

LAWYERS
CONCERNED
FOR LAWYERS
OF
PENNSYLVANIA

33rd Anniversary

LCL was incorporated on January 14, 1988.

Table of Contents

Who We Are and What We Do	2
Why We Do What We Do	3
Helpline Services	3-6
Mental Health and Substance Use Evaluations	7
Peer Support	8
Intervention Services	9
Education & Outreach	10-15
Law Student Education, Outreach & Services	16-17
Judges Concerned for Judges	18
Diversity, Equity & Inclusion Initiatives	19
Board of Directors	20
Funding, Finance & Personnel	21
Summary of 2021, General Principles & Looking Forward	22

2021 LCL Annual Report

Top Ten Accomplishments

1. A **record 674 judges, lawyers, family members, and law students contacted LCL's Helpline** to request confidential services and support in 2021.
2. **153 concerned parties contacted LCL requesting intervention assistance** out of concern for a colleague or family member (23% of all callers). **51% of individuals who were approached agreed to undergo a mental health and/or substance use evaluation or treatment.** A remarkable **80% of approached parties engaged at least one LCL service.**
3. A **record 157 clients underwent a comprehensive mental health and/or substance use evaluation** upon the recommendation of LCL staff, 123 (78%) of which were funded by LCL. Clients are referred to LCL's network of 151 contracted, qualified medical professionals across 258 statewide locations.
4. A remarkable **64% of clients** to whom a healthcare professional recommended ongoing treatment **completed or are pending completion of treatment.**
5. **278 educational LCL presentations** reached a **record audience of over 18,000 Commonwealth legal professionals and 68,000 judges, lawyers, and law students nationwide.** Two programs created by staff were among the top 11 programs with the most views on Lawline for the entire year.
6. **197 clients utilized LCL's invaluable peer support** network of 294 statewide volunteers who have the lived experience of successfully navigating and overcoming their own mental health and/or substance use challenges.
7. **Hosted the 15th Annual Law School Deans of Students Retreat** with introductory remarks made by Chief Justice Emeritus Thomas G. Saylor. It was attended by representatives from 12 law schools, most other Court agencies, and Lawyers' Assistance Programs from 6 states.
8. LCL staff members participated in 128 mostly virtual continuing education programs to expand their knowledge about a range of mental health, substance use and wellness topics in order to optimally serve our clients.
9. LCL's diversity, equity & inclusion committee expanded outreach and educational presentations to affinity bars as well as minority, diversity, and affinity committees of the PBA and other bar associations and worked to diversify our peer volunteer base.
10. LCL's first targeted **social media and email campaign reached an audience of over 190,000**, resulting in more than 32,000 user engagements including more than 3,600 clicks to LCL's websites and resource links.

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 not-for-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 issues. Our dedicated toll free Helplines are answered 24 hours a day, every day. 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 (Alcohol, Prescription, or Other Drugs)
- ✓ Eating Disorders
- ✓ Grief & Trauma
- ✓ Depression (& Bipolar)
- ✓ Stress, Anxiety & Burnout
- ✓ Gambling
- ✓ Compulsive Behaviors
- ✓ Other Mental Health Concerns

Services Offered by LCL are Confidential, Voluntary & Free.

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

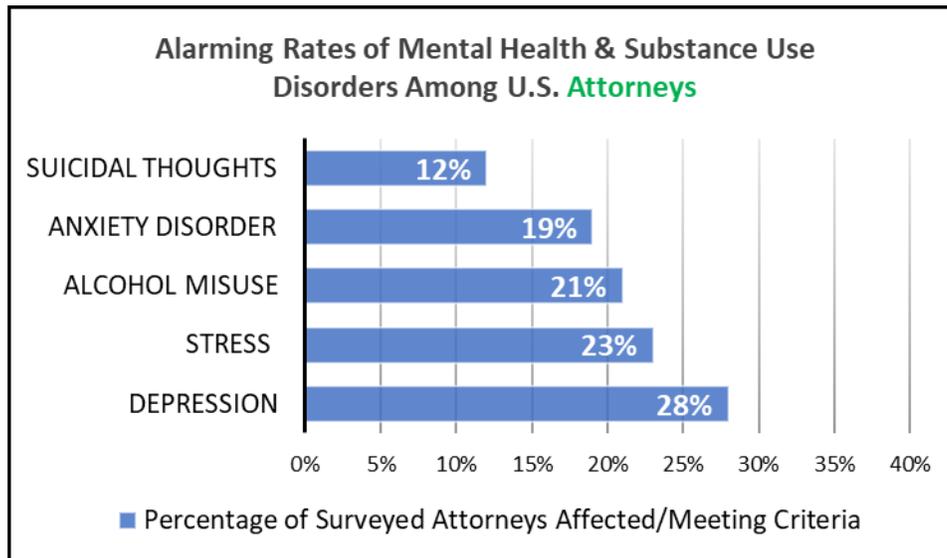
Judges Concerned for Judges Confidential Helpline

1-888-999-9706

www.jcjpa.org

Why We Do What We Do: Helpline Services

Attorneys experience mental health and substance use issues at rates far exceeding those found in most other professionals and the general population¹. The data below demonstrates why LCL's services are increasingly relevant and vital to the health, careers, and well-being of the approximately one in three legal professionals who struggle mightily with these issues.



LCL's services are free, voluntary, and confidential. Callers may choose to remain anonymous; they 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
- ✓ Contact with and peer support from a trained, recovering lawyer or law student-volunteer, or a recovering and/or trained judge volunteer (see pg. 8)
- ✓ Information about 13 mutual support groups exclusively for lawyers, judge and law students across the Commonwealth led by LCL peer volunteers (see pg. 8)
- ✓ 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. 15)
- ✓ Assistance with interventions for those individuals reaching out to LCL out of concern for a colleague or family member (see pg. 9)
- ✓ 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. 13)
- ✓ Extensive educational materials, free CLE videos, and links to helpful resources can also be found on our websites: lclpa.org and jcipa.org

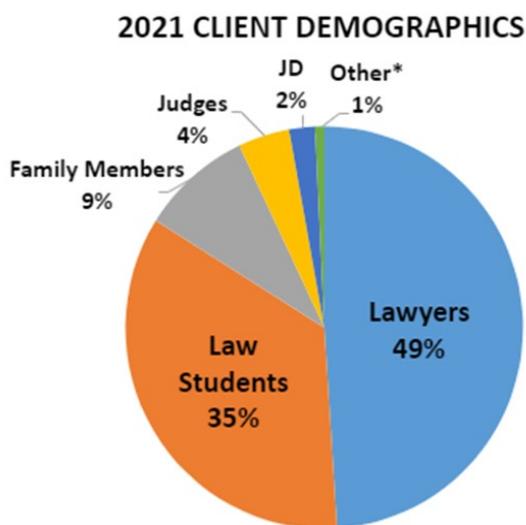
LCL does not perform drug and alcohol, sobriety, or mental health monitoring services. Clients who request monitoring are referred to the Pennsylvania Bar Association's Lawyers Assistance Committee (PBA-LAC). They are also encouraged to engage LCL services as a complement to their monitoring program.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

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

In 2021, LCL provided assistance, resource coordination, information & support to a record 674 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. The after-hours answering service immediately connects callers who request urgent assistance with on-call LCL staff. LCL provided vital services and support to an all-time record 674 clients in 2021. LCL on-call staff provided urgent services and assistance to a record 86 after-hours callers, illustrating the dedication and commitment of on-call LCL staff. These urgent services ranged from assisting with same-day inpatient detox and 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.



