



# WASHINGTON NEW MEMBERS COMMITTEE

## Washington New Members Committee

Washington New Members Committee Meeting | Virtual via Microsoft Teams

**Saturday July 25, | 10:00 a.m. – 2:00 p.m.**

[Via Teams](#) | Meeting ID: 277 071 348 516 87 | Passcode: R2Z7FE9x

### AGENDA:

1. **Welcome & Introductions; Approval of June Meeting Minutes** – Janta
2. **WSBA Updates** –Chelle, Jordan
3. **Budget Update** – Chelle
4. **ABA District 29 Rep** – Janta, Chelle
5. **Public Service and Leadership Award Recipient Selection** – Janta, Chelle
6. **Wellness Task Force Report Discussion** – Kevin
7. **ABA House of Representatives Appointment Process Discussion** –Chelle, Paris
8. **Team Updates and Regional Reports** – All
  - a. **Social Media** – Ariel
  - b. **Mentorship Project Team** – Janta
  - c. **CLE Team** – Chawisa, Hanna
  - d. **Charter Project Team** – Chelle
9. **New ideas for Next Meeting** – All

**Adjournment** – Janta



# WASHINGTON NEW MEMBERS COMMITTEE

## Washington New Members Committee Meeting

Microsoft Teams

Monday, June 15, 2026, | 12:00 p.m. – 1:00 p.m.

### Meeting Minutes

**WNMC Members Present:** Alexander Reagason, Mackenzie Lloyd, Steven Brown, Matt Rommelmann, Hanna Harrison, Michelle Hesse, Janta Steele, Fatima Al Rikabi, Ariel Cook, Chawisa Laicharoenwat, Stephan Yhann

**WNMC Members Absent:** Mason Ji, Bethany Nolan, Mackenzie Spinks, Thomas Garvey,

**Board of Governors Liaison:** Jordan Couch

**WSBA Staff:** Chelle Gegax – WSBA Member Engagement Specialist

## Welcome & Introductions; Approval of April Meeting Minutes – Alex

Washington New Members Committee (WNMC) Chair, Alexander Reagason (Alex), called the meeting to order at 12:03 p.m. On motion by WNMC Member, Hanna Harrison, seconded by WNMC Member Ariel Cook, the WNMC unanimously (10-0-0) approved the May meeting minutes.

## WSBA Updates – Chelle, Alex

WSBA Member Engagement Specialist, Chelle Gegax, reported to Alex that they had reached out to the Wellness task force regarding collaboration with the law student and new member workgroup but had not received a response yet. Alex requested continued follow-up to potentially schedule a meeting in July or August.

## Team Updates and Regional Reports – all

Social Media

Ariel presented updated social media analytics, noting significant growth on LinkedIn, negligible progress on Facebook, and an 88% increase in impressions, with recruitment posts generating 20 clicks; Alexander and Ariel discussed the impact of tagging and podcast links, and Ariel requested more responses to spotlight surveys.

### Mentorship Project Proposal

Janta updated the committee on progress toward editing the mentorship project proposal, with scheduling challenges for a meeting; after discussion with Chelle, the committee voted to delegate approval authority for proposal edits to the project team, streamlining the process.

### CLE Project Team

WNMC Member, Chawisa Laicharoenwat, announced a new collaboration with the Senior Lawyer Section for retirement planning presentations, and Hanna promoted the June 30th Legal Lunchbox event featuring a financial expert witness presentation, encouraging registration and sharing. Ariel and Chelle provided updates on LinkedIn promotion and graphics.

### Charter Project Team

Alexander reported that all charter project materials, including a temporary implementation plan, were submitted and emphasized ongoing recruitment efforts for both old and new models, thanking Ariel for recruitment posts and noting positive engagement; Chelle confirmed submission of graphics and materials.

### Public Service and Leadership Award

Alexander and Chelle discussed the drop in PSLA award nominations, prompting a committee discussion on reopening applications. On motion by Ariel, seconded by WNMC Member Stephan Yhann, the WNMC unanimously approved (10-0-0) to extend the PSLA award deadline to July 20<sup>th</sup>. Nominations will be reviewed and decided upon at the July 25<sup>th</sup> WNMC meeting. Janta asked about eligibility to submit nominations and voting, and Alexander and Chelle clarified that committee members could submit nominations but must abstain from voting on their own submissions.

Alexander opened a discussion on whether to increase the number of PSLA awards from four to five or more, referencing last year's temporary change; Chelle and Mackenzie opposed changing the number due to budget and prior advertising, and Ariel moved to table the discussion until the FY28 budget meeting, which was approved.

