuing to use, even when you know you have a physical or psychological problem that could have been caused or made worse by the substance
- Physical tolerance and withdrawal

Social Impairment

- Not managing to do what you should at work, home or school, because of substance use
- Continuing to use, even when it causes problems in relationships
- ⁸ • Giving up important social, occupational or recreational activities because of substance use

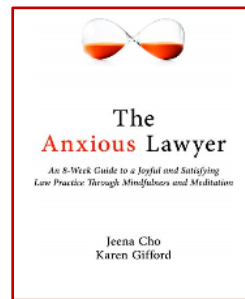
The ABA Well-Being Pledge and Seven-Point Framework

STEPPING TOWARDS WELL-BEING



3M Case Study: Developing an In-House Well-Being Program

Raising Awareness (2016-2017)



Sustaining Change (2020...)

WISE Vision

Well-Being is a Long-Term Strategic Priority with a Regular Operational Rhythm

- Dedicated WISE Team
- Defined Plan for 2020 and Beyond
- Communication Platforms and Content
- WISE Resources
- WISE Programs
- Recognition Programs

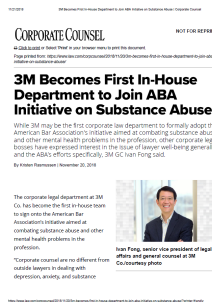


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Committing to Well-Being (2018)

“No one benefits from a burned-out lawyer or other legal professional. We want to ensure our people are aware of the support structures that exist in our company and to remove, or at least reduce, the stigma associated with seeking help. That is the way in which we can have the greatest impact,”
Ivan Fong, Law 360, November 21, 2018



Leveraging Internal Resources

Workplace Inclusion, Satisfaction & Energy

Overview of WISE

- Inclusion**
Creating an atmosphere that invites everyone to feel valued, respected and inspired to innovate and grow
- Satisfaction**
The happiness that employees feel when satisfied with their job and their work conditions:
 - Recognition
 - Empowerment
 - Employee perks and company activities
- Energy**
Overall employee well-being, defined in part by energy Audit components:
 - Physical
 - Mental
 - Spiritual
 - Emotional

Well-Being

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The WISE Initiative brings together information, resources, and events intended to promote workplace inclusivity, satisfaction and energy.

WISE leverages existing Legal Affairs and corporate programs and initiatives, while promoting additional actions at 3 levels:

- (1) Individual employees,
- (2) Legal Affairs leaders, and
- (3) Office/Department.



WisLAP

Referral types:

- Voluntary
- BBE (Conditional Admission)
- WI OLR (diversion, disciplinary)
- Firm (condition of employment)

Goals:

- Assist impaired lawyers to rehabilitate, maintain or demonstrate their stability (by recording objective data to document recovery/rehabilitation)
- Protect the public and the integrity of the profession

Resources

- [WisLAP](#) (Wisconsin Lawyers Assistance Program)
- [Gateway Foundation](#)
- [Addiction Recovery Resources for Professionals](#)
- [CLE on Mental Health and Wellness](#)
- [National Suicide Prevention Lifeline](#)
- [Suicide Prevention Resource Center](#)
- [Lawyers Depression Project](#)
- [Alcoholics Anonymous](#)
- [Mental Health Resources for the Legal Profession](#)
- [Lawyers Reveal True Depth of the Mental Health Struggles](#)
- [By the Numbers: The State of Mental Health in the Legal Industry](#)
- [Addiction & Substance Abuse in Lawyers: Stats You Should Know](#)



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