Helpline Clients by Gender

- Male: 48%
- Female: 45%
- Not Specified: 7%

Note: 62% of PA lawyers identified as male and 28% as female.¹

Helpline Clients by Race/Ethnicity

- White/Caucasian: 81%
- Black /African American: 8%
- Hispanic/LatinX: 4%
- Asian: 2%
- American Indian/Alaskan Native: 1%
- Other: 4%

Note: 78% of PA lawyers identify as White/Caucasian, and 9.5% identified as being a race other than white. Approximately 5% identified as black, 2% as Hispanic/LatinX, 3% as Asian or Pacific Islander, and 0.05% as American Indian/Alaskan Native.¹

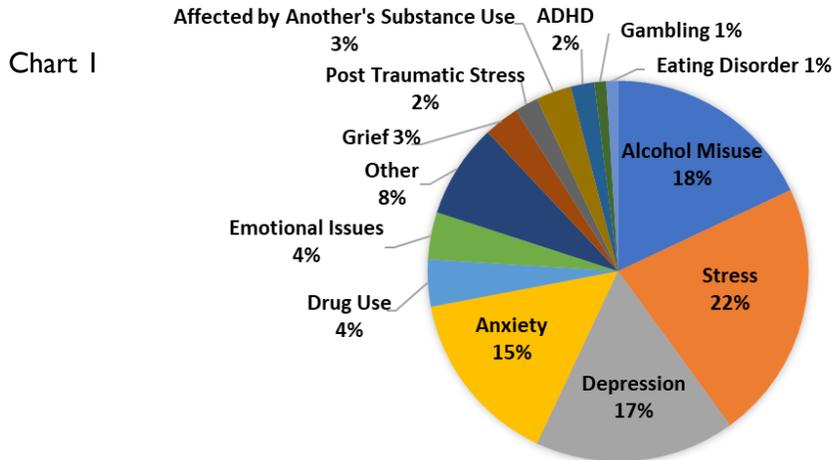
Law students have comprised an increasing percentage of Helpline callers over time, rising steadily from 22% in 2016 to 35% in 2021 (highest percentage to date). They are clearly struggling with more anxiety, stress, depression, and trauma especially as it relates to the ongoing pandemic and its effect on their education and socialization. It is notable that while law students make up only 5% of the Commonwealth's legal professionals (approximately 4,400 law students vs. 79,000 registered attorneys) they represent a disproportionately high number of Helpline callers. Please see p. 17 for a discussion regarding why this may be happening.

A **record high 77% of Helpline clients reached out for support for primary mental health issues** (other than substance use). This sharp rise is likely due in large part to the COVID-19 pandemic, which has led to a significantly increased prevalence of mental health issues among the general population; up to 41% of Americans (per the Centers for Disease Control) are struggling with a mental health issue during these trying times. Additionally, LCL's outreach & educational programming and 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, which had been the primary focus of the organization in its earlier years. A **record 12% 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, 'warm' lines, 272 county resources, and 80 national mental health resources in addition to LCL's comprehensive menu of services, literature, and support. Twenty-three (23) direct resources specific to mental health in the legal profession are also made available to clients.

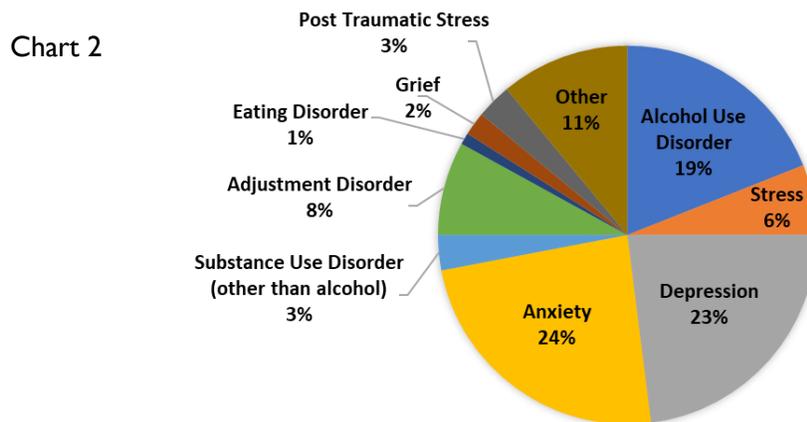
1. From [The Pennsylvania Interbranch Commission for Gender, Racial, and Ethnic Fairness' Diversifying the Legal Profession in Pennsylvania report](#) summarizing voluntary demographics of PA Law License Applications in 2020. Of approximately 79,000 attorney registrants, 87.8% answered questions regarding their race/ethnicity.

Helpline callers relay to staff what they believe is their primary mental health and/or substance use concern upon intake (Chart 1). Clients are then encouraged to undergo a LCL-funded assessment by a qualified healthcare provider (HCP) within LCL’s statewide network. The HCP determines an accurate primary diagnosis (Chart 2), which may or may not be concordant with the chief concern reported by the client to LCL staff during their initial call.

PRIMARY PRESENTING CONCERNS OF CLIENTS 2021



CLIENT DIAGNOSIS MADE BY A HEALTHCARE PROFESSIONAL 2021



Stress, depression, anxiety, and problematic alcohol use remain the most common primary presenting problems for Helpline callers. Complaints of anxiety, a record high 15% in 2021, were 4 times more prevalent than in 2010, while complaints of depressive symptoms have remained relatively steady over time (17% in 2021). Clients increasingly reported problematic drug use beginning in 2014, peaking at 14% in 2016 and steadily diminishing to 5% of clients in 2021. More callers have reached out for support for grief and bereavement (3%), as well as post traumatic stress (2%) since the onset of the COVID-19 pandemic.

The prevalence of the primary concerns of LCL clients as well as the subsequent diagnoses of anxiety, depression, alcohol use disorder, and stress very nearly approximates the national prevalence of these disorders among U.S. attorneys.

National Prevalence Among Legal Professionals:

- Problematic Alcohol Use (Moderate to Severe Alcohol Use Disorder): 21% (compared to 19% of LCL clients)
- Depression (including bipolar): 28% (compared to 23% of LCL clients)
- Anxiety Disorder: 19% (compared to 24% of LCL clients)
- Stress: 23% (compared to 22% prevalence reported by LCL callers)

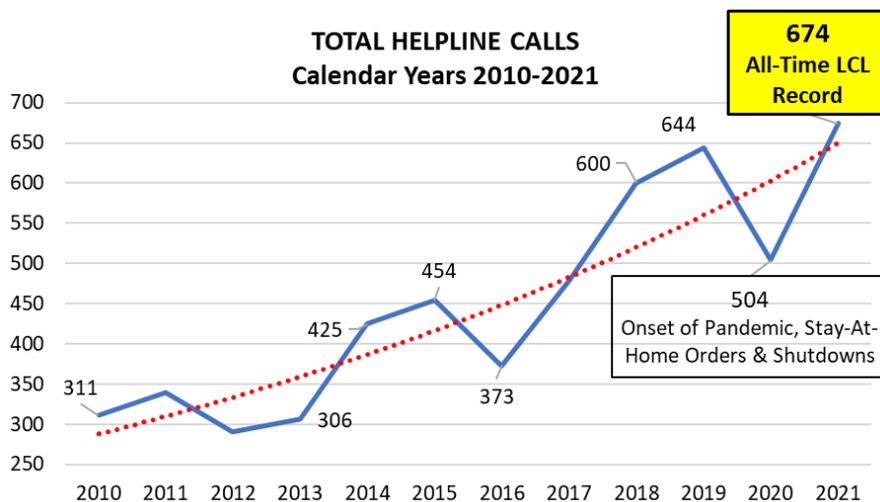
Helpline Services

Problematic alcohol use and alcohol use disorder represented at least one third of LCL clients' concerns and diagnoses over the last several decades until its prevalence began decreasing more precipitously with the onset of the pandemic in 2020. The diagnosis of alcohol use disorder decreased from 35% to 24% among LCL's client population in 2020 and further decreased to 19% of clients in 2021. This likely reflects the impact of the pandemic, which continues to negatively affect the mental health of our country. While alcohol use in the general population increased significantly over the course of the pandemic, the development of a full blown alcohol use disorder as well as the negative effects and consequences of problematic alcohol use tend to develop and worsen over a long period of time (months to years). We expect to see a spike in alcohol use concerns once the pandemic subsides and those who have increased their drinking as a coping mechanism to deal with the fear and uncertainty caused by the pandemic find themselves facing more and more negative consequences professionally and personally as they return to the workplace.

