

# 2023 ANNUAL REPORT

## 35th Anniversary

LCL was incorporated  
on January 14, 1988.

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# LAWYERS CONCERNED FOR LAWYERS PENNSYLVANIA

## Top Ten Accomplishments

1. **600 judges, lawyers, family members, and law students contacted the LCL Helpline**, including 55 after-hours calls, to request confidential services and support. We are proud to be available for clients in need 24/7/365, including holidays.
2. **A record 103 Pennsylvania judges reached out to JCJ**, 54 requesting services and support for themselves and 49 requesting assistance approaching a colleague, lawyer, law student, or family member.
3. **A record 348 educational programs reached a remarkable record audience of over 27,000 Commonwealth legal professionals** (29% increase over 2022) **and over 188,000 judges, lawyers, and law students nationwide** (72% increase over 2022).
4. **187 concerned parties contacted LCL requesting intervention assistance** out of concern for a colleague or family member (31% of all callers). **Of the parties approached, 81% engaged in at least one LCL service and 26% agreed to undergo a mental health and/or substance use evaluation or treatment.**
5. **128 clients underwent a comprehensive mental health and/or substance use evaluation** upon the recommendation of LCL staff. Eighty-nine (**89**) **evaluations (or 70%) were funded by LCL**. Clients are referred to LCL's network of 143 contracted, qualified medical professionals across 277 statewide locations.
6. **Hosted the 17th Annual Law School Deans of Students Retreat**. Attended by 27 representatives from 13 law schools, the PBA, several Court agencies and 2 out of state LAPs, it provided the opportunity for a discussion of current trends, barriers to student mental health resources and best practices for law student mental health and well-being.
7. **LCL Received the Partners in Recovery Award at the Richard J. Caron Award of Excellence 24<sup>th</sup> Annual Gala** on November 14, 2023, at the Kimmel Center for the Performing Arts in Philadelphia, recognizing LCL's commitment and support of the legal community, and partnership with Caron over the years.
8. **LCL's social media presence reached record numbers with 1,846 followers and 87 targeted posts across Facebook, LinkedIn, and Instagram**. We received nearly **80,000 impressions** and **11,960 engagements** to linked content and LCL's website.
9. **Continued to expand the diversity of our peer support base**. Of those who disclosed their ethnicity, gender and sexual orientation, 12% represent the BIPOC community and nearly 15% represent the LGBTQIA+ community.
10. **LCL's Education and Outreach Coordinator, Brian Quinn, received the distinguished honor of winning LexVid's 2023 Top Rated Faculty Award** for excellence in presenting CLE courses. LexVid is one of the largest CLE providers in the United States.

## Mission Statement

*"To provide a caring peer assistance program to save the lives and restore the health and professional competence of Pennsylvania's judges and lawyers, members of their families, and law students who may be facing mental health and/or substance use challenges. We carry out this mission through a combination of confidential helpline services, volunteer support, and education."*

## Who We Are & What We Do

Lawyers Concerned for Lawyers of Pennsylvania, established in 1988, is an independent, peer-based Pennsylvania non-profit corporation and 501(c)(3) charitable organization that confidentially assists the Commonwealth's lawyers & judges, their family members, and law students who may be struggling with mental health and/or substance use challenges. Our dedicated toll free Helplines are answered 24 hours a day, every day, including holidays. **ALL LCL SERVICES ARE 100% CONFIDENTIAL.** Callers may choose to remain anonymous, and all services are voluntary and offered at the complete discretion of the client. Callers may request information and/or literature and/or elect to receive an expansive array of free services that meet their individual needs. The unique collaboration of LCL staff, peer volunteers, and qualified healthcare professionals is the key to LCL's effectiveness. LCL combines comprehensive educational programming and outreach with confidential peer & staff support and independent healthcare professionals to facilitate clients' mental health and substance use evaluations, education, support, treatment, and recovery.

### LCL Provides Services that Address Mental Health & Substance Use Issues.

- |                                                                           |                                             |                                   |
|---------------------------------------------------------------------------|---------------------------------------------|-----------------------------------|
| ✓ Problematic Substance Use<br>(Alcohol, Prescription, or<br>Other Drugs) | ✓ Grief, Trauma & Intimate<br>Partner Abuse | ✓ Gambling                        |
| ✓ Eating Disorders                                                        | ✓ Depression (& Bipolar)                    | ✓ Compulsive Behaviors            |
|                                                                           | ✓ Stress, Anxiety & Burnout                 | ✓ Other Mental Health<br>Concerns |

### Services Offered by LCL are Confidential, Voluntary & Free.

- |                                                                                       |                                                                   |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| ✓ Staff Support & Resource Coordination                                               | ✓ Peer Support & Lawyer/Judge/Law Student-<br>Only Support Groups |
| ✓ Evaluation by a Healthcare Professional,<br>Personalized Diagnosis & Treatment Plan | ✓ Intervention Assistance                                         |
| ✓ Free Literature, Resources & Information                                            | ✓ Treatment Admission Assistance                                  |

LCL's websites offer a wealth of resources and educational information, as well as free CLE videos. LCL also provides free, CLE-eligible educational programming on the topics of wellness, mental health, and substance use to firms, county bars, and other legal organizations upon request.

In the process of saving lives and careers, LCL helps mitigate the harm caused by impaired lawyers and judges to the administration of justice, the legal profession, and the public. This ultimately reduces the costs associated with addressing lawyer and judicial misconduct. We add value to the lives of individual lawyers and judges, their families, law students, and the organized bench and bar in terms of competence, civility, professionalism, health, and wellness.

#### Lawyers Concerned for Lawyers Confidential Helpline

1-888-999-1941

[www.lclpa.org](http://www.lclpa.org)

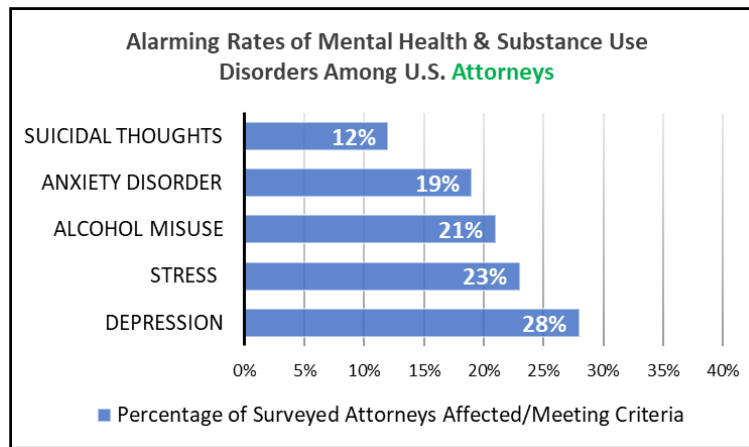
#### Judges Concerned for Judges Confidential Helpline

