



## 18<sup>th</sup> Annual Fall Retreat

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### Session Summaries

#### ***Relationships, Addiction, and Codependence and How These Impact Our Lives and Practices*** (Stanis)

Friday, 1:10 – 2:30 pm

This presentation will review the prevalence of addiction in the legal profession and how the brain is impacted by addiction. It will explore how relationships are impacted by addiction, how to support person struggling with substance use, how to healthily address a colleague or family member who is struggling, and when supporting becomes enabling. It will review codependency, its impact, and how to address it to maintain healthy boundaries and relationships at work and at home.

#### ***Hiding In Plain Sight: Imposter Phenomenon in the Legal Community*** (Thornton)

Friday, 2:30 – 2:30 pm

An overview of Imposter Phenomenon, its prevalence in the legal profession, its impact on individual and practice performance, and ways to personally and organizationally address it.

#### ***Lawyer Effectiveness Factors and Their Impact on Sobriety*** (Coon/Roman)

Friday, 3:50 – 5:00 pm

Approximately 20% of lawyers have reported problem drinking or with use of other substances. Understanding addiction is important to addressing the disease in yourself and recognizing then others may be having a problem. Lawyers are hesitant to reach out for help but, without remediation, addiction can have serious consequences to one's practice and one's life. There are many character traits common in lawyers which makes them highly effective legal professionals. These traits may also be channeled to support recovery efforts and improve resilience.

#### ***A View from the Bench*** (Judicial Panel)

Saturday, 12:30 – 2:20 pm

What is seen from the Bench relating to wellness and impairment both within the judiciary and throughout the legal profession? What actions can be taken from the Bench? What are our ethical and professional responsibilities? This panel will answer these questions and more.

***Age Is More Than a Number: Addressing the Impact of Aging on Our Practices*** (Panel)

Saturday, 2:30 – 4:20 pm

This panel will review the current age demographics within the legal profession and issues generally unique to older such as (i) the brilliance they provide and the role they may have in mentoring younger/newer attorneys; (ii) the impact of reduced faculties/dementia, mental health concerns and the impact of the pandemic, and (iii) implicit and explicit bias toward older and elder attorneys. It will review the ethic responsibilities in maintaining competency and succession/disability planning. Finally, it will review the impact of aging on attorneys' sense of identity and relevancy and how to support our colleagues as they transition from practice.

***The Intersection of Stress, Ethics, and Wellness*** (Mardigian/Van Cuyk)

Sunday, 9:00 – 11:00 am

This presentation reviews: (i) - the stress-feedback loop in the brain (*when stress becomes distress or chronic stress and how this leads to burnout*); (ii) how this cycle and other occupational risks may impact your professional competency; (iii) ways to prevent and to recognize early warning signs of distress or burnout in yourself and others; & (iv) how to improve your resilience.

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