The prevalence of anxiety disorders began increasing among LCL clients in 2018. Since the onset of the COVID-19 pandemic its prevalence has tripled, making anxiety the most commonly diagnosed disorder among LCL clients in 2021 (24%), followed by depression (23%) and alcohol use disorder (19%). The spike in anxiety concerns and diagnoses is likely a direct reflection of the acute stress, fear, uncertainty, and trepidation elicited by the public health crisis.

In 2021, 8% of LCL clients received a diagnosis of 'adjustment disorder,' which is a short-term (less than 6 months duration of symptoms) stress-related disorder that develops in response to a stressful or unexpected event (e.g., the COVID-19 crisis). It may resolve with appropriate support or may persist and evolve into depression, anxiety, or other chronic mental health disorders. Many callers who report 'emotional issues' or 'stress' are subsequently diagnosed as having an adjustment or anxiety disorder. Staff encourages these clients to continue therapy and other appropriate treatment and accept ongoing staff support until the symptoms resolve.

Among those small percentage of clients (3% in 2021) who were diagnosed with a substance use disorder other than alcohol use disorder (i.e., prescription and illicit drugs), heroin and cocaine use disorders were the most common diagnoses over the last 13 years until 2018, when marijuana became the most commonly misused and most diagnosed non-alcohol related substance use disorder (cannabis use disorder). Interestingly, medical marijuana was first legalized in Pennsylvania in 2016 but was not widely available from dispensaries until February 2018. Up to 10% of chronic users of marijuana will go on to develop a cannabis use disorder (<https://www.samhsa.gov/marijuana>). It is important to note that substance use disorders exist on a continuum from mild to moderate to severe, with the diagnosis of a severe substance use disorder most closely correlating to the lay term 'addiction.' As legalization discussions continue and the medical use of marijuana continues to increase statewide, we may expect this trend to persist for the foreseeable future. It is important to clarify that CBD (cannabidiol) is a non-addictive component of marijuana that has been increasingly shown to have some legitimate mental health and other medicinal benefits. The THC (tetrahydrocannabinol) component of cannabis causes the psychoactive 'high' and its chronic use can lead to a cannabis use disorder. Unfortunately, because CBD products are not regulated by the FDA, many of them (as purchased legally over-the-counter) may contain trace to significant amounts of psychoactive THC due to contamination, errors in processing, etc., as it is very expensive to create a pure CBD product.



In 2021, a record 215 clients to whom a mental health and/or substance use evaluation was recommended by LCL staff underwent an assessment or have one pending.

This is often a vital first step toward healing and recovery.

After obtaining key information, LCL's Helpline Manager refers the Helpline 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. LCL maintains a statewide network of 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. We have 151 independent healthcare providers under contract offering services at 258 locations serving all 67 Pennsylvania counties. Many providers now offer telemedicine evaluations in response to the COVID-19 public health crisis. In-person assessments are currently being scheduled where available and at the discretion of the client.

LCL staff strongly recommended a substance use and/or mental health assessment to a record 381 clients in 2021. 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 another individual's well-being (i.e. an intervention request). Of the 157 assessments completed by callers in 2021, a record 123 were funded by LCL. Thirty-four callers chose to use their own health insurance and provider network, thereby obviating the need for LCL to pay for the service. Fifty-eight (58) additional callers had an assessment pending as of December 31, 2021. A total of 215 callers received recommended assessments (or have assessments pending) either within or outside of LCL's network of providers.

Mental health/substance use evaluations strongly recommended	381
Evaluations conducted or pending (<i>within or outside of LCL's HCP network</i>)	215 (56%) Another LCL <u>record</u>
Evaluations conducted by a provider within LCL's network and funded by LCL	123 (78%) Another LCL <u>record</u>
Client declined recommended assessment	166

LCL's Resource Coordinators offer the full menu of LCL services and provide ongoing support for the client through their assessment, diagnosis, treatment, and early 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. They also provide assistance to the client with overcoming emotional and other obstacles encountered while completing their evaluation and/or treatment and navigating early recovery. 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.

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 additional LCL services.

Helpline Services: Peer Support

Trained LCL and JCJ volunteers (from among a statewide network of 294 individuals) provided invaluable peer support to 197 Helpline clients.

Peer support is the keystone of LCL’s services. Connecting with a peer 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 in 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 he or she does not wish to disclose his or her identity. Clients may choose to disengage from peer support (as is the case with all LCL services) at any time.

LCL is immensely grateful for its 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 problems 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 biweekly recovery support meetings exclusive to law students, lawyers, and judges. Pre-pandemic, thirteen (13) such autonomous meetings were being held in-person across the state. Despite the ongoing COVID-19 public health crisis, all 13 are still being held routinely, albeit with 5 offered in-person, 8 offered solely via Zoom platform, and 2 offered both in-person and via Zoom.

Clients to whom LCL Peer Support was Recommended	463
Clients who Utilized/Engaged a LCL Volunteer (or are Pending Contact)	197 (another LCL record) (+ 90) = 287 (62%)
Clients who Declined LCL Volunteer Peer Support*	176

LCL Peer Volunteer Demographics:

Lawyers	232	79%
Judges	31	11%
Law Students	22	7%
JD’s	4	1%
Family Members of Lawyers or Judges	5	2%

Volunteers with Experience with Mental Health Recovery	161*
Volunteers with Experience with Substance Use Recovery	187*
Volunteers with Experience with Co-Occurring Mental Health and Substance Use Recovery*	54

**Many volunteers have experience with several different mental health and/or substance use-related issues. “Co-occurring” indicates volunteers who have had both a MH and SUD diagnosis simultaneously at some point.*

Volunteer Training

New peer volunteers are provided a comprehensive resource booklet and guidelines that describe our organization, its mission, and their roles and responsibilities regarding interactions with LCL clients. These resources also provide helpful tips regarding approaching and optimally supporting callers, etc. A mentoring initiative, launched in 2020, pairs new volunteers with experienced ones who can connect and provide guidance as they navigate supporting their first Helpline clients. Fifty current volunteers including lawyers, judges and law students have agreed to be mentors.

LCL also hosts an annual CLE-eligible volunteer appreciation and training conference that gathers an array of qualified speakers who present on the topics of mental health and substance use, providing important education for volunteers regarding current treatment options, trends, and direction on how to best support their colleagues. This year’s conference was a one day virtual event (due to COVID-19) with 6 expert speakers on topics including grief, navigating relationships in early recovery, multiple pathways to recovery, harm reduction, mindfulness, and cannabis use trends.

Intervention Services

LCL received 153 requests for intervention assistance in 2021. Ultimately, 111 individuals received potentially life-saving services because someone cared enough to call LCL on their behalf.

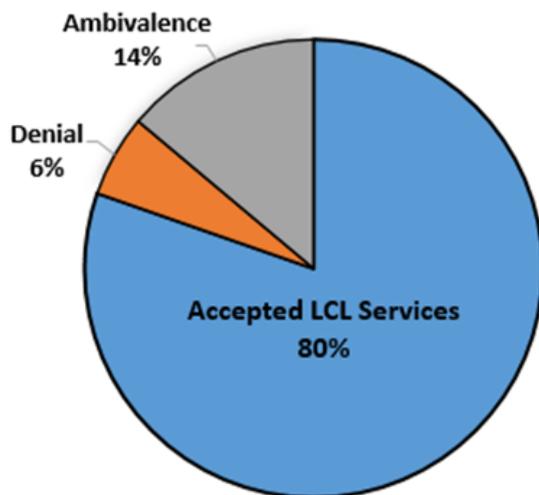
LCL staff, utilizing our board-approved Motivational Intervention Protocol, have successfully guided concerned parties through nearly 1,600 approaches of lawyers, judges, their family members and/or law students in distress over the last decade. Staff received 153 requests from concerned parties and guided 137 approaches, also referred to as interventions, in 2021. 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 80% of those approached (111 individuals) accepted one or more vital LCL services. Fifteen individuals engaged LCL staff for support, 26 underwent a mental health and/or substance use evaluation, 30 engaged directly in recommended treatment, and 40 agreed to receive relevant educational literature.