1-888-999-9706

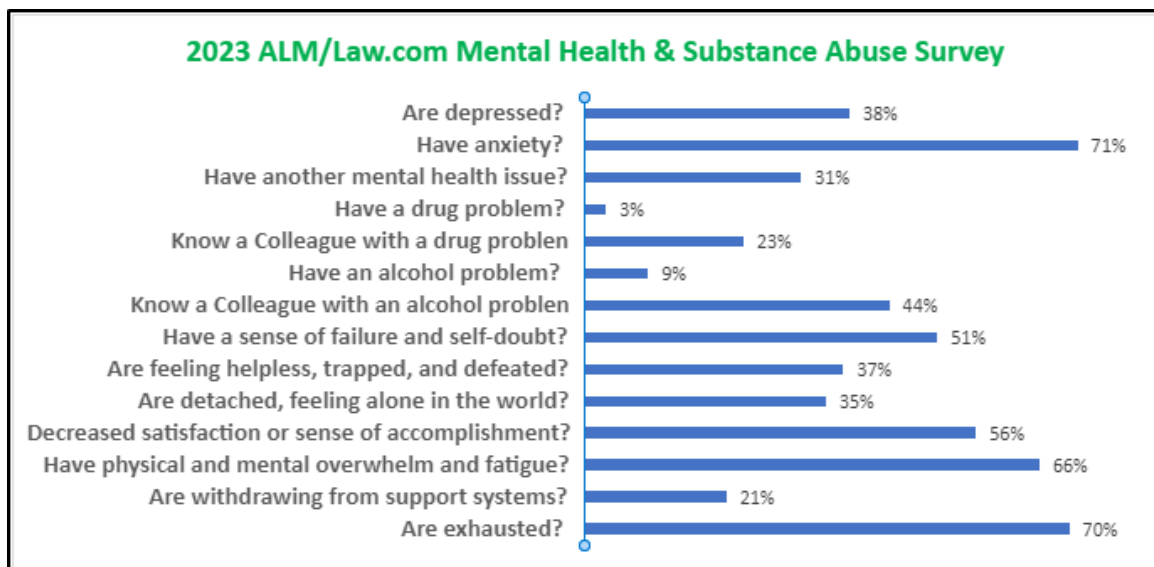
[www.jcjp.org](http://www.jcjp.org)

## Why We Do What We Do: Helpline Services

**Legal professionals experience mental health and substance use challenges at rates far beyond most other professionals and the general population.<sup>1</sup>** The data from the 2016 ground-breaking study “The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys,” conducted by Patrick Krill, Ryan Johnson, and Linda Albert, continues to be the most noted research illustrating attorneys’ mental health and substance use concerns:



**Recent research by ALM/Law.com in the 2023 Mental Health and Substance Abuse Survey reveals that mental health and substance use in the legal profession is going in the wrong direction:<sup>2</sup>**



**Now more than ever, LCL’s services are vital resources to help the health, careers, and well-being of the approximately one in three legal professionals who struggle tremendously with these issues.**

1. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016; Vol. 10,1; 46-52.
2. <https://www.law.com/americanlawyer/2023/05/18/mental-health-by-the-numbers-an-infographic-mapping-the-legal-industrys-wellbeing/>

**CONFIDENTIAL**

**LCL's services are free, voluntary, and 100% confidential to Pennsylvania lawyers and judges, their family members, and law students who may be struggling with mental health and/or substance use challenges. Callers may chose to remain anonymous, and if so, are still eligible to receive all services, which include:**

- ✓ A referral to a qualified healthcare professional for a confidential evaluation paid for by LCL (see pg. 7)
- ✓ An accurate diagnosis and personalized treatment plan provided by an independent provider (see pg. 7)
- ✓ Assistance with treatment admissions
- ✓ [Peer support](#) from a trained, recovering lawyer or law student-volunteer, or a recovering and/or trained judge volunteer (see pg. 8)
- ✓ Information about [mutual support groups](#) exclusively for lawyers, judges, and law students across the Commonwealth led by LCL peer volunteers (see pg. 9)
- ✓ Compassionate support from LCL staff through assessment, treatment, and recovery
- ✓ Free literature from LCL's [comprehensive library of articles and books](#) on the topics of mental health and substance use (see pg. 7)
- ✓ Assistance with interventions for those individuals reaching out to LCL out of concern for a colleague or family member (see pg. 8)
- ✓ Free educational (and CLE-eligible) programming for firms, county bars, and other legal entities and associations on the topics of substance use, mental health, and wellness (see p. 10)
- ✓ Extensive educational materials, [free CLE videos](#), and links to helpful resources can also be found via our websites: [lclpa.org](http://lclpa.org) and [jcipa.org](http://jcipa.org)

LCL does not perform drug and alcohol, sobriety, or mental health monitoring services. Clients who request monitoring are referred to the Pennsylvania Bar Association's Lawyers Assistance Committee (PBA-LAC). They are also encouraged to engage in LCL services as a complement to their monitoring program. LCL functions separate and apart from the PBA-LAC.

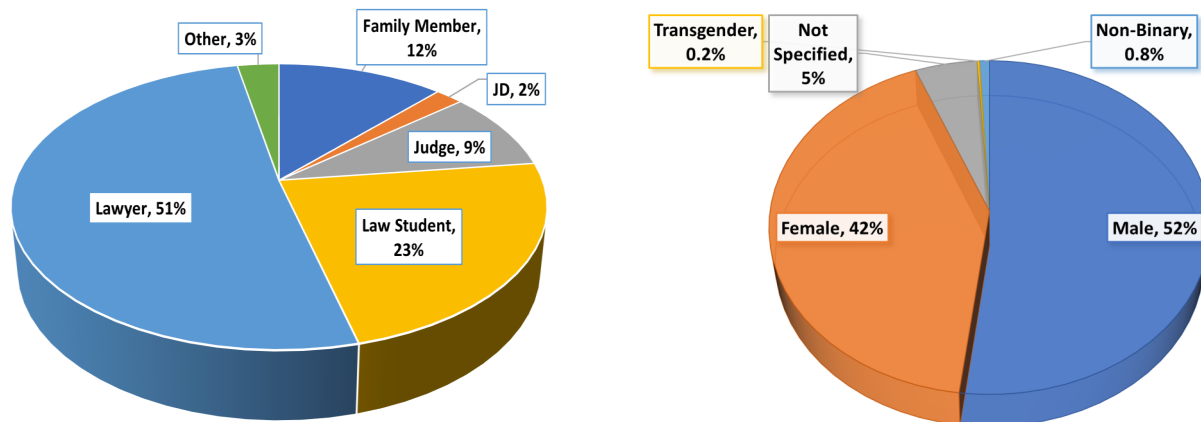
LCL's Resource Coordinators offer the full menu of LCL services and provide ongoing support for the client through their assessment, diagnosis, treatment, and recovery. Staff and peer volunteers strive to help keep clients motivated to follow through with the evaluation and treatment (if indicated) as determined by a vetted and qualified healthcare professional. Evaluations are not only offered to the individual experiencing mental health or substance use concerns but also to colleagues or family members who contact LCL and report that their own mental health may be compromised as a result of another person's substance use and/or mental health issues.



