



## Group X

# Wellness & Inclusiveness

Barbara Ezyk, COLAP

Karen Hester, CLI

Patty Jarzowski, CBA President, Solo Practice

Scott Meiklejohn, CLHL, Solo Practice

Geanne Moroye, OARC

# How well, diverse & inclusive are you?



Wellness

Inclusive

Diversity



# Wellness

## Three Legs of the Stool

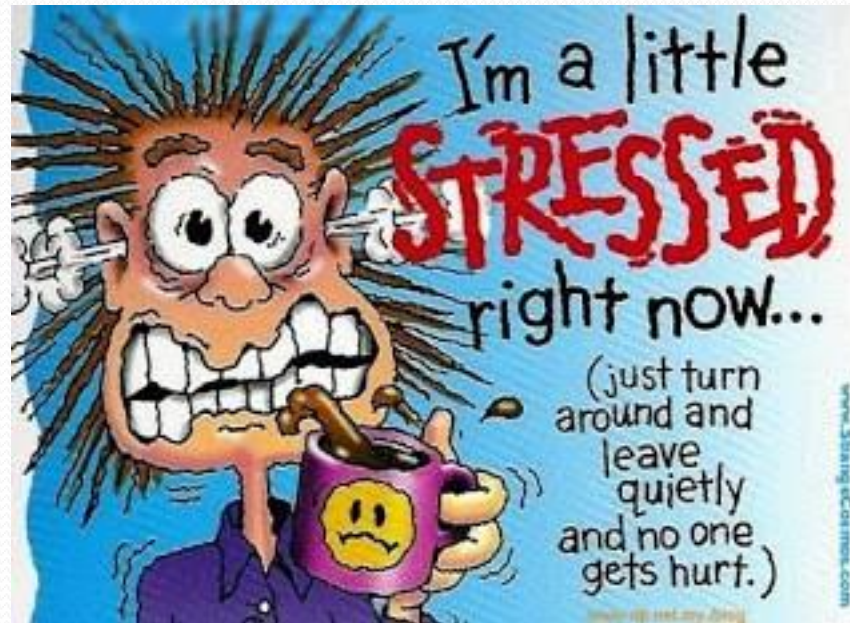
- ❑ Professional:
  - ❑ No multitasking; Slow down
- ❑ Emotional:
  - ❑ The Be's: Be at peace; Be in the present
- ❑ Physical:
  - ❑ Sleep, Nutrition, Exercise