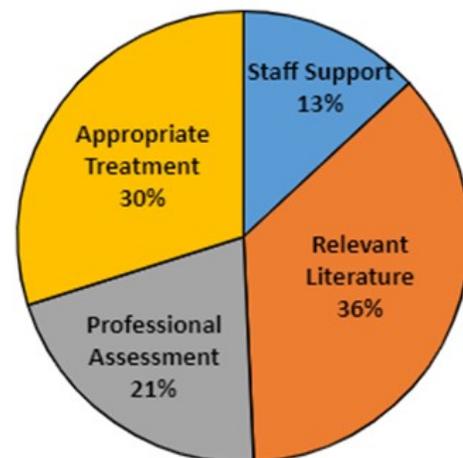
Only 8 of 137 approached parties denied outright that they had a mental health or substance use concern, declining all LCL services. Eighteen additional approached individuals expressed ambivalence about accepting assistance. While some third-party concerns may ultimately be determined to be unfounded, it is important to point out 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 (i.e., an 'ongoing intervention'). As of December 31, 2021, nine interventions were ongoing. *We do not give up.*

Historically, approximately one third or more of all requests for LCL services have come from a concerned third party (an intervention request). The onset of the COVID-19 pandemic in 2020 ushered in an era of social distancing and work-from-home mandates. Subsequently, the percentage of Helpline calls from a concerned third party fell from 35% in 2019 to 20% in 2020, rebounding a bit back up to 22% in 2021. We suspect the precipitous drop in intervention requests in 2020 occurred because people had far fewer face-to-face, in-person social and work interactions with each other, making it more difficult for colleagues to observe changes in appearance, demeanor, and behavior that normally would have caused concern about a possible mental health or substance use issue. We anticipate that requests for intervention assistance will bounce back to pre-pandemic levels once the majority of legal professionals and law students return in-person to the office, the courtrooms, and the law schools.

2021 INTERVENTION OUTCOMES



LCL SERVICES ACCEPTED BY CLIENT UPON INTERVENTION (2021)



LCL-PA is a national leader in the field of substance use & mental health education. Notably, presentations developed and delivered by staff were among the Top 11 Most Viewed CLE's on the entire Lawline platform in 2021.

LCL's educational programs are designed to break through the following major barriers that often prevent lawyers, judges, and law students from seeking or accepting help:

STIGMA

Mental health and substance use disorders are among the most stigmatized illnesses in our society. LCL utilizes comprehensive outreach and educational programming to help break down this barrier. The increasing volume of LCL clients reflects the notable success of such endeavors. LCL staff and volunteers provide scientifically sound presentations (many new presentations are developed in-house annually) combined with compelling personal stories of mental health and substance use challenges that they have overcome to achieve recovery and restoration to wellness. This leads audiences to a better understanding of these issues, thus reducing stigma surrounding such topics and regarding help-seeking behaviors.

FEAR

Legal professionals commonly fear that public disclosure may harm his or her reputation and career and embarrass the firm, bench, bar, and family. LCL staff and volunteers often relay their personal experience with mental health and substance use issues, illustrating to the audience that recovery is not only possible, but also compatible with a successful legal career. LCL services are *100% confidential*. This fact is stressed at every LCL presentation and networking event, thereby mitigating the fear of disclosure. Confidentiality is an integral part of LCL's mission and success. LCL does not report *any* identifying information to the Supreme Court or any of its agencies; nor does LCL report identifying information to any other entity without the express consent of the caller. Staff and volunteers are required to comply with LCL's comprehensive confidentiality policy.

DENIAL

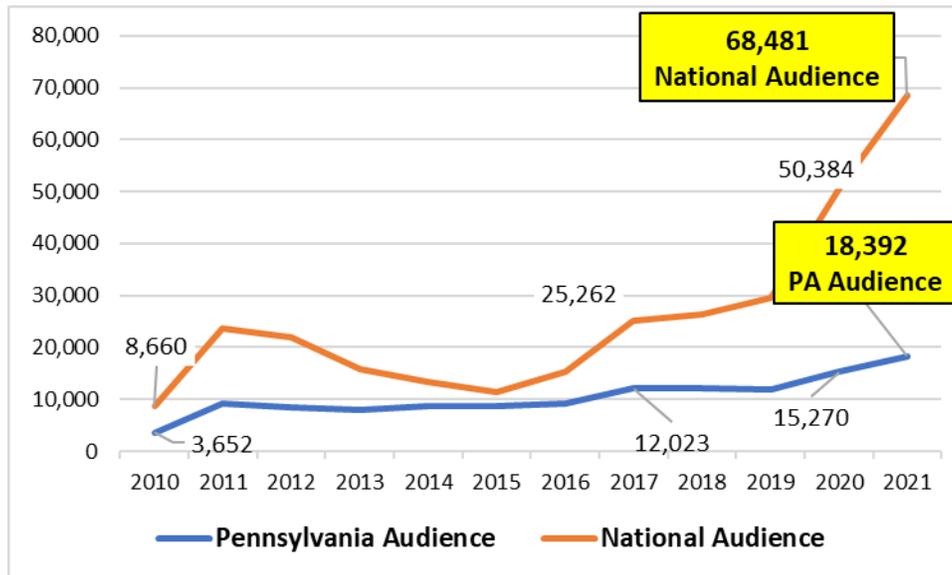
Predictable and identifiable changes in brain structure and chemistry often prevent an individual from recognizing that they may be struggling with a mental health and/or substance use disorder. An individual may rationalize or justify behaviors and minimize the severity of their circumstances. LCL's educational programming aspires to make the science and psychology that underlies this phenomenon understandable and relatable, encouraging audiences to view symptoms and behaviors as a consequence of illness rather than a moral failure. By virtue of the insidious nature of these disorders and the changes in brain function that occur, many who struggle with these issues come to believe the falsehood that they are unworthy of help, cannot be helped, and/or that no one who offers to help can be trusted.

ENABLING

Enabling occurs when family members and colleagues, often out of love and concern, knowingly or unknowingly protect an impaired individual from the natural consequences of their illness-based behaviors. When we refrain from expressing concern for someone (or 'minding your own business') or repeatedly cover for a colleague's missed work or deadlines, these illnesses continue to progress, causing ever greater harm to health, careers, and relationships.

LCL's extensive CLE-eligible programming (offered to firms, courts, legal conferences, bar associations, and all other legal organizations) 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.

278 LCL educational programs reached a record audience of 68,481 judges, lawyers & law students in 2021.



Thirty three years of experience has illustrated that a direct correlation has historically existed between the number and reach of LCL’s educational programs and the volume of calls for assistance received by the LCL & JCJ Helplines. The greater the audience, the greater the impact and the more careers, relationships, and lives that are saved as a result. The COVID-19 pandemic continues to force the cancellation of many educational programs or a transition to a virtual platform in lieu of in-person events. Despite the challenges presented by the public health crisis, LCL increased its outreach to firms, bars, and other legal entities to offer free, virtual and in-person (when appropriate) CLE programming ultimately delivering 278 educational programs (about 50% presented virtually and 50% presented live, in-person). As CLE learning shifted to and continued utilizing online and virtual programming, more attendees could participate than would normally do so if their in-person presence was required. As a result, LCL programs were able to reach a **record** Commonwealth audience of 18,392 (a 20% increase over last year’s record) and a **record** national audience of 68,481 lawyers, judges, and law students (a remarkable 33% increase over last year’s record).