## ABA YLD Delegate Selection Discussion

The committee reviewed the process for selecting delegates to the ABA YLD Conference, including the allocation of one public delegate slot, and discussed updated scholarship criteria based on examples provided by Chelle, who recommended aligning requirements with current bylaws while keeping post-conference reporting flexible to accommodate different formats. The group also considered logistical constraints, noting the ABA's preferred June 30 deadline for delegate certification and agreeing that a two-week turnaround was insufficient, with July 17 identified as the latest viable date for compliant travel arrangements. Ultimately, the committee voted unanimously to delegate authority for selecting the public delegate and approving updated application criteria to the leadership team—an approach they likewise adopted for filling remaining committee delegate slots after Alexander confirmed continuing interest from Mackenzie, Hanna T Harrison, and Ariel for the conference scheduled from July 31 to August 4 in Chicago.

## July Meeting Update

Janta and Alexander clarified the dates and logistics for upcoming meetings, including the July 24th Board of Governors presentation and July 25th WNMC meeting, with Chelle confirming room reservations and hybrid meeting format.

Alex adjourned the meeting at 1:00 p.m.

# NOMINEE 1

## View results

Respondent

1

Anonymous

08:40

Time to complete

### Eligibility Requirements

Active members of the Washington State Bar Association will be considered New Members until the last day of December of the tenth year in which such member was first admitted to practice in the State of Washington

### Nomination Process

Candidates for the award must be nominated by another individual. To complete a nomination, complete the application below and email any supplemental materials, e.g. nominee's resume, articles, etc., that the nominee would like the WYNM to consider to [newmembers@wsba.org](mailto:newmembers@wsba.org). **Please note the nomination deadline is May 29.**

### Selection Process

During the selection process, the WNMC will consider the nominee's leadership in their community and involvement in public service activities as described in RPC 6.1. Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for NWSidebar and/or writing an article for WSBA magazine.

The WNMC will select the award recipients at the June 15, 2026 WNMC meeting. All application materials will be included in the WNMC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact [newmembers@wsba.org](mailto:newmembers@wsba.org).

1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

[REDACTED]

4. Phone Number: \*

[REDACTED]

5. E-Mail Address: \*

[REDACTED]

6. WSBA Number: \*

[REDACTED]

7. Year Admitted to Practice in Washington:

2025

8. Nominator's Name: \*

Cambria Judd Babbitt

9. Nominator's Email: \*

cjuddbabbitt@gmail.com

10. Relationship to Nominee: \*

Community Member

11. Describe the nominee's leadership in his or her local community: \*

[REDACTED] is dedicated to serving in community and uplifting others. [REDACTED] is actively involved as a member of WSBA's New Member, Alumni, and Mentorship Outreach Committees. In addition, [REDACTED] is a founding member of UMMAH Bar, a bar association for Muslim lawyers in Washington State.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

[REDACTED] is a dedicated mentor to law students and other people, particularly [REDACTED] of color, who are interested in the legal field. Through [REDACTED] work with WSBA, UMMAH Bar, and other organizations, [REDACTED] strives to make the legal field more accessible through connection.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

[REDACTED] has gone above and beyond in helping organize UMMAH after seeing a lack of official organization for Muslim lawyers in Washington.

14. Additional information:

Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

# NOMINEE 2

View results

Respondent

2

Anonymous

11:26

Time to complete

## Eligibility Requirements

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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

[REDACTED]

4. Phone Number: \*

[REDACTED]

5. E-Mail Address: \*

[REDACTED]

6. WSBA Number: \*

[REDACTED]

7. Year Admitted to Practice in Washington:

2022

8. Nominator's Name: \*

Rebecca Bradlow

9. Nominator's Email: \*

rebecca.bradlow@kingcounty.gov

10. Relationship to Nominee: \*

Co-worker

11. Describe the nominee's leadership in his or her local community: \*

[REDACTED] has done so much that I will try to list it all simply via bullet-points:

1. WSBA trial advocacy program co-chair 2025-26
  2. WSBA Judicial Evaluation Committee member
  3. SEIU 925 Election Chair (DPD chapter)
  4. MLK Labor Council delegate
  5. SU Law Review contributor (recent article published this year)
  6. Seattle YMCA mock trial judge
  7. Service 2 School volunteer (helped veterans apply to law school)
  8. Contributor to various new publications regarding relevant legal issues (Seattle Times, The Stranger, The Urbanist, Bolts, and Balls and Strikes)
  9. Guest lecturer for forensic mental health and pretrial negotiations as UW Law School
  10. WSBA Criminal Practice Primer Track 1: co-teacher 2026
- Honestly, I don't know how [REDACTED] finds the time or energy to do all of this while also working a full felony caseload. [REDACTED] impresses and inspires me every day.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