## Helpline Services

**In 2023, LCL provided assistance, resource coordination, information & support to 600 clients.**

The Lawyers Concerned for Lawyers Helpline (1-888-999-1941) and the Judges Concerned for Judges Helpline (1-888-999-9706) are answered by LCL staff (or our live answering service after regular business hours) 24 hours a day, every day of the year, including holidays. The after-hours answering service immediately connects callers who request urgent assistance with on-call LCL staff. **LCL provided vital services and support to 600 clients in 2023, including 55 after-hours callers who needed urgent services from LCL on-call staff.** Such services ranged from assisting with same-day inpatient treatment admissions to connecting the caller to an acute crisis hotline, scheduling an urgent mental health or substance use evaluation, or immediately connecting the caller to a qualified LCL peer volunteer.

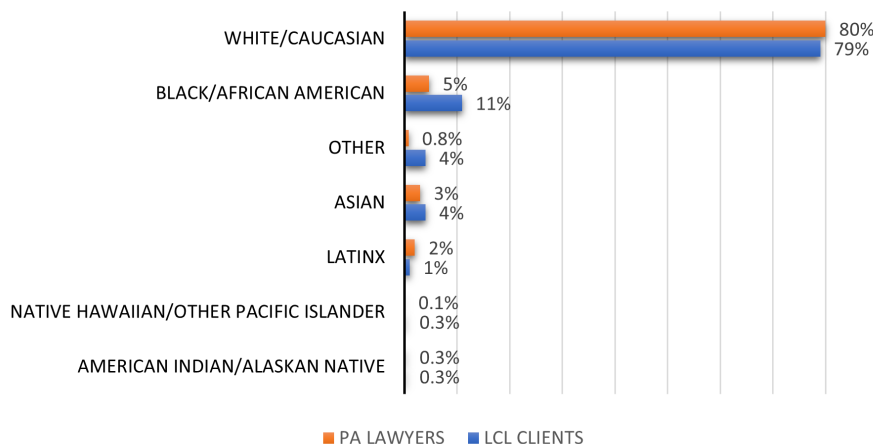


**A record number of Commonwealth judges (54) reached out to obtain services for their own mental health and well-being in 2023.**

**Law students comprise only 7% of the population LCL serves but represent a remarkable 23% of our clients as they struggle with significant levels of anxiety, stress and depression.**

**The gender identities of LCL's client base closely mirrors those of registered attorneys in the Commonwealth<sup>1</sup>. 60% of registered PA lawyers identified as male and 40% as female in 2023-2024.<sup>1</sup>**

**Ethnicity of LCL Clients & Registered PA Attorneys**



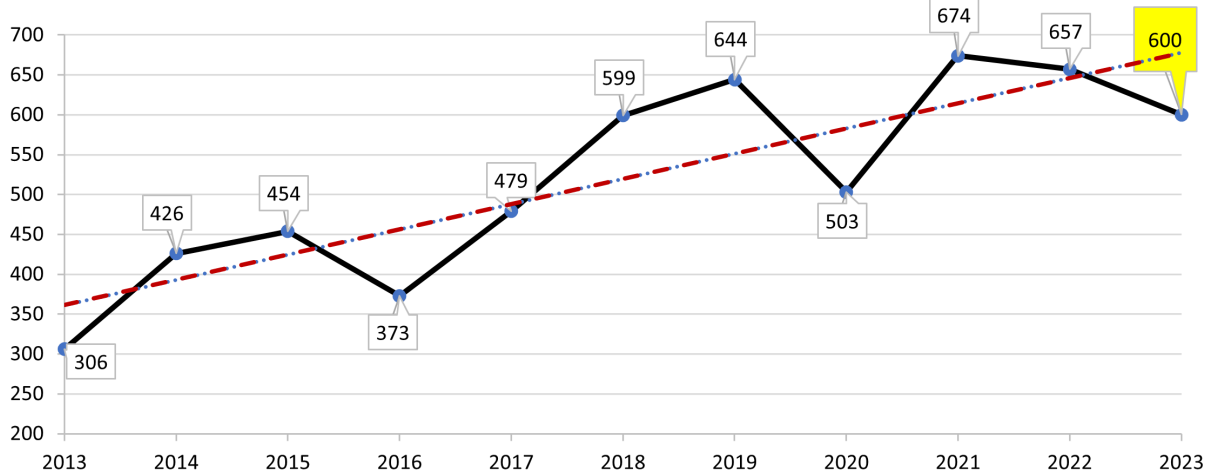
**The ethnicities of LCL clients closely approximate those of registered attorneys in the Commonwealth.** This serves as an indicator that our ongoing outreach to traditionally underrepresented lawyers, among other diversity and inclusion efforts (including increasing the diversity of providers and peer volunteers), has been successful.

1. From [The Disciplinary Board of the Supreme Court of Pennsylvania Attorney Registration Demographic Data 2023-2024](#). October 30, 2023. Non-binary and transgender options were not listed as possible responses. 0.05% preferred not to answer gender identity questions.

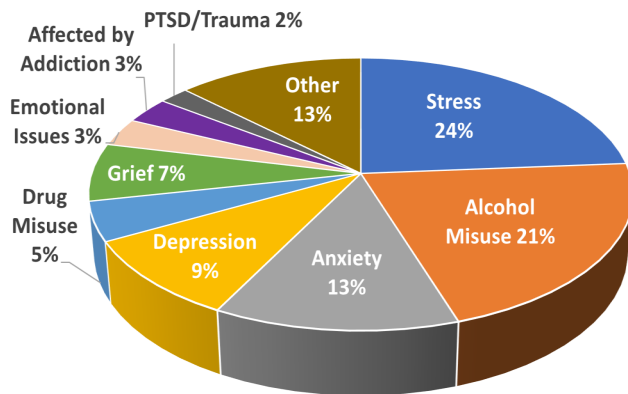
## Helpline Services

Helpline callers relay to staff what they believe is their primary mental health and/or substance use concern upon intake. Clients are then encouraged to undergo an LCL-funded assessment by a qualified healthcare provider (HCP) within **LCL's statewide network of 143 contracted and qualified medical professionals across 277 locations throughout all 67 Pennsylvania counties.** The HCP determines an accurate primary diagnosis which may or may not be concordant with the chief concern reported by the client to LCL staff during their initial call.