LCL further expanded its education and outreach by embarking on its first year-long social media and targeted email campaign. Posts on Facebook, LinkedIn and Instagram reached over 190,000 viewers, leading to more than 32,000 audience engagements and more than 3,600 embedded link clicks to LCL and JCJ websites and resources. The increased website traffic has allowed LCL’s services and resources to reach its largest audience ever and has significantly increased the number of requests for assistance received directly from the website contact form. Social media posts and emails (weekly and biweekly, respectively) have included information to reduce stigma, increase awareness of mental health, substance use and LCL services, provide free, invaluable resources, and augment coping and wellness skills, etc. They have also included poignant testimonials from prior LCL clients, LCL staff, and other legal professionals as to the quality, efficacy, confidentiality, and potentially life and career-saving array of LCL services provided by its knowledgeable, compassionate, and experienced staff.

Despite the constraints imposed by the ongoing pandemic, LCL staff delivered 278 educational presentations, 139 of which were virtual (primarily due to the pandemic), on the topics of ethics and professional responsibility, substance use, mental health issues, wellness, etc. through a combination of live talks, web/podcasts, video and audio replays, live virtual (via Zoom, WebEx, Teams, etc.) and on-demand virtual and online programs.

- 109 LCL continuing legal education programs reached over 6,600 Commonwealth lawyers.
- **A record 18,392 Pennsylvania attorneys, judges, and law students were reached by LCL programs** (a 20% increase over 2020), An additional record 50,089 lawyers, judges, and law students were reached nationwide for a total **record 68,481 reached across the country** (33% more than 2019).
- 48 law school programs reached 2,721 law students.
- 20 judicial programs reached 1,050 Commonwealth judges.
- 59 Bar Association CLE's reached 2,162 PA lawyers.
- 12 Law Firm CLE's reached 1,007 lawyers.

LCL in Print and Video

LCL staff provide interviews, film videos and write relevant articles for many organizations and publications. In 2021, LCL was featured in or staff contributed content to the following publications:

- Bloomberg Law News (February 1, 2021): "[Overdue Calls for Help Red Flag for Lawyer Well-being Advocates](#)"
- Pennsylvania Lawyer Magazine (May/June 2021): "[The Tip of the Iceberg: Effects of the Pandemic on Mental Health and LCL-PA's Efforts to Help](#)"
- LCL's Executive Director contributed to a film created by the Texas Lawyers' Assistance Program titled "[Just Ask: How We Must Stop Minding Our Own Business in the Legal World](#)" which provides educational information and compelling personal stories of the mental health and substance use struggles of attorneys. The film features survivors of suicide and their family members.
- Journal of the Allegheny County Bar Association (Vol. 23, No.14, July 2, 2021): "[Lawyers Concerned for Lawyers Remains Ready to Assist Legal and Judicial Professionals and their Family Members](#)"
- PBA Solo and Small Firm Section News (Vol. 37, No. 2, Summer 2021): "Hello, I'm Exhausted" by Megan E. Will
- LCL ads are also routinely featured in Pennsylvania Lawyer Magazine, PBA newsletters, The Disciplinary Board monthly newsletters, and other publications.

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. As a result of the COVID-19 public health crisis, a large number of free, virtual continuing education trainings were developed and delivered nationwide via virtual platforms. Without the limitations imposed by travel and in-person attendance, staff were able to attend over 100 continuing education programs in 2021.

LCL staff engaged in trainings and educational events on the following topics:

- Eating Disorders
- Mental Health, Substance Use and Recovery
- Psychostimulant Use
- Stress
- Co-occurring Disorders
- Impact of Race and Racism on Mental Health
- LGBTQ Mental Health
- Diversity, Equity and Inclusion
- Treatment of Trauma
- Pain Management & Opioids
- Intervention strategies
- Suicide Prevention & Awareness
- ADA Training
- Attorney Well-Being
- Gambling
- Ketamine Therapy
- Grief
- Personality Types
- Neurobiology of Addiction
- Role of Cannabis Use on Suicidal Ideation Among Pa-

New & Updated Educational Programs Developed and Delivered by LCL Staff in 2021:

- Gambling - The Silent Addiction
- Staying Safe and Sound- Maintaining a Work/Life Balance in Uncertain Times
- The Depressed Lawyer - An Occupational Hazard
- Be It Resolved...Striving for a (Realistic) Work/Life Balance in 2021
- Coronavirus - Lawyer's Guide to Coping with Stress, Fear and Anxiety in Uncertain Times
- The Science of Well Being
- Intervention Strategies for Helping Legal Professionals
- No One Gets Out Unscathed - Trauma, Stress and Burnout in the Legal Profession
- Attorney Substance Use
- The Burned Out Lawyer
- The Burned Out Judge
- Shackled to the Screen: Overdependence on Technology in the Legal Profession
- Your Time to Thrive: A Journey To Wellness In The Legal Profession
- What You Need to Know About Substance Use and Addiction in the Legal Profession
- Lions & Lifeguards: The Neuropsychopathology of Addiction- Why We Do the Things We Do In Addiction and Early Recovery

Educational Presentation Topics Offered by LCL (including but not limited to):

- Work - Life Balance
- Substance Use Disorders
- Depression & Anxiety
- Awareness and Management of the Pandemic's Effects on Lawyer Mental Health
- Mindfulness
- Attorney Licensure & Impairment
- Compassion Fatigue
- Gambling
- Lawyer, Law Student, and Judicial Wellness
- Suicide - Prevention & Intervention
- Eating Disorders
- Trauma-Informed Care for Mental Health & Substance Use Disorders
- Intervention Strategies: Helping Someone in Distress
- Stress, Burnout and Stress Management Techniques
- LCL/JCJ Services
- Trauma and Traumatic Stress in the Practice of Law

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

Education

The LCL/JCJ educational presentations and/or information about our services were delivered to the following organizations/entities among others:

- Pennsylvania Bar Association
- 59 County Bar Associations & 12 law firms
- American Heart Association
- Asian Pacific American Bar Association of Pennsylvania
- Reed Smith (all U.S. Offices)
- PBA Solo and Small Firm Section
- Association of Corporate Counsel
- National Employment Lawyers' Conference
- Philadelphia Public Defenders
- Pittsburgh Intellectual Property Law Association
- American Board of Trial Attorneys
- Montgomery County Family Law Committee
- Allegheny County Bar Association's Women in Law Division
- Jenkins Law Library
- PBA Family Law Section
- ABA Commission on Lawyer Assistance Programs Annual Conference
- 4 Bench Bar Conferences
- Centre County Young Lawyers Division
- Lancaster County Paralegal Association
- Lehigh County Barristers' Inn of Court
- National Business Institute
- Office of the Attorney General, NY State
- PBA Large Law Firm Leadership Meeting
- ACBA Military & Veteran Affairs Committee
- ACBA Committee on Law & Disability
- PBA Minority Bar Committee
- Montgomery County Legal Expo
- 49 Law School Programs including Orientations, Professional Responsibility Classes , Student Hours & Panel Discussions
- Pennsylvania Bar Institute
- PBA Annual Conference of County Bar Leaders
- Duane Morris
- Conference of State Trial Judges
- Thomas, Thomas & Hafer
- Mukk, Freeman & Cerra
- Lancaster Criminal Law Symposium
- PA School Board Solicitors Association
- U.S. District Court, Western PA District
- PBA Avoiding Legal Malpractice Seminar
- FedEx Ground House Counsel
- Wealth Counsel
- Public Defenders Association of PA
- Regeneron Corporation
- Philadelphia LGBTQ+ Bar Association
- Hispanic Bar Association of Pennsylvania
- Allegheny County PD's Office
- Lorman Education Services
- Villanova Law Alumni
- PA Children and Youth Advocates
- PA Association of Treatment Court Professionals
- Tucker Arensberg
- PBA Quality of Life Committee
- PBA Young Lawyers Division Committee
- Marshall Dennehey
- Virginia Creditors Bar Association
- JSDC Law Offices
- Philadelphia Bar Association

Education & Outreach

LCL staff networked and/or presented at many other events (in-person and virtual) in 2021 that were attended by 2,530 lawyers, judges, law students, as well as court agency, Commonwealth, bar association, and court staff.

