

Page: Submitter's Information
Chapter Name ACC Southern California
Page: Achievement Award
Category Best Partnership Program
Chapter Name ACC Southern California
Chapter Size Large (more than 851 members)
Entry Title Stronger Together: California ACC Chapters Unite for Attorney Well-Being
Entry Description <p>On Saturday, February 1, 2025, for the very first time in ACC's history, in-house counsel members and their families from California Chapters - San Francisco Bay Area, Southern California, and San Diego - came together to participate in a statewide attorney well-being event offered across multiple cities at five different Equinox Fitness Clubs. The event helped raise awareness about the continued importance of mental and physical health in the legal profession. Attendees got to enjoy a fun and safe space to let loose, sweat, converse, and connect. The unprecedented multi-chapter partnership strengthened relationships among chapter leaders, and created a new kind of shared experience for members that promoted togetherness across the state.</p> <p>This event created a blueprint for how ACC California Chapters and other ACC Chapters across the United States can serve and support members in a more united front. And the best part... this low-cost initiative demonstrated that meaningful impact doesn't require a huge budget. All that's needed is a shared vision and camaraderie. The event left participants feeling a greater sense of community, belonging, and a renewed commitment to investing in their own health.</p>
When was the program initiated? 2/1/2025
What was the project objective? Describe the steps you took to achieve this objective, including key strategies, activities, or milestones. <p>The objective was to champion attorney well-being and deepen multi-chapter collaboration by launching the first-ever statewide ACC California initiative. Our vision: a rejuvenating and connection-driven experience that extended beyond chapter boundaries. By hosting simultaneous events at five Equinox locations across Northern and Southern California, we aimed to reinforce the message that well-being is not a "nice to have," rather, it's a necessity for successful in-house counsel. We wanted participants to step away from their desks into a space of movement and meaningful connection.</p> <p>To achieve this, we mobilized chapter leaders in San Diego, San Francisco, Palo Alto, Los Angeles and Orange County to secure venues, coordinate logistics, co-brand outreach, and create a unifying experience that balanced structure with flexibility. Activities included yoga, pilates, meditation, eucalyptus steam room, social hour, raffles, sipping healthy smoothies from Earth Bar, and other fitness classes. The program was designed to be inclusive and encouraging. All fitness levels were welcome. Through collaboration and a shared sense of fun, we curated a successful multi-city wellness movement.</p>
How was the objective achieved? How did you measure success, and to what extent do you believe the objective was met? <p>The event succeeded by every metric we set: participation, engagement, and joy. About 100 ACC members and their guests registered and attended across the five Equinox locations. Each chapter saw a diverse mix of new and longtime members join. Members praised the balance of structured activity and open-ended exploration of the luxurious facilities along with the unique chance to bond with their peers in a supportive and healthy space.</p> <p>Success was measured both quantitatively (RSVPs, turnout, follow-up engagement) and qualitatively (member testimonials, post-event enthusiasm, and organic social media sharing). Most importantly, the day sparked a sense of shared identity among our three chapters. Ultimately, we didn't just meet our objective; we created something memorable and scalable that can be repeated in future years.</p>

Please describe the total budget allocated for your program or initiative. Include a brief breakdown of how the funds were distributed across key areas. In addition, explain how the budget was used effectively or creatively to maximize impact.

The total budget for the program was around \$500, which we strategically leveraged to maximize impact across the five Equinox locations. Each chapter agreed to pitch in at least \$100, mainly towards the social hour for hosting healthy smoothies and purchase health/fitness focused raffle prizes for attendees. Because we successfully negotiated with Equinox to waive the day-pass fees, we did not have to incur a hefty facility fee for our groups. Equinox provided in-kind support through private class instructions, access to fitness and spa amenities, and agreed to donate raffle prizes to our members which included 1 hour complimentary sessions with a personal fitness trainer, Equinox branded baseball caps and reusable water bottles. We primarily used our budget to add more prizes for the raffle and Earth Bar smoothies. By building strong relationships with the Equinox team members and utilizing volunteer energy from each chapter, we turned a modest budget into a first-class experience for our members.

What significant obstacles or challenges did you encounter during the planning or implementation of your program or initiative? How did you address or overcome them? If you did not face major challenges, please explain why that may have been the case and what factors contributed to the smooth execution of your work.