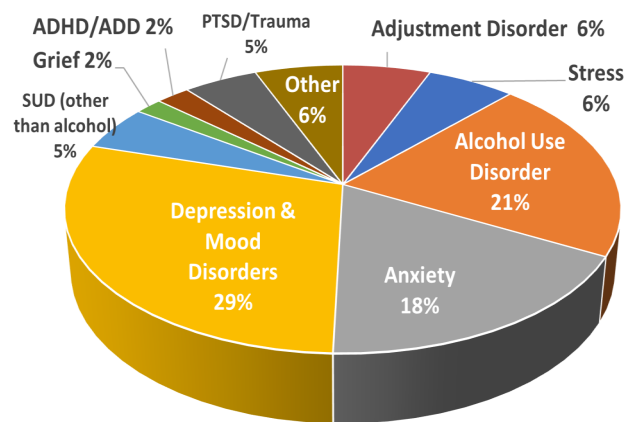
**Clients Assisted 2013-2023**



**Primary Presenting Concerns of Clients**



**Primary Diagnoses by Healthcare Providers**



**Seventy-four percent (74%) of LCL clients reached out for assistance because they were facing a primary mental health challenge. Twenty six percent (26%) requested services to manage a substance use concern.** LCL's outreach & educational programming in conjunction with our social media and email campaigns have more widely disseminated the message that we offer support for *all* mental health concerns, not just substance use. **Ten percent (10%) of LCL's clients presented with co-occurring mental health and substance use concerns.**

LCL staff works diligently to gather and distribute available mental health supports and resources for our callers. Currently, we can direct callers with primary mental health issues to free mental health support groups and 'warm' lines. **Nearly 200 county, state and national mental health resources are available** in addition to LCL's comprehensive menu of services, literature, and support. **We offer 29 direct resources specific to mental health in the legal profession and 106 law student specific resources.**



## Helpline Services

**Stress, alcohol misuse, anxiety and depression remain the most common presenting concerns of clients.** While alcohol misuse has traditionally been the most common presenting concern among LCL clients, stress rose to the top in 2023. Additionally, we continue to see more clients struggling with grief. Qualified and vetted healthcare professionals (HCP's) provide comprehensive assessments to LCL clients to determine an accurate diagnosis and treatment plan. While the ultimate diagnoses made by HCP's are generally concordant with the primary client concerns upon initial presentation, there are some notable differences. Those presenting with 'stress' are often diagnosed with an adjustment disorder, as 'stress' is not a specific medical diagnosis. Callers tend to underreport symptoms of depression when they initially make contact with LCL, which is reflected in the discordance between the 9% of callers who report depression as their primary concern and the 29% of clients who are ultimately diagnosed with a depressive or mood disorder. Due to the stigma of many mental health and substance use diagnoses, callers frequently minimize their symptoms upon initial presentation. The prevalence of the primary concerns of LCL clients as well as the subsequent diagnoses continue to mirror the national prevalence of these disorders among U.S. attorneys:<sup>1</sup>

### **National Prevalence Among Legal Professionals:**

- Problematic Alcohol Use (Moderate to Severe Alcohol Use Disorder): 21% (compared to 24% of LCL clients)
- Depression (including bipolar): 28% (compared to 29% of LCL client diagnoses)
- Anxiety Disorder: 19% (compared to 18% of LCL client diagnoses)
- Stress: 23% (compared to 24% prevalence reported by LCL callers)

**5% of clients were diagnosed with a substance use disorder other than alcohol use disorder** (i.e., misuse of prescription and/or use of illicit drugs). Cannabis use disorder was most commonly diagnosed among illicit drug use, followed by cocaine use disorder. Prescription drugs represented 20% of diagnosed substance use disorders.

**LCL provided over 7,300 pieces of literature, including electronic and hard copy books, pamphlets, and articles to clients and legal organizations in 2023.** Over 260 informational books on various topics related to mental health and substance use were mailed to clients at no charge to them.

## Helpline Services: Mental Health & Substance Use Evaluations

### **123 clients underwent a comprehensive mental health and/or substance use assessment by a qualified healthcare provider in 2023. This is a crucial first step toward healing & recovery.**

After obtaining key information, LCL's Helpline Manager refers the client to an appropriate and qualified healthcare professional (HCP) for a consultation, if indicated. Clients incur no cost for the evaluation. LCL pays the fee, although some clients prefer to use their own insurance or self-pay. We maintain a statewide network of vetted healthcare providers to whom these referrals are made for the purpose of providing a timely and accurate evaluation, diagnosis, treatment plan, and/or referral to treatment. **LCL has 143 independent healthcare providers under contract offering services at 277 locations serving all 67 Pennsylvania counties.**

All Helpline callers are offered the entire menu of LCL services, but in many situations an evaluation may not be indicated for a variety of reasons. Some clients may only request literature or general information, while others may have already undergone a mental health or substance use assessment before calling LCL or may be calling out of concern for an individual's well-being (i.e. an intervention request). **A remarkable 43% of clients to whom an evaluation was highly recommended agreed to meet with a healthcare professional. Of the 128 assessments of LCL clients completed by a HCP in 2023, 89 (70% of all evaluations) were funded by LCL.**

If a client initially declines a recommended mental health and/or substance use assessment, staff will encourage the individual to consider this option again at a later date. Once clients begin to feel more comfortable with LCL staff over time, they are more likely to engage in additional LCL services.

1. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016; Vol. 10,1; 46-52.

