RACISM HURTS: HOW WE DEAL, HEAL, AND MOVE FORWARD

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1.0 HOUR CA MCLE (COMPETENCE ISSUES)

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Moderator
• Introductions
• Overview of Attorneys of Color and Mental Health
• Detecting and Addressing Health/Mental Health Challenges
  ⚬ Employee Assistance Programs
  ⚬ Individual and Organizational Best Practices
• Understanding Racial/Cultural Context Breakout Groups:
  ⚬ How Do We Heal and Deal at the Individual Level
  ⚬ How Do We Heal and Deal at the Organizational Level
  ⚬ How Do We Heal and Deal as a Community? Debrief
Who Is In the Room?

- Corporation
- Law Firm
- Public Agency
- Non-Practicing Attorney
Poll Question #2

Who Is In the Room - Career Stage?

- Newer Professional
- Mid-Career
- Experienced Professional
MENTAL HEALTH AND ATTORNEYS OF COLOR

• A 2016 STUDY FOUND THAT 28 PERCENT OF LAWYERS STRUGGLE WITH DEPRESSION, AND 19 PERCENT DEMONSTRATE SYMPTOMS OF ANXIETY.

• A RECENT STUDY FOUND THAT THE TEST WIDELY USED TO SCREEN PEOPLE FOR DEPRESSION IS MUCH MORE EFFECTIVE IN DETERMINING THE MENTAL HEALTH STATUS OF WHITE PEOPLE THAN OF PEOPLE OF COLOR.

• LAWYERS OF COLOR ARE OFTEN EXPECTED TO BRUSH OFF BIASES AND MICROAGGRESSIONS THEY FACE IN THEIR PROFESSION, EVEN WHEN IT NEGATIVELY IMPACTS THEIR MENTAL HEALTH. FOR LAWYERS OF COLOR, COLLECTIVE LIBERATION LOOKS LIKE MENTAL HEALTH CARE. DENA ROBINSON AND KIMYA FOROUZAN
Does your organization offer resources for culturally appropriate counseling to its employees?

- Yes, and it is robust
- Yes, but not enough
- No
- I don’t know
• HOW DO WE HEAL AND DEAL AT THE INDIVIDUAL LEVEL?

• HOW DO WE HEAL AND DEAL AT THE ORGANIZATIONAL LEVEL?

• HOW DO WE HEAL AND DEAL AS A COMMUNITY?
BREAKOUT SESSION DEBRIEFS

- INDIVIDUAL HEALING
- ORGANIZATIONAL HEALING
- OUR PLACE AS LEADERS IN THE LEGAL COMMUNITY AND BEYOND
ORGANIZATION RESPONSE

• COLLABORATE WITH AN EAP (IN-HOUSE OR EXTERNAL)

• COMMIT TO BEING AN ANTI-RACIST ORGANIZATION AND TO BUILDING A NETWORK OF INDIVIDUALS WHO LEAD THAT EFFORT WITHIN EVERY DEPARTMENT/DIVISION

• ESTABLISH A PLAN FOR ONGOING FEEDBACK TO SUPPORT THIS WORK
• Structural Racism is a Driver of Health Disparities, American Heart Association
• Lead by Example: Five Actions Law Firms Must Take to Address Systemic Anti-Black Racism, Rudhir Krishtel
• Racial Melancholia, Racial Dissociation: The Social and Psychic Lives of Asian Americans, by David Eng, Shinhee Han
• Attorney Suicide: What Every Lawyer Needs to Know, Jeena Cho, ABA Magazine
• Why Are Lawyers Killing Themselves? Rosa Flores and Rose Marie Arce, CNN
• Suicide, American Bar Association
• Improving the Legal Profession’s Mental Health Crisis Begins in Law School, Mariah Stewart
• Mental Health in the Legal Profession, Scott Mitchell
• The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys, Patrick R. Krill, Ryan Johnson, Linda Albert, Journal of Addiction Medicine
• Lawyer Well-Being: An Uncharted Path to Increasing Diversity and Inclusion, Jayne Reardon and Bree Buchanan, ABA
• For Lawyers of Color, Collective Liberation Looks Like Mental Health Care, Dena Robinson and Kimya Forouzan
• The Effect of Discrimination and Microaggressions Can Have on People of Color, Kevin Gray, January 11, 2021, NACE
THANK YOU FOR YOUR PARTICIPATION

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