## What's the big deal?

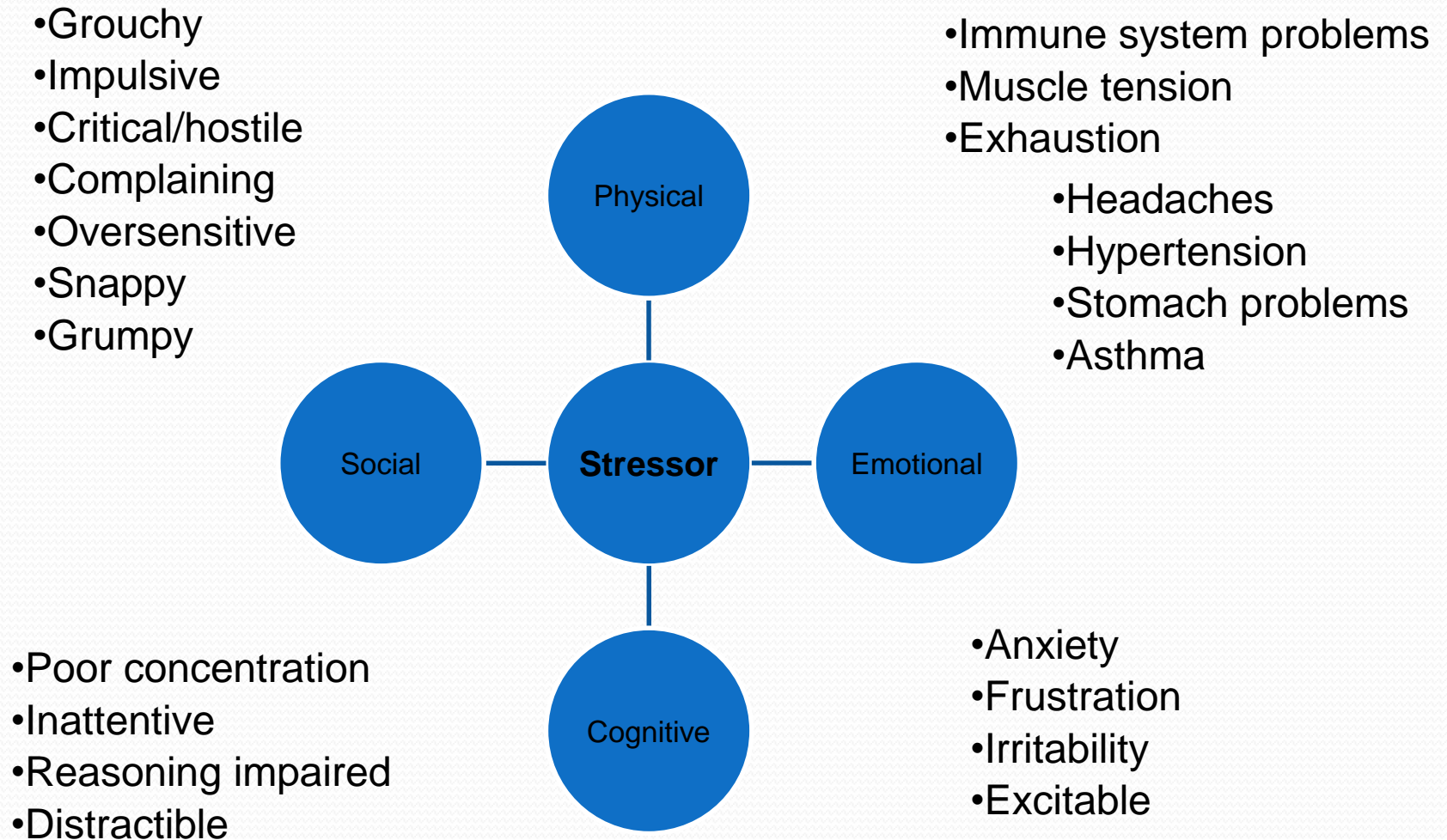
- ❑ Stress, anxiety, anger
- ❑ Unprofessional behavior