## Helpline Services: Intervention Assistance

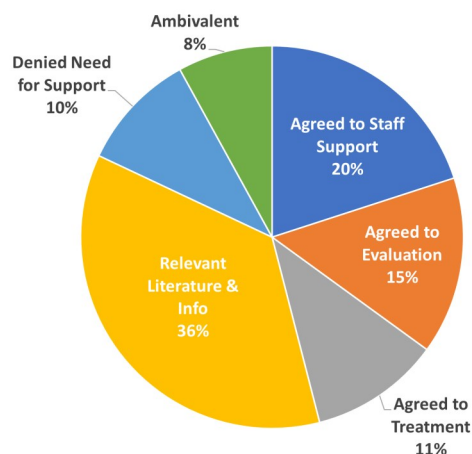
**LCL received 187 requests for intervention assistance in 2023. As a result, 132 individuals received potentially life-saving services because someone cared enough to call LCL on their behalf.**

LCL staff, utilizing our board-approved Motivational Intervention Protocol, have successfully guided concerned parties through nearly 2,000 approaches of lawyers, judges, their family members and/or law students in distress over the last decade alone. In 2023, staff received 187 requests from concerned parties and guided 163 approaches (also referred to as interventions). All approaches were carried out without the need for an independent professional interventionist, thus minimizing expenses by maximizing the use of our experienced in-house staff. LCL does provide a referral to an independent professional interventionist (from among several vetted options) when indicated or requested.

As a result of superior staff guidance, an impressive **81% of those approached accepted one or more vital LCL services**. That is to say, 132 individuals received potentially career- and life-saving services simply because someone noticed their struggle and cared enough to reach out and ask for help on their behalf. Of the parties approached as a result of an intervention assistance request, 26% ultimately underwent a comprehensive evaluation by a healthcare professional and/or engaged in recommended treatment for a mental health and/or substance use issue.

It is important to note that denial and ambivalence are commonly encountered due to the very nature of substance use and mental health disorders. Physiologic changes in the brain often make it difficult, especially when first approached, for many individuals to identify and acknowledge that they may be struggling with these issues. Over time, additional approaches may prove successful in overcoming this obstacle. LCL staff guide concerned parties through additional approaches when indicated. *We do not give up.*

### **Intervention Outcomes 2023**



## Helpline Services: Peer Support

**Trained LCL and JCI volunteers (from among a statewide network of 335 individuals) provided invaluable peer support to 209 Helpline clients.**

**Peer support is the keystone of LCL's services.** Connecting with a peer (lawyer, law student, judge or family member of a legal professional) who has faced and overcome many of the same challenges a client may be dealing with can be an invaluable component of successful recovery from mental health and/or substance use issues. Staff match the willing client to a trained volunteer with a similar background and life experience. This identification with the volunteer's lived experience engenders trust and is the foundation for successful peer support-based recovery. The client may choose to engage the volunteer to whatever extent and capacity the individual chooses, whether by phone, email, text, in-person, or virtual platform. Peer volunteers comply with the organization's confidentiality policy and procedures; they respect clients' anonymity and confidentiality. A client is eligible to receive peer support (and all other LCL services) even if they do not wish to disclose their identity. Clients may choose to disengage from peer support (as is the case with all LCL services) at any time.



## Helpline Services: Peer Support

LCL is immensely grateful for its **335 peer volunteers across the Commonwealth** who selflessly support their colleagues by providing encouragement and support to LCL clients throughout the assessment, treatment, and recovery stages. Most volunteers are in recovery from mental health or substance use issues and/or have been directly affected by the mental health and/or substance use struggles of friends or family members. Many are active in non-LCL recovery programs (e.g., 12-step, SMART Recovery, and mental health support groups, etc.). Some **LCL volunteers facilitate monthly or bi-weekly recovery support meetings exclusive to law students, lawyers, and judges. Eleven (11) such autonomous meetings are held across the state, most with in-person and virtual attendance options.**

**While the majority of LCL's volunteer base is comprised of lawyers (247), we also have 39 judges, 43 law students and J.D.'s and 6 family members/others** that serve as peer volunteers. Staff have continued to focus efforts to recruit and train more diverse volunteers over the past several years, which ultimately allows staff to optimally match each client's demographics and specific needs to the most appropriate peer for support. Many volunteers have experience with several different mental health and/or substance use-related issues. Whatever challenge a client may be facing, there is a very high likelihood that at least one of LCL's peer volunteers have already faced and overcome said challenge.

**LCL staff screened and trained 46 new volunteers across the state in 2023.** New volunteers are offered one-on-one mentoring by a fellow peer (chosen from a pool of **65 volunteer mentors**) who has had significant experience supporting LCL clients over the years.

LCL hosts an **annual CLE-eligible 2-day volunteer appreciation and training conference** that gathers an array of qualified speakers who present on mental health, substance use and wellness topics. The event provides free, relevant education to volunteers on the subjects of mental health and substance use, current treatment options, and direction on how to best support colleagues. The 2023 volunteer conference, titled "Attitude of Gratitude," returned to a fully in-person event for the first time since 2019. Expert speaker topics included responding to trauma's impact on clients, lawyers and the legal system, interventions, working with those who may be struggling with a substance use disorder, the Character and Fitness investigation process for bar exam applicants and current trends and meditation practices. This year's event was attended by 90 volunteers.

## Education & Outreach

**LCL-PA is a national leader in the field of substance use & mental health education.**

**Our educational programs in 2023 reached an extraordinary record of over 188,000 legal professionals and law students nationally and over 27,000 within the Commonwealth.**

LCL's educational programs are designed to break through several major barriers that often prevent lawyers, judges, and law students from seeking or accepting help. Such obstacles include lack of knowledge about mental health and substance use issues, stigma, fear, denial, and enabling.

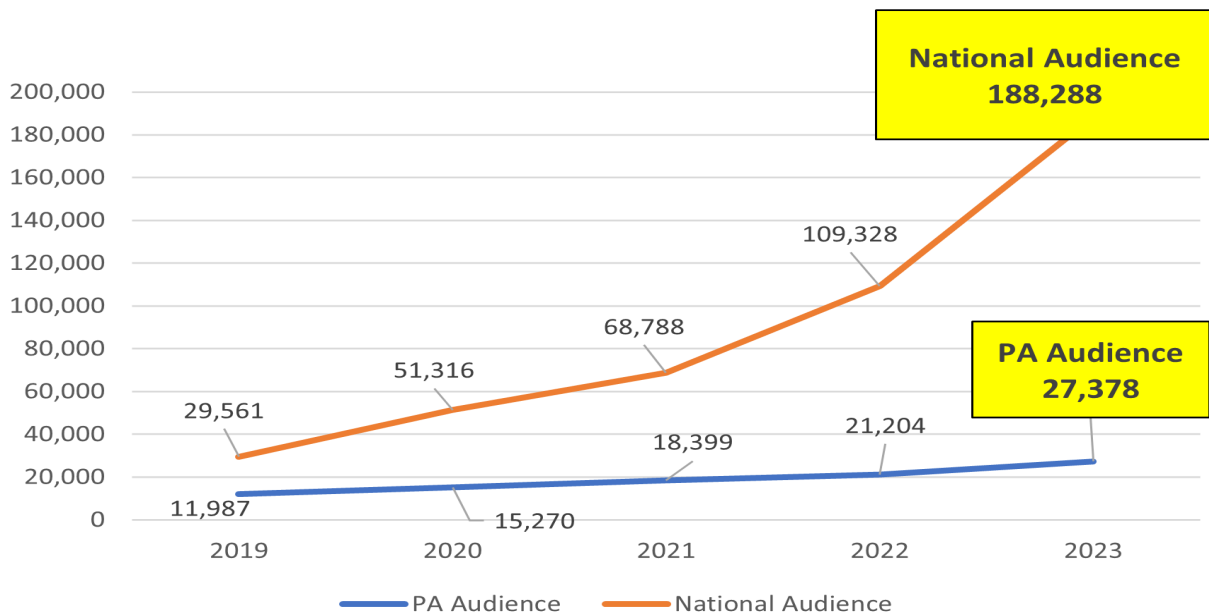
Our extensive CLE-eligible programming (offered to firms, courts, legal conferences, bar associations, and all other legal organizations at no charge) minimizes the barriers above by teaching audiences about the scientific, biologically-based, and often progressive nature of these disorders, how to recognize them in one's self, colleagues, and/or family members, the excellent prognosis for recovery with appropriate interventions, treatment options, and how to best approach and support someone you care about who may be dealing with these issues.