Coordinating a synchronized multi-city event across three chapters and five venues was not a small task. Each Equinox location had different staffing, layout, and scheduling constraints. One major challenge was ensuring a consistent quality of experience despite logistical differences in classes and administrative hurdles unique to each location. For example, Orange County offered a private outdoor pilates class exclusively for ACC members, while Los Angeles offered an indoor yoga class for ACC members shared with current Equinox members, and other locations offered access to all their club fitness classes, which included yoga and pilates. We overcame the logistical challenges through early collaboration and communications (including detailed RSVP emails to members with instructions for each facility). The planning committee for this event was made up of around nine ACC board leaders and support staff. The group began brainstorming over email exchanges and zoom meetings in Q3 of 2024 and continued to communicate through the event day. There was a lot of time and effort dedicated to thinking through all the details, including preparing event promo fliers, figuring out how to efficiently streamline registered participants and specifics on parking details which varied by each Equinox location. We also appointed local chapter board leaders to serve as the main points of contact the day of the event at each Equinox facility. This decentralized leadership ensured our ability to adapt to the local constraints without compromising the unified "Attorney Well-Being Day" theme. The smooth execution reflects the strength of trust and planning among the chapter board leaders.

What do you anticipate will be the long-term impact of your project or initiative? Describe how the outcomes will extend beyond the immediate results, including any lasting benefits to the local/global ACC community. If applicable, explain how the initiative might be sustained, scaled, or replicated in the future.

This event laid the groundwork for a new tradition: statewide collaboration centered on attorney wellness. It demonstrated that ACC's in-house lawyers are hungry for connection beyond just career-oriented programming. Based upon the feedback received, the low cost and the success of the event, we anticipate this initiative will become an annual offering, potentially expanding into other areas which may include mindfulness workshops, outdoor retreats, and collaborative programming with other professional groups. The success also encouraged deeper partnerships between chapters, giving rise to a model for future co-hosted live events. The sense of interconnectivity fostered by this Equinox statewide and shared experiences among members should continue, as Southern California and Northern California members continue to engage and contribute to a broader culture of well-being within the ACC community.

Please share what you are most proud to report about execution of this program. Please explain what this accomplishment means to you and how it reflects the values or goals of your work.

We're most proud of how the event fostered a heightened sense of connection and belonging among in-house attorneys who often work in silos. Watching members laugh while attempting tricky yoga and pilates poses, and leave the event visibly recharged was a powerful reminder that community is a wellness tool in itself. We're proud that this experience focused on movement and breathwork. Our members and their guests stepped up to the challenge. Additionally, the strong relationships forged between the ACC board members through the inter-chapter collaboration is historic and noteworthy. And, of how we sought to reimagine attorney wellness. This event also exemplified ACC's values: innovation, inclusion, and care for the lawyer as a whole person. That's the kind of legacy the ACC Southern California Well-Being Committee wants to leave. We're also proud of having offered a refreshing alternative to the typical ACC event. This program strictly promoted mental and physical well-being, which is something that is top of mind in our community. Attorney burnout is real and many of us have a lot of pressures on us professionally, with unreasonable expectations in outputs and deadlines. Having one day to unplug with fellow in-house colleagues and family members doing fun fitness classes and enjoying Equinox's amenities was very well received. Plus, participants were offered healthy smoothies, fitness swag, and zero alcohol - proving that connection and fun doesn't require cocktails.

Please share how your project or initiative is innovative. Describe any original approaches, strategies, or tools you used to address a problem or achieve your goals. What makes your work stand out from more traditional methods.

This initiative broke the mold of traditional CLEs and cocktail mixers. Instead, we hosted a real-time, multi-city "wellness wave" that involved the San Francisco Bay Area, Southern California, and San Diego chapters. The approach was original in concept and execution. We also flipped the script by placing well-being, not networking or education, at the center of the event. Innovations included the use of fitness spaces as networking hubs, raffles as low-pressure icebreakers, and shared branding among chapters to amplify statewide cohesion. This wasn't just a program, it was a rejuvenating experience. We creatively accomplished the Equinox Attorney Well-Being Day without a big budget, just a bold idea, great teamwork among leaders and participation from our fantastic members.

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