Staff embrace every opportunity to increase familiarity with LCL and its services and to expand the organization's footprint via networking and outreach efforts.

- Keynote at Snyder/Union County Treatment Court Graduation (80 attendees)
- Presented to PA Association of Treatment Court Professionals Conference (160 attendees)
- PA Advisory Council on Drug and Alcohol Abuse (Department of Drug and Alcohol Programs) meetings
- Cumberland Perry Drug and Alcohol Commission Advisory Board member meetings
- Lawyers Fund for Client Security Dinner
- Presented to Problem-Solving Courts class taught by a Court of Common Pleas Judge at Dickinson College
- PA Department of Health Safe Prescribing Practices Task Force member meetings
- PA Department of Health Patient Advocacy Workgroup Meetings
- Duquesne Law School Organizations Fair
- Leadership Pittsburgh Justice Session
- Staff networks periodically with clinicians and treatment providers via virtual platforms and in-person meetings.
- A staff member led recovery support group meetings at the Caron Foundation Treatment Center.
- Association of Corporate Counsel of NJ
- A staff member filmed a [brief video of their recovery story for Bucks County Drug and Alcohol Commission](#) Social Media posts and outreach.
- Retirement Celebration for Pennsylvania Supreme Court Emeritus Justice Thomas G. Saylor
- Participated in a community session for Temple Law School about recent hate crimes against the Asian Pacific community
- PBA Lawyers Assistance Committee meetings
- Philadelphia Bar Board of Governors meeting
- Philadelphia Bar Criminal Justice Section meeting
- RASE Project National Recovery Month speaker with Hunter Biden
- PA Department of Drug and Alcohol's Recovery Rising Initiative meetings
- PBA's 55th Annual Conference of County Bar Leaders
- A staff member was appointed to the PA Department of Health's Patient Advocacy Program Committee within the Office of Drug Surveillance and Misuse Prevention
- Drug Free Workplace PA launched an education and outreach initiative that features an LCL staff member who filmed seven video vignettes including the following; "[The Lie That Addiction Tells Us](#)", "[What Is Addiction](#)", "[It Only Takes One Time](#)", "[Work Is the Last Place to Suffer](#)", "[Addiction is a Family Disease](#)", "[It's Not Anyone's Fault](#)", and a "[Lawyer to Lawyer PSA](#)", all of which can be viewed on YouTube.
- A staff member presented their recovery story as part of the Bucks County Health Care Professionals Opposing Stigma initiative.
- Massachusetts Bar Associations' Diversity Committee
- PBA virtual luncheon
- Dinner with Philadelphia Chief Public Defenders
- Presentation to Lower Bucks County Hospital staff
- Presented to PBA Diversity Webinar: Attorneys of Color and Mental Health
- PA Association of Bar Executives meeting

LCL Literature for Clients:

LCL maintains an extensive print and digital library that contains relevant books (hard copy and e-books+) articles, pamphlets and booklets containing information about a myriad of mental health, substance use and wellness topics. Staff offers all Helpline clients relevant literature at no charge and distributes brochures statewide describing LCL services.

- ✓ In 2021, staff **distributed 3,569 pieces of free educational literature to Helpline clients** and other PA attorneys, Court agencies, bar associations, judges, and law students, including **819 unique titles** and 2,438 brochures.
- ✓ Staff continued to update and distribute a comprehensive COVID-19 Resource Guide each month that contains a plethora of free resources on topics related to navigating professional, mental health, wellness, and substance use challenges during the ongoing pandemic. More than 192 LCL clients, 5,500 email recipients, all Court agencies, countless social media users, the PBA and ABA, among many others received and benefitted from the guide in 2021.

49 LCL educational & outreach programs reached 2,721 law students across 10 law schools, while a record 234 PA law students (35% of all Helpline clients) received LCL services in 2021.

Nothing can attest to the vital services offered by LCL better than the heartfelt words of our clients. The following testimonial from a law student client is shared with permission:

"Although my struggle started long before law school, my road to recovery began in 1L year. With the gun lying next to me, I pulled a pen from my pocket to write my note. By the grace of God, the pen belonged to LCL. [An LCL staff member] was on the phone with me in minutes, helping to talk me through the next minutes, hours, days, and weeks. The climb back out of that swirling, lonely pit of despair was an extremely long one, but I am better now than I ever was before law school. LCL gave me the help I needed to start the process of recovery I'd long wanted to begin but didn't know how...I am only still standing because of the help LCL provided to me in my darkest hours, and I literally owe LCL my life."

While PA's approximately 4,400 law students are small in number compared to the number (79,000) of registered Commonwealth attorneys, law students have comprised a remarkable one third or more of all LCL clients for the last several years. 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.

LCL programming reached 2,270 PA law students and an additional 451 students in neighboring states:

- ✓ 9 law school orientation programs reached 1,667 PA law students, thanks in part to the use of virtual/distance learning platforms. Three professional responsibility classes and 3 LCL staffed panel discussions reached an additional 427 PA law students.
- ✓ LCL has cultivated an excellent relationship with 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. The Executive Director met one-on-one (via virtual platform) with a **record** 88 law students at all 9 PA law schools and Widener Delaware's law school upon their request to discuss their mental health and other concerns and offer LCL services and support through our incredibly successful and nationally emulated Student Hours Program. With the full support of the Deans, LCL offered personalized student hours at least twice in 2021 to each law school.

Law students' mental health and well-being tend to decline as law school progresses.¹ They frequently grapple with anxiety, alcohol misuse, eating disorders, medication misuse and/or illicit drug use, often at rates exceeding other graduate students.² (Please see Chart 2 on the next page for more information). Data also suggests that lawyers incur the greatest risk of developing mental health and substance use disorders during the first fifteen years of law practice.³ 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.

Stress, anxiety, depression, and problematic alcohol use remain the top four concerns of the law students LCL served in 2021. Our law student clients presented with the same rates of depression (17%) as the national survey (represented by Chart 2). While 20% of students presented with concerns about anxiety in 2021, of those who received an assessment by a healthcare professional (84 students received assessments), 37% were ultimately diagnosed with an anxiety disorder, reflecting nearly the same prevalence as the national survey (37% and 36%, respectively). Eating disorder rates and alcohol concerns remained lower than national averages in 2021. We will be increasing educational programming and outreach on these topics again in 2022. We believe concerns about alcohol use will increase steadily as students return to in-person learning where peers and professors can more easily see the warning signs of substance misuse.

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.