- **LCL developed, delivered and/or filmed 348 educational programs reaching over 27,000 (another record) Pennsylvania attorneys, judges, and law students** (via in-person and virtual platforms).
- **LCL's law school programming reached nearly 1,800 PA law students.**
- **21 educational judicial programs created and delivered by LCL/JCJ staff reached 1,395 Commonwealth judges.**

## Education & Outreach

- LCL staff presented 61 CLE's to bar associations across the state that reached over 2,400 PA lawyers.
- 13 Law Firm CLE's delivered by LCL staff reached nearly 550 PA lawyers.
- LCL staff developed and recorded many new CLE programs on the topics of lawyer well-being, mental health, and substance use in 2023. We currently have 104 educational programs available online among 16 CLE providers.

### **Legal Professionals Reached by LCL Educational Programming Continues to Grow Exponentially:**



### **New & Updated Educational Programs Developed and Delivered by LCL Staff in 2023:**

- Depression in Legal Practice: Stigmas, Symptoms, and Strategies
- Gambling and Public Health - What Lawyers and Judges Need to Know
- Ethical Dilemmas: What Can You Do When Your Client Is Impaired?
- Help for the Helper: The Effects of Trauma and Compassion Fatigue on the Lawyer Who Cares
- Inspiration: Turning Your "Test" Into Your "Testimony"
- One and Done
- Preventing and Combatting Substance Misuse, Mental Health Issues, and Stress: Strategies for Lawyers
- Stress Busters and Valuable Tools for Battling Mental Illness, Substance Misuse, and Lawyer Burnout
- Virtual Isolation—Has Hyperconnectivity Imprisoned the Legal Profession?
- "Dazed and Confused": Recognizing and Addressing Stressors as Young Lawyers
- Asked and Answered!

**Please contact us at 1-800-335-2572 or via email ([info@lclpa.org](mailto:info@lclpa.org)) to request a free, CLE-eligible educational presentation tailored to suit the needs of your members, employees, agency, etc.**

## Education & Outreach

LCL staff delivered educational presentations to the following organizations/entities in 2023, among many others:

- 22 County Bar Associations & 13 law firms
- 31 Law School programs including orientations, professional responsibility classes, Student Hours & panel discussions
- 14 Minor Judiciary Education Board Trainings
- ABA Commission on Lawyers' Assistance Program
- ABA Labor Section Young Lawyers
- AFL-CIO Union Lawyers—Pittsburgh
- Allegheny County Bench Bar
- American Association for Justice
- American Board of Trial Advocates
- Association of Corporate Counsel – 9 Programs
- Caron Foundation-Partners in Recovery CLE
- Criminal Law Symposium
- Delaware County Bench Bar
- Delta Dental of California
- Duane Morris Law Firm
- Duquesne Law School-National Mental Health Day
- Faegre Drinker Law Firm
- Federal Aviation Administration
- Federal Public Defenders
- Federal Public Defenders Association
- Hinshaw & Culbertson LLP
- JAG Corps—Germany
- Jenkins Law Library
- Justia Law Firm
- King Spry Law Firm
- Leech Tishman—US Offices
- LGBTQ+ Bar Association
- Marshall Dennehey Law Firm
- National Council of Lawyer Disciplinary Boards
- New Judges School
- NJ Judiciary
- Office of Attorney General NY State
- Office of Disciplinary Counsel
- PA Association of Criminal Defense Lawyers
- PBA's Legal Academics Committee
- PBA's Quality of Life/Balance Committee
- PBA—Young Lawyers Division Summer Summit
- PBI Civility
- Pennsylvania Association of Court Management
- Pennsylvania Association of Treatment Court Professionals Conference
- Pennsylvania Bar Association
- Pennsylvania Bar Institute—Various Programs
- Pennsylvania Solicitors Association
- Philadelphia Bar Association
- Philadelphia Bench Bar & Annual Conference
- Philadelphia DA's Office
- PJ/PACM Conference
- Rhode Island LAP
- Rotary Club of Main Line
- Senior Lawyers of D.C. Bar Association
- Special Judges Conference
- University of Pennsylvania
- Virgin Islands Bar Association
- Wealth Counsel
- West Pharmaceuticals

### **Staff Continuing Education**

In order to optimally serve our callers, LCL staff must continuously expand their knowledge of substance use and mental health disorders and their treatment. Staff were able to attend 27 free continuing education programs in 2023 via virtual platforms.

