

Challenging the Status Quo:

A Campaign of Innovation to Improve the Substance Use and Mental Health Landscape of the Legal Profession

To better support the vital role that lawyers play in the proper functioning of society, the economy, and government, and to ensure the long-term health and well-being of our members and our profession, our mission is to reduce the incidence of problematic substance use and mental health distress, challenge the stigma surrounding those issues, and improve the overall well-being of the profession.



STEPPING TOWARDS WELL-BEING: A SEVEN-POINT FRAMEWORK TO REDUCE SUBSTANCE USE DISORDERS AND MENTAL HEALTH DISTRESS IN THE LEGAL PROFESSION



The Pledge:

Recognizing that high levels of problematic substance use and mental health distress present a significant challenge for the legal profession, and acknowledging that more can and should be done to improve the health and well-being of lawyers, we the attorneys of _____ hereby pledge our support for this innovative campaign and will work to adopt and prioritize its seven-point framework for building a better future.



- 1. Provide enhanced and robust education to attorneys and staff on topics related to well-being, mental health, and substance use disorders.**



2. Disrupt the status quo of drinking-based events:

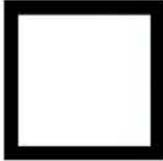
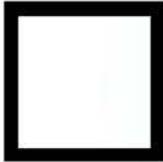
- **Challenge the expectation that all events include alcohol; seek creative alternatives.**
- **Ensure there are always appealing non-alcoholic alternatives when alcohol is served.**



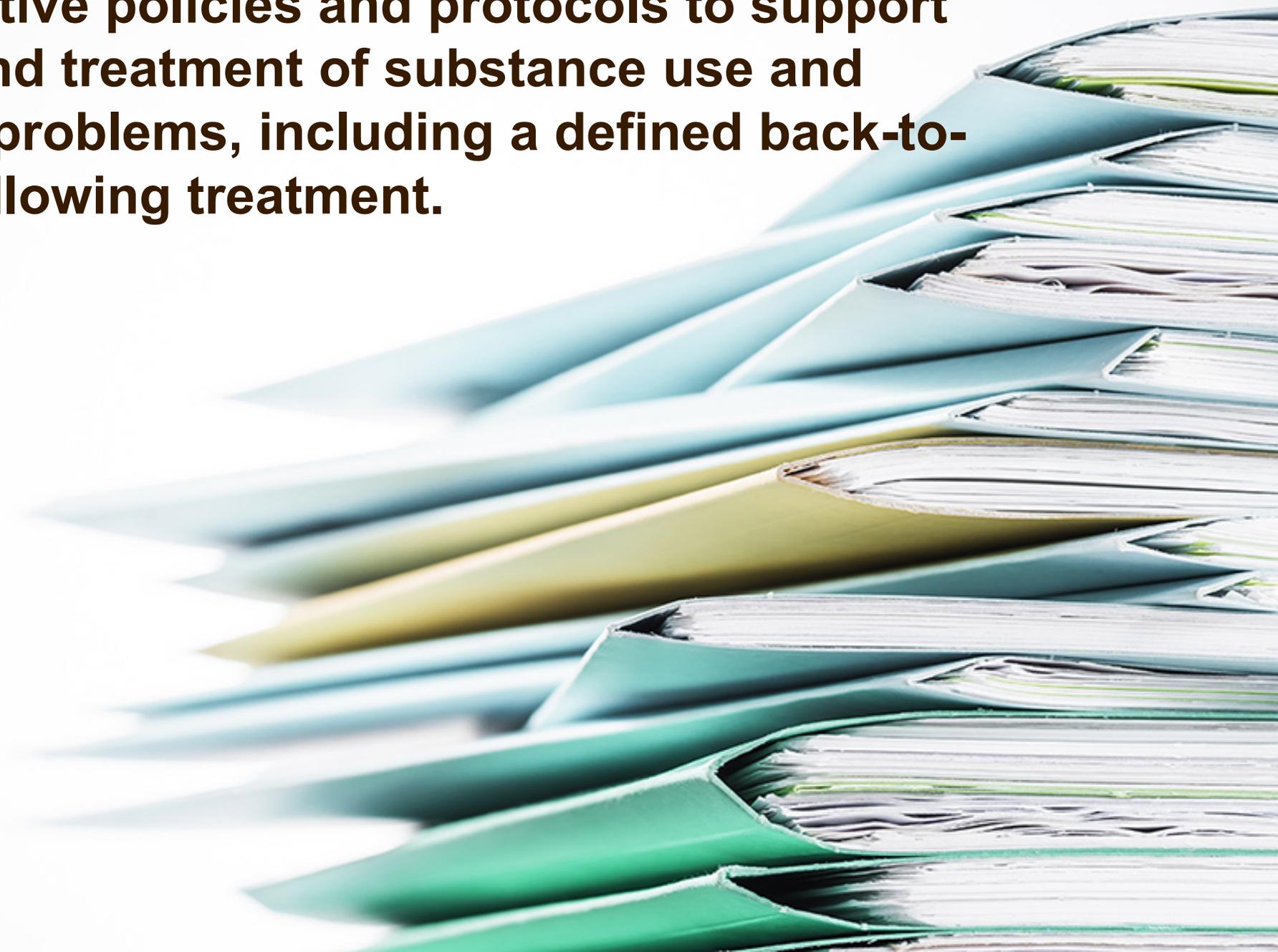
3. Develop visible partnerships with outside resources committed to reducing substance use disorders and mental health distress in the profession: healthcare insurers, lawyer assistance programs, EAPs, and experts in the field.



4. Provide confidential access to addiction and mental health experts and resources, including free, in-house, self-assessment tools.



- 5. Develop proactive policies and protocols to support assessment and treatment of substance use and mental health problems, including a defined back-to-work policy following treatment.**



6. Actively and consistently demonstrate that help-seeking and self-care are core cultural values, by regularly supporting programs to improve physical, mental and emotional well-being.



7. Highlight the adoption of this well-being framework to attract and retain the best lawyers and staff.