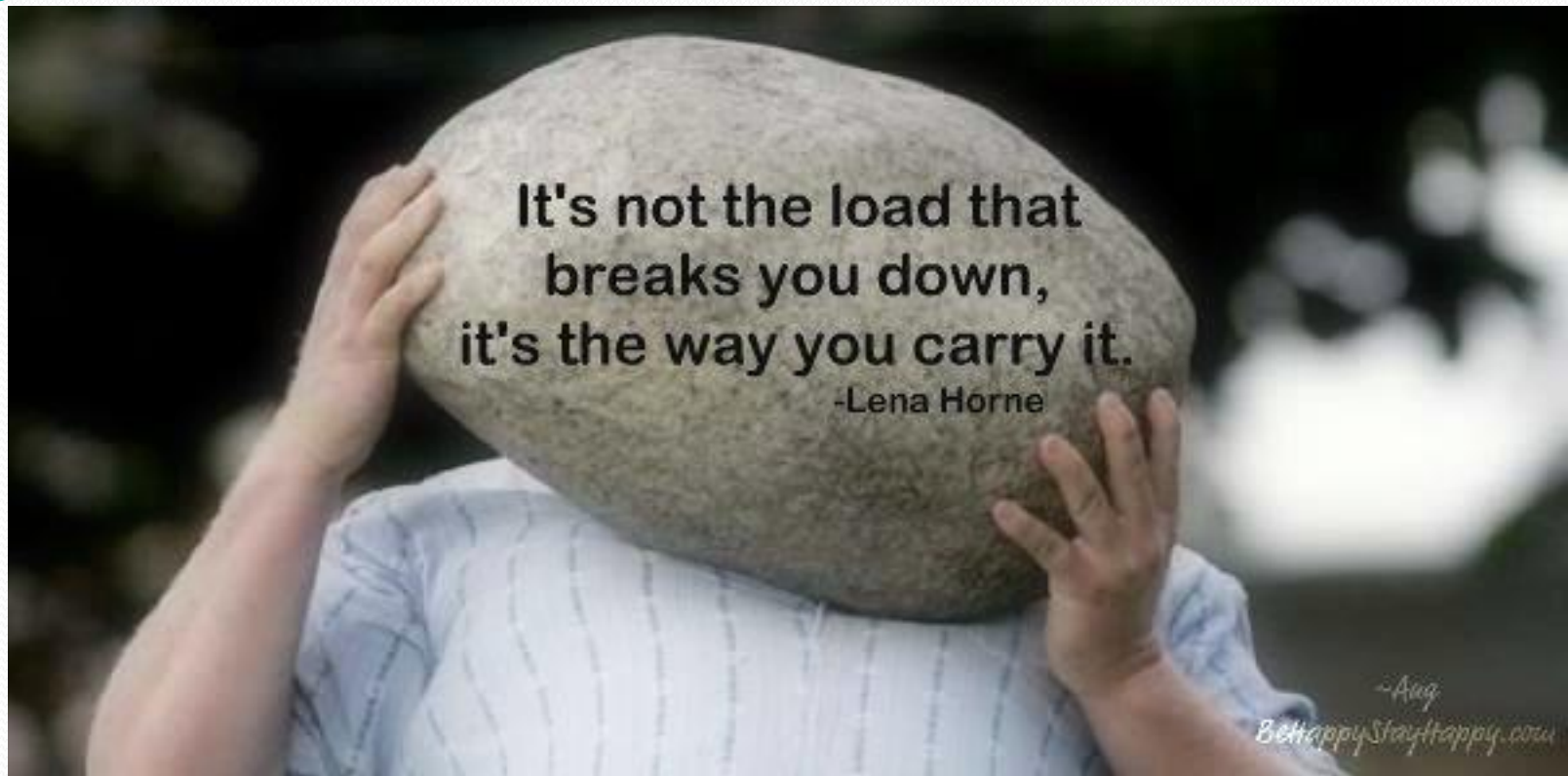
# Look Familiar?



# Need for Stress Management (Wellness)








# Mind Your Thoughts

*The greatest weapon  
against stress is our  
ability to choose one  
thought over another.*

*-William James*



Self-Care is a  
priority and necessity  
- not a luxury -  
in the work that we do.





# Wellness in the Workplace

- Environmental
- Intellectual
- Occupational
- Social

**Diversity and Inclusion** plays an important role



# What's the Difference?

**Diversity**  
is when you  
count people

**Inclusiveness**  
is when you  
make people count

**You need both**  
to have sustainable diversity  
in your organization

# Why Diversity & Inclusiveness

Effective participation by members of all racial and ethnic groups in the civic life of our Nation is **essential if the dream of one Nation, indivisible, is to be realized.**

Justice O'Connor, *Grutter v. Bollinger*

*Grutter v. Bollinger*, 539 U.S. 306, 123 S.Ct. 2325, 156 L.Ed. 2d 304 (2003)



# Why Our Profession

The legal profession is the vanguard in our society defending justice and pursuing liberty for all citizens. Thus, it should **lead the way** toward full inclusion.