## Education & Outreach

Staff embrace every opportunity to increase familiarity with LCL and its services among legal professionals and to expand the organization's footprint via networking and outreach efforts. Some of the opportunities LCL staff participated in during 2023 are listed below:

- 17th Annual Law School Deans of Students Retreat
- Arkview Recovery Center
- Change in Motion podcast
- Conference of State Trial Judges
- Delaware County Bench Bar
- Lawyers Club of Philadelphia
- Lawyers Fund for Client Security
- LCL's 19th Annual Volunteer Training Conference
- Minority Bar Conference
- Office of Disciplinary Counsel
- PBA Committee & Section Day
- PBA Minority Bar Committee meetings
- PBA Quality of Life Committee meetings
- Philadelphia Bar Association
- Philadelphia LGBTQIA+ Bar Association
- Professional Responsibility Classes at law schools in Pennsylvania and Delaware.
- Staff networks periodically with clinicians and treatment providers via virtual platforms and in-person meetings.
- Supreme Court of Pennsylvania
- University of Pittsburgh, School of Law Student Fair
- York County Bar Association-Pardon Me Event
- York Daily Record interview with LCL's Executive Director

### **LCL in Print and Video**

LCL staff provide interviews, film videos and write relevant articles for many organizations and publications. In 2023, LCL was featured in the following publications and podcasts:

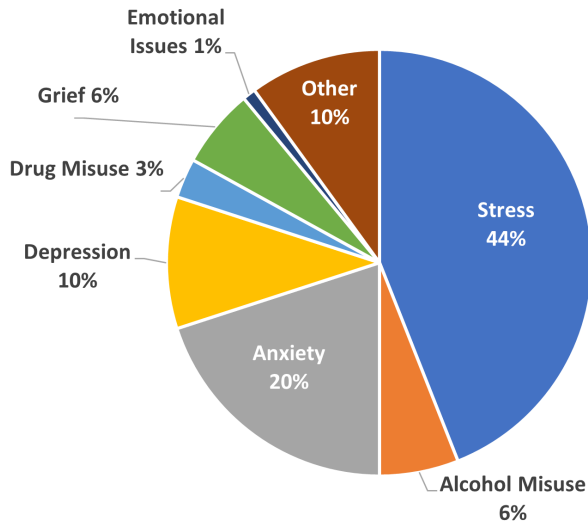
- LCL's Education and Outreach Coordinator, Brian Quinn, was featured on the podcast "Change in Motion" with his story of recovery titled "From Trauma-Induced Imposter Syndrome to Sobriety at 60."
- "Attorney Laurie J. Besden Shares Her Inspiring Journey from Addiction to Recovery and Then Helping Others in the Legal Field to Recovery Too" - Featured on the podcast "Be Convinced! Sharing Lifechanging Stories of Hope" with Soraya Diase Coffelt, February 20, 2023.
- "An Attorney's Battle with Imposter Syndrome and How to Deal With It" LCL's Brian Quinn was featured as part of Lawline's Well-Being in Law Week, May 1-5, 2023.
- LCL's Executive Director Laurie Besden, and LCL Director C. Reginald "Reggie" Johnson were interviewed by the York Daily Record: "Pardon Project of York County Event Focuses on 2nd chances for Those with Criminal Records," October 11, 2023.
- The York Daily Record also interviewed Executive Director Laurie Besden for the article "From the Chains of Addiction to the Gift of Sobriety—4 York County Recovery Stories," November 21, 2023.
- LCL ads are also routinely featured in Pennsylvania Lawyer Magazine, PBA newsletters, The Disciplinary Board monthly newsletters, and other publications.

### 31 LCL educational & outreach programs reached nearly 1,800 law students across 10 law schools.

#### 139 PA law students and 13 J.D.'s received LCL services in 2023.

- There are approximately 5,700 law students in PA and over 80,000+ registered Commonwealth attorneys.
- **PA law students, while representing only 7% of the population LCL serves, comprise 23% of LCL clients.** This is attributable to several factors including LCL's consistent and frequent presence in the law schools, the relative comfort this younger generation has with discussing mental health and wellness, and the overall elevated risk law students have for developing these issues during their time in law school.
- 94% of law students who received LCL services reached out for assistance on their own behalf. Only 6% were the focus of an intervention.
- **Thirty-two law students (32) underwent an assessment** by a qualified healthcare professional to determine an accurate diagnosis and plan of treatment.
- With the support of LCL staff, **25 students completed mental health and/or substance use treatment** as recommended by a healthcare professional.

#### Primary Concerns of Law Student Clients



Law students' mental health and well-being tend to decline as law school progresses.<sup>1</sup> They frequently grapple with anxiety, alcohol misuse, eating disorders, medication misuse and/or illicit drug use, often at rates exceeding other graduate students.<sup>2</sup> Data also suggest that lawyers incur the greatest risk of developing mental health and substance use disorders during the first fifteen years of law practice.<sup>3</sup> It is more imperative than ever that LCL's outreach, education, and support services reach today's law students and young lawyers. Prevention and intervention at this stage will lead to healthier, more competent attorneys and judges for generations to come.

LCL has cultivated an excellent relationship with the Commonwealth and bordering state law schools over

the years. We have developed a strong and reliable presence, which engenders familiarity and trust among the students, faculty, and Deans. As result of LCL's incredibly successful and nationally emulated Student Hours Program, our Executive Director met individually with 27 law students this year (upon their request) to discuss their mental health and other concerns and offer LCL services and support. LCL offered personalized student hours at least twice to each law school in 2023.

#### Nationally Emulated Annual Deans of Students Retreat

LCL hosted its 17th Annual Law School Deans of Students Retreat via a hybrid event, offering both in-person and virtual attendance options on June 7, 2023. This event provides a one-of-a-kind opportunity for stakeholders in legal education to come together, share insights and best practices, problem-solve, and collaborate to optimally address the needs of the future members of the bench and bar. It was attended by representatives from 13 law schools (8 Pennsylvania and 5 out of state), the Pennsylvania Bar Association, the Disciplinary Board of the Supreme Court of Pennsylvania, the Pennsylvania Board of Law Examiners and 2 out of state LAPs. Best practices for law student wellness and mental health supports, current law school successes and challenges, barriers to student mental health resources on the university level and student concerns about the Character and Fitness of the Bar were among the topics of discussion over the course of the day. The overall consensus was that mental health issues have become more prominent than substance use disorders among law school students.

1. Sheldon, K., Krieger, L. Understanding the Negative Effects of Legal Education on Law Students. *Personality & Soc Psych Bulletin* 2007: 883.

2. Organ, J.M., Jaffe, D.B., Bender, K.M. Suffering in Silence: The Survey of Law Student Well-Being and the Reluctance of Law Students to Seek Help for Substance Use and Mental Health Concerns. *J Legal Ed.* 66;1: 117-156.

3. Krill, Patrick R., Johnson, R. The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys. *J Addict Med* 2016: Vol. 10,1; 46-52.