Chart 1

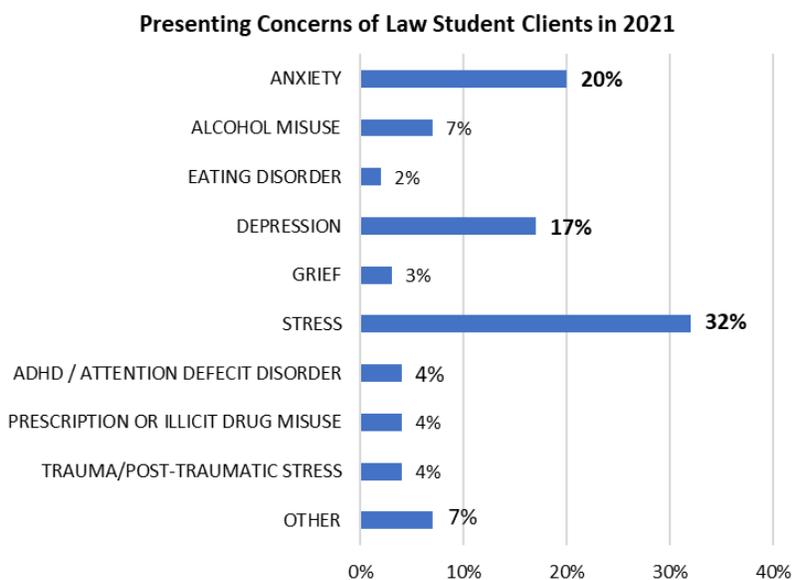
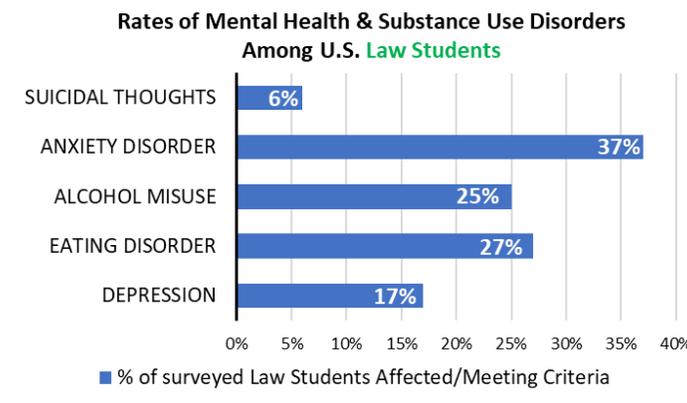


Chart 2



Nationally Emulated Annual Deans of Students Retreat

LCL hosted its 15th Annual Law School Deans of Students Retreat via virtual platform in late spring 2021. We are extraordinarily grateful that Chief Justice Emeritus Thomas G. Saylor delivered opening remarks regarding the essential services offered by Lawyers Concerned for Lawyers and its far-reaching positive impact on the bench and bar. This event provides a one-of-a-kind opportunity for all 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.

A **record** 33 participants attended, including Counsel to the Supreme Court as well as Deans and representatives from 8 Commonwealth law schools, plus Widener University Delaware, American University, Catholic University, and University of Miami schools of law. Representatives from the Disciplinary Board, Lawyers Fund for Client Security, the CLE Board, and the Board of Law Examiners provided valuable information and guidance to the Deans. Representatives from lawyers' assistance programs in Maryland, D.C., West Virginia, New Jersey, Delaware, and Texas also attended for the first time, contributing to the conversation by sharing trends and issues that were manifesting in their respective states with regard to law student mental health and wellness.

During the roundtable event, law student well-being initiatives and resources, mental health and substance use trends among students, accommodations, diversity, equity, and inclusion efforts, the significant negative burdens of the pandemic on students as well as current admission, LSAT, Bar exam, and character and fitness issues & outcomes were among the topics discussed.

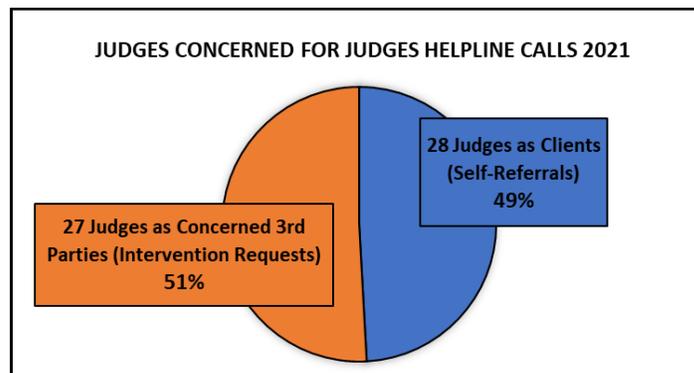
Judges Concerned for Judges

57 Commonwealth judges reached out to the JCJ Helpline for services and support in 2021.

“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 the JCJ Helpline for assistance.

- The JCJ Helpline and ancillary services are available to all judges (active or inactive and including courts of limited jurisdiction) and their family members.
- 57 Commonwealth judges sought JCJ services for themselves or others in 2021:
 - √ 28 judges reached out to JCJ to seek services, information and support for themselves (49% of all JCJ Helpline callers).
 - √ 29 judges requested intervention services or referred colleagues, lawyers, law students and/or family members to LCL/JCJ out of concern for their well-being (51% of all JCJ Helpline clients/referrals).
 - √ Stress was the most common presenting concern of judge clients in 2021 (37%) with grief/bereavement (15%) representing the second most common presenting problem. Somewhat predictably, the ongoing pandemic has heralded an era of increasing judicial stress and grief over the last two years.
- All peer support for judge callers is provided exclusively by other judges. JCJ currently has 30 active judge volunteers who selflessly offer support to Helpline callers.



Judicial Education Programs

- Twenty LCL/JCJ judicial **education programs reached 1,050 Commonwealth judges** in 2021. It was a privilege to present “The Robe Isn’t a Shield; the Impact of COVID on the Judiciary” (sponsored by AOPC for the Commonwealth’s judiciary) during which a panel of 10 judges, (including a Pennsylvania Supreme Court Justice and a diversity leader & Court of Common Pleas judge from LCL/JCJ’s board of directors) shared compelling personal stories of mental health and substance use challenges and recovery. The event reached 186 judge attendees.
- Executive Director Besden developed an educational program (“The Science of Well-Being”), which she delivered in-person to two Minor Judiciary Education Board trainings. Due to the ongoing pandemic, a video replay of the presentation was also viewed by 13 virtual MJEB training events, reaching a total of 604 judges.
- JCJ educational programs were delivered at 4 Bench Bar events in 2021, ultimately reaching 233 judges.
- LCL/JCJ also presented “Coronavirus: A Judge’s Guide to Coping with Stress and Anxiety in Uncertain Times” to 15 judges from the Western Pennsylvania U.S. District Court.

Diversity, Equity, & Inclusion Initiatives

The mission of LCL's Diversity, Equity, and Inclusion Committee is to elevate the priority of extending the organization's message to all segments of the legal community, with a focus on traditionally underrepresented, underserved, and often marginalized lawyers, judges, and law students.

In Spring of 2020, LCL's board of directors approved the creation of a Diversity, Equity, and Inclusion Committee tasked with the mission of expanding outreach, education, and services to better suit the needs of the diverse legal professionals within the Commonwealth. The committee of seven members is chaired by a diversity leader and includes three other diversity leaders as well. Great strides were made by committee members and LCL staff to accomplish the following goals:

- √ Establish and expand relationships with more diverse segments of the legal profession including, but not limited to, the BIPOC, LGBTQIA+, military veteran, and female members
- √ Diversify LCL's peer volunteer base to better meet the needs of our clients
- √ Improve and expand educational programming and awareness of LCL services to more diverse legal professionals
- √ Establish a comprehensive array of resources specifically tailored to serve and support special populations
- √ Increase participation and inclusion of diversity leaders from our board and among our volunteers in educational programs and outreach efforts
- √ Improve staff training relative to the effects of ethnicity, culture, and race on mental health

Some DEI accomplishments in 2020 and 2021:

- LCL's Board of Directors includes 6 diversity leaders, including our President.
- LCL's Executive Director and diversity leaders from our board have delivered educational presentations to, established relationships with, and/or joined the following bars and committees:
 - √ Hispanic Bar Association of Pennsylvania
 - √ Philadelphia LGBTQ Bar Association
 - √ Barristers' Association of Philadelphia
 - √ Diversity Committee of the Philadelphia Bar Association
 - √ Asian Pacific American Bar Association of Pennsylvania
 - √ Minority Bar Committee of the Pennsylvania Bar Association
 - √ Allegheny County Bar Association's Women in Law Division (among other ACBA committees focused on diverse legal professionals)
 - √ Allegheny County Bar Association's Military Affinity Committee
 - √ Various PBA and law school programs, committees, and panels focused on diversity, equity, and inclusion
- LCL staff continue to compile and distribute a comprehensive list of resources tailored to meet the needs of BIPOC and LGBTQIA+ members of the profession, which is now available on our website at www.lclpa.org.
- Staff has also solicited and successfully trained several new peer volunteers from the bar associations above.
- Staff participated in more than 20 training seminars/events relative to BIPOC and LGBTQ+ mental health and 6 trainings relative to diversity, equity and inclusion.