Center for Legal Inclusiveness



# Benefits of Diversity & Inclusiveness

- Moral/Ethical/Equity
- Personal Benefit
  - You aren't as smart as you think you are without diversity
- Better Recruiting
- Increasing Competitive Edge, Innovation, Creativity
- Greater Productivity and Engagement

# Law vs. Other Professions

## Racial and Ethnic Diversity in US Professions

	% Af. Am	% As. Am	% His./Lat.	Total % Div.
Phys./Surgeons	6.4	18.4	6.4	31.2
Accountants	9.5	11.3	7.4	28.2
Chemists	8.4	13.5	5.9	27.8
Elec. Eng.	6.0	14.3	7.2	27.5
Fin. Managers	7.2	7.9	9.4	24.5
Mech. Eng.	6.2	11.2	5.6	23.0
Architects	5.8	7.6	5.7	19.1
<b>Attorneys</b>	<b>4.6</b>	<b>4.8</b>	<b>5.1</b>	<b>14.5</b>
CEO	3.6	4.7	5.5	13.8
Psychologists	4.1	2.5	5.8	12.4

*Compiled from 2015 US Bureau of Labor Statistics*

# Law vs. Other Professions

## Gender Representation in US Professions

	% Total Men	% Total Women	Total
Psychologists	29.7	70.3	193
Accountants	40.3	59.7	1732
Fin. Managers	50.4	49.6	1197
Phys./Surgeons	62.1	37.9	1007
Chemists	63.9	36.1	99
<b>Attorneys</b>	<b>65.5</b>	<b>34.5</b>	<b>1160</b>
CEO	72.1	27.9	1517
Architects	74.3	25.7	203
Elec. Eng.	87.5	12.5	302
Mech. Eng.	91.7	8.3	323

*Compiled from 2015 US Bureau of Labor Statistics*

# Sexual Orientation & Gender Identity

2.19% in 2013; 2.07% in 2012

Openly LGBT	# Reported	% of Total
Partner	718	1.58
Associate	1169	2.69
Other Lawyers	218	1.72
All Lawyers	2105	2.07
Summer Associates	182	3.47

*NALP Directory of Legal Employers 2012*

# Disability

	# Reported	% of Total
Partners	127	0.25
Associates	81	0.17
All Lawyers	255	0.23

*NALP Directory of Legal Employers 2009*

US Census and Bureau of Labor Statistics indicates that over 20% of workforce has a disability.



# Why Movement is Slow

- Structural, organizational and cultural factors
  - Failure of equity in work assignments
  - Work evaluations influenced by implicit bias
  - Law firm leaders tend to be selected from great rainmakers and great lawyers, who may not be good managers
  - Lack of diversity lessens opportunities for future diversity

# Why Movement is Slow

- Diversity policies lead people to discount claims of unfair treatment, especially for members of dominant groups and those who tend to believe that the system is generally fair.
- Managers committed may need to spend a bit more time designing programs that are more inclusive.
- Initiatives must incorporate accountability and be more than “colorful window dressing” that unintentionally angers a substantial portion of the workforce.

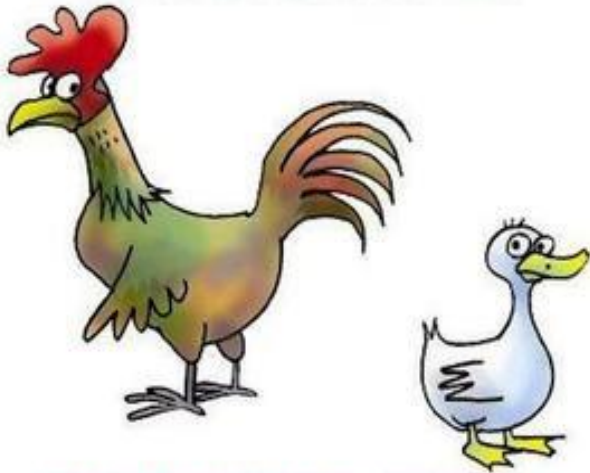
# What We Can Do

- Engage managers in solving the problem
- Expose managers to people from different groups
- Promote social accountability—the desire to look fair-minded.
- Use the Career Management chart to help guide your wellness and D/I efforts.

Remember:

Enjoy your career,  
lighten up & smile!

A duck was about to cross the  
road when a chicken  
looked at him and said....



"DONT DO IT MAN.... YOU WILL  
NEVER HEAR THE END OF IT!"



# Thank You!

Barbara Ezyk

Karen Hester

Patty Jarzowski

Scott Meiklejohn

Geanne Moroye