## Judges Concerned for Judges

### **A record 103 Commonwealth judges reached out to JCJ for services and support in 2023.**

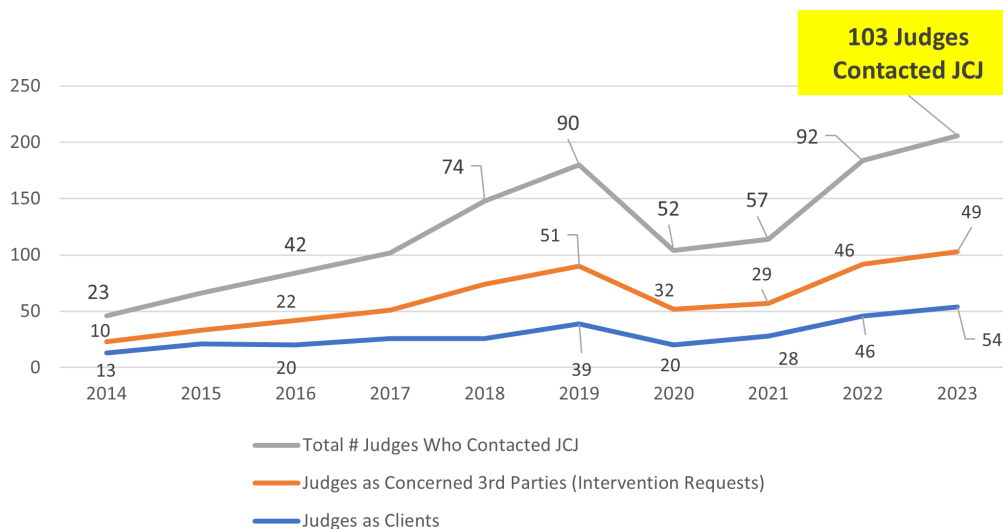
**A record 54 judges reached out on their own behalf, while an additional 49 contacted JCJ out of concern for a third party (also known as an intervention services request).**

*"Judges are not immune from mental health issues. Our robes are not armor protecting us from anxiety, stress, exhaustion or mild or severe depression. Yet, we resist seeking help because we do not want to be seen as vulnerable or not in control. I, too, resisted until I didn't. I was not out of control, in severe crisis or self destructive, but I wanted to feel differently. JCJ confidentially helped me find someone who did not judge me and helped me to understand why I felt the way I did. I feel better and I am grateful that JCJ is available." - a JCJ client*

The JCJ Helpline (and affiliated services) was launched in 2013 to meet the unique needs of the Pennsylvania judiciary. LCL is incredibly grateful for the ongoing support of AOPC, the Pennsylvania Conference of State Trial Judges, the Minor Judiciary Education Board, and the organized bench. By allowing LCL/JCJ to participate in an increasing number of outreach and educational programs, staff have built relationships and trust among the judiciary resulting in more judges feeling comfortable reaching out to JCJ for assistance. JCJ has grown exponentially since its inception.

- [JCJ Helpline services](#) are available to all judges (active or inactive and including courts of limited jurisdiction) and their family members.
- **Stress (34%) and grief/bereavement (24%) were the most common presenting concerns of judge clients in 2023.** Other significant concerns included anxiety (12%), depression (8%) and alcohol use (6%).
- Of the 49 judges who requested JCJ assistance out of concern for a third party, 10 were concerned about a fellow judge, 20 were concerned about an attorney, 17 reached out to obtain support and guidance in approaching a family member in distress and the remaining were concerned for other legal professionals.
- All peer support for judge callers is provided exclusively by other judges. JCJ currently has **39 active judge volunteers** who selflessly offer support to JCJ Helpline callers.

### **Judges Concerned for Judges Activity**



- **21 judicial education programs reached 1,395 Commonwealth judges in 2023.**
- Executive Director Laurie Besden's two educational programs ("Shackled to Our Screens: How Technology Has Imprisoned the Legal Profession" and "Asked & Answered"), were offered via video at 14 Minor Judiciary Education Board trainings. She also attended lunch sessions in person at each event to be available for attendees.
- Ms. Besden attended the spring and fall Conference of State Trial Judges meetings, PJ-PACM, New Judge School and the Pennsylvania Association of Treatment Court Professionals Conference on behalf of JCJ.



### **LCL is grateful for the selfless service of its 23 directors.**

A self-perpetuating Board of Directors is charged with establishing LCL's policies and procedures, overseeing its operations, and approving the budget. The Board consists of up to 35 members representing the bench and bar who are either in or in support of recovery from mental health & substance use disorders. The Board at all times includes, ex officio, the executive director of the Pennsylvania Bar Association and an officer of the Pennsylvania Conference of State Trial Judges.

#### **2023 Lawyers Concerned for Lawyers of Pennsylvania Board Officers:**

- Ned Spells, Esq., President
- The Honorable Sarah Makin, Vice President
- Pete Speaker, Esq., Treasurer
- The Honorable Ann Butchart, Secretary

A complete list of LCL's directors can be found on our website: [www.lclpa.org](http://www.lclpa.org)

#### **Personnel**

LCL's dedicated full-time staff of six provided vital support and services to 600 clients and delivered 348 educational presentations that reached over 188,000 lawyers, judges, and law students in 2023:

- Laurie J. Besden, Esq., Executive Director
- Meghan Skelly, Director of Operations
- Brian S. Quinn, Esq., Education and Outreach Coordinator
- Jennifer Poinsett, Helpline Manager
- Abbie Dressler, Resource Coordinator
- Nicole Pearson, Resource Coordinator

The Supreme Court of Pennsylvania has provided stable and reliable funding to LCL through grants from the Lawyers Fund for Client Security and the Disciplinary Board. A portion of the annual attorney registration fee serves as the primary funding mechanism. LCL is immensely grateful for the continued and unwavering support of the Court and its agencies. It is important to note that although LCL is funded by the Court through the above agencies, we do not report any identifying or confidential health or personal information of Helpline clients to the Court, its agencies, or any other entity, nor do we provide monitoring services. LCL services are 100% confidential and voluntary, making LCL unique among many other state lawyers' assistance programs.

LCL is thankful for the continued support of the Pennsylvania Bar Association and its Lawyers' Assistance Committee, which contributes appreciable funds towards LCL's operational expenses each year. We deeply appreciate the generosity of various donors who contribute consistently to our mission, notably The Lawyers' Club of Philadelphia and Minnesota Lawyers Mutual Insurance Company.

Our benefactors have enabled LCL's staff and volunteers to provide support and vital mental health and substance use services to thousands of attorneys, judges, their family members, and law students across the Commonwealth over the last 35 years. We also extend our deep gratitude to those who have donated to our volunteer conference scholarship fund over the years, as well as for the organizational donors who have consistently contributed to LCL's general fund over time.

Substance use and mental health disorders create a significant 'ripple effect.' Colleagues, friends, family, clients and the legal system are negatively affected when a lawyer, judge or law student struggles with these issues without appropriate support and treatment. Similarly, countless individuals (e.g., family members, clients & colleagues) and systems reap the benefit when a caller engages LCL services and emerges as a healthier, happier and more competent legal professional.