LCL is committed to making the efforts summarized above permanent components of our education and outreach programs. We will continue to establish contacts and foster relationships across the Commonwealth to further diversify our board and volunteer base and to improve awareness of and trust in LCL's confidential services across all segments of the Commonwealth's legal population. We continue striving to expand the conversation about and promote help-seeking behaviors for the mental health and substance use issues that will affect up to 40% of legal professionals across their careers.

LCL is grateful for the selfless service of its 27 directors.

A self-perpetuating Board of Directors is charged with establishing LCL's policies and procedures, overseeing its operations, and approving the budgets. 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. Board members serve two year terms. Executive Committee members serve one year terms on the committee with a six consecutive years term limit. Elections are held at LCL's Annual Meeting, which takes place after the start of the fiscal year (July 1). The Board held 4 virtual meetings in 2021.

LCL directors elected a new board President (who is also a diversity leader) and Vice President in 2021.

The Board's standing committees remain active throughout the year and play an integral role in the success of LCL's mission:

- Executive (general oversight)
- Nominating (oversee the nomination and election of officers and directors)
- Diversity, Equity, and Inclusion (established in 2020)
- Finance (oversight of fiscal matters and related regulatory filings)
- Helpline Services (oversight of all aspects of our Helpline operations)
- Volunteer (oversight of volunteer development and the planning & orchestration of the annual conference)
- Education and Outreach (oversight of professional awareness and education)

Notable Board Events and Accomplishments in 2021:

- Revised LCL's mission statement to include preferred language relative to mental health and substance use and to better reflect the fact that we offer services and support across the very broad spectrum of mental health challenges. See below for the updated 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."

- Participated in a comprehensive review and assessment of board governance under the guidance of an independent consultant in an effort to improve and refine board efficiency, function, and utility.
- Chief Justice Emeritus Thomas G. Saylor formally addressed LCL's directors, acknowledging their volunteer service and the critical work of the organization relative to helping legal professionals and maintaining the competency of the Commonwealth's Bench and Bar.

Funding, Finance, and Personnel

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 callers 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 also thankful for the continued support of the Pennsylvania Bar Association and its Lawyers Assistance Committee which contribute appreciable funds towards LCL's operational expenses each year.

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 33 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.

LCL has received an average annual increase in funding of 3.1% over the last eight years. Significant additional funding was requested in FY 20-21 in large part due to the consistent and remarkable increase in Helpline caller volume and demand for services over time that necessitated the creation of a third full time Resource Coordinator position.

Funding History

Fiscal Year	14-15	15-16	16-17	17-18	18-19	19-20	20-21	21-22
Capital Funding	0	0	0	0	\$9,050	\$6,738	\$4,400	0
Operational Funding	687,595	692,885	692,885	727,530	706,670	727,870	830,230	834,630
Total Funding	687,595	692,885	692,885	727,530	715,720	734,608	834,630	834,630
% ↑ or ↓ in Total Funding Over Prior Year	4.6%	0.8%	0%	5.0%	(-1.6%)	2.6%	13.6%	0%

Annual Independent Audit (Fiscal Year Ended June 30, 2021)

Hamilton & Musser, PC conducted LCL's FY 20-21 audit:

- FY 20-21 Operational Budget: \$866,409
- Grant Funding: \$834,630
- FY 20-21 General Contributions: \$ 12,960
- Total FY 20-21 Revenue: \$849,260
- Total Expenses: \$745,218
 - ◊ Program Services: \$555,779 (75%)
 - ◊ Management and General : \$189,439
- Net Assets Beginning of Year: \$523,663
- Net Assets End of Year: \$627,705

FY 21-22 Budget:

- Operational Budget: \$857,621
- Grant Funding: \$834,630

Personnel

LCL's dedicated full-time staff of seven provided vital support and services to 674 Helpline callers and delivered 278 educational presentations that reached over 68,000 lawyers, judges, and law students in 2021:

- Laurie J. Besden, Esq., Executive Director (2/1/11)
- Jennifer C. Zampogna, M.D., Director of Operations (11/1/13)
- Jennifer Poinsett, Resource Coordinator (1/1/07)
- Abbie Spinella, Resource Coordinator (12/4/17)
- Jenessa Underkoffler, Helpline Manager (1/1/13)
- Brian S. Quinn, Esq., Education and Outreach Coordinator (8/14/17)
- Nicole Pearson, Resource Coordinator (10/18/21)

Summary of 2021, Guiding Principles & Looking Forward

Despite the ongoing pandemic and the innumerable challenges it has presented, Lawyers Concerned for Lawyers of Pennsylvania seamlessly provided vital services and support to a record number of Helpline clients and delivered educational programming to more Commonwealth lawyers, judges and law students than ever before.

- 674 legal professionals and their family members reached out to LCL & JCJ to request information and critical services to address their own mental health and substance use issues or to request help in supporting a colleague or family member who may have been struggling with said issues.
- A record 215 Pennsylvania legal professionals underwent a recommended mental health and/or substance use assessment by a qualified healthcare professional (or have one pending) – a vital first step toward recovery.
- A record 197 clients accepted and engaged LCL and JCJ volunteer peer support.
- 278 educational presentations by LCL staff reached a record 68,481 lawyers, judges, and law students.
- 153 individuals cared enough to reach out to LCL out of concern for the mental health of a colleague or loved one. As a result, 111 individuals received potentially life-saving LCL services.

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.

LCL imparts to its officers and directors, employees, and volunteers six guiding principles that have withstood the test of over 30 years. From them we derive our mission, our policies and procedures, our programs, and our respective roles and responsibilities. These six guiding principles are:

1. The scope of our Helpline services is broad, including substance use and mental health, but is not so broad as to include career counseling, financial planning, etc.
2. Our education and training programs are of equal importance to our Helpline services; they seek to reduce the societal stigma attached to substance use and mental health challenges, increase bench and bar awareness and understanding of the nature of these issues, and generate new calls to our confidential Helplines;
3. A LCL volunteer assisting an individual shall not simultaneously act as a sobriety or mental health monitor for that individual; (Monitoring services are not offered by LCL but are provided by the Lawyers Assistance Committee of the Pennsylvania Bar Association.)
4. LCL staff shall not engage in clinical services (e.g., conduct evaluations, act as a therapist) or sobriety or mental health monitoring services;
5. LCL volunteers shall be utilized at every opportunity to support recovery; and
6. LCL's programs shall be based upon cooperation between staff, volunteers, and healthcare providers.

Looking forward to 2022 and beyond, staff and directors will continue efforts to expand our diversity, equity, and inclusion initiatives to enhance the diversity of our board and peer volunteer base and provide education, outreach, and support services to meet the needs of all segments of the legal community in Pennsylvania. We will continue developing cutting edge educational programming to reach as many legal professionals as possible with LCL's message of hope and help. In pursuit of that goal, LCL will continue its robust social media presence across several platforms and extend our successful email campaign to reach a larger audience. Most importantly, LCL staff, directors, and volunteers will continue working tirelessly to support and restore the health and well-being of Pennsylvania lawyers, judges, their family members and law students who may be struggling with substance use and/or mental health issues. Given the many hardships caused by the ongoing COVID-19 public health crisis, LCL services are more relevant and essential than ever before. We stand at the ready to provide vital support and assistance to legal professionals and their family members as they navigate a post-pandemic world and all the challenges it will bring.

Thank you for your support!