See above.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

The rules of confidentiality mean I cannot give specifics on this topic. I can say though that [REDACTED] never phones in his cases. [REDACTED] cares passionately about making sure that [REDACTED] clients are well represented and that their whole lives are taken into account when deciding the best course of action on a case. I have seen [REDACTED] ensure that a pregnant woman charged with a crime was released from jail and compassionately treated. I have watched [REDACTED] fight tooth and nail to preserve people's immigration rights and options. I have talked through seemingly impossible cases with [REDACTED] and watched [REDACTED] craft creative arguments that always [REDACTED] clients' humanity. [REDACTED] dedicates [REDACTED] to his craft and [REDACTED] role while also finding time to mentor community members, write legal articles to ensure the public stays informed, and volunteer in the legal profession. If I didn't know better I would have to guess there were two of him because that would make more sense for how he actually gets it all done.

14. Additional information:

[REDACTED] is a veteran who served his country for years before going to law school and becoming a public defender. [REDACTED] has also served as an investigator for criminal defense in New York. I cannot think of a single moment in [REDACTED] life where [REDACTED] hasn't been committed to protecting and helping the people around him.

Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

# NOMINEE 3

## View results

Respondent

3

Anonymous

14:02

Time to complete

### Eligibility Requirements

Active members of the Washington State Bar Association will be considered New Members until the last day of December of the tenth year in which such member was first admitted to practice in the State of Washington

### Nomination Process

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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

[REDACTED]

4. Phone Number: \*

[REDACTED]

5. E-Mail Address: \*

[REDACTED]

6. WSBA Number: \*

[REDACTED]

7. Year Admitted to Practice in Washington:

5

8. Nominator's Name: \*

Cambria Judd Babbitt

9. Nominator's Email: \*

cjuddbabbitt@gmail.com

10. Relationship to Nominee: \*

Community Member

11. Describe the nominee's leadership in his or her local community: \*

[REDACTED] is heavily involved in community, pro bono, and education events. [REDACTED] is a founding member and president-elect of the National Association of Cambodian Lawyers, taking an active role in mentoring and supporting Cambodian and Asian American lawyers across the nation. [REDACTED] also serves on the Board of Directors for the Asian Bar Association of Washington (ABAW). As part of ABAW, [REDACTED] previously served as a Gala Co-Chair, raising funds for the community, the Chair of Scholarships, providing students with scholarships to help them achieve their goals, and currently serves as the Pro Bono Co-Chair. As the Pro Bono Co-Chair, [REDACTED] plans and helps host regular pro bono days to serve the legal needs of individuals who cannot afford private attorneys. [REDACTED] has also partner with law schools to provide students with pro bono trainings to help them engage in important community work. [REDACTED] has also been a mentor to law students and others interested in the law.

Overall, [REDACTED] dedicates much of [REDACTED] time to serving others, bettering the legal profession and the communities [REDACTED] is connected with, all in addition to [REDACTED] full time work at Stoel Rives.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

[REDACTED] had contributed to the legal profession through her pro bono and community service detailed above, brining members of the legal community together to uplift others.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

[REDACTED] has gone above and beyond in taking the time to lead pro bono efforts for individuals who face barriers to representation through ABAW's regular Rainier Valley and virtual legal clinics. [REDACTED] works hard to increase access to justice.

14. Additional information:

**Additional Materials:**

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

# NOMINEE 4

View results

Respondent

4

Anonymous

50:39

Time to complete

## Eligibility Requirements

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## Nomination Process

Candidates for the award must be nominated by [REDACTED] individual. To complete a nomination, complete the application below and email any supplemental materials, e.g. nominee's resume, articles, etc., that the nominee would like the WYNM to consider to [newmembers@wsba.org](mailto:newmembers@wsba.org). **Please note the nomination deadline is May 29.**

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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

4. Phone Number: \*

5. E-Mail Address: \*

6. WSBA Number: \*

7. Year Admitted to Practice in Washington:

8. Nominator's Name: \*

9. Nominator's Email: \*

10. Relationship to Nominee: \*

11. Describe the nominee's leadership in his or her local community: \*

██████████ has demonstrated sustained leadership and public service throughout ██████ legal career. ██████ leadership within the legal community began ██████ was still in law school when ██████ was selected to serve as a Student Trustee for the Washington State Bar Foundation, a role focused on supporting programs that promote diversity within the legal profession and expand access to justice. Since that time, ██████ has consistently sought opportunities to serve both ██████ profession and ██████ broader community through volunteer leadership.

After graduating from law school in 2017, ██████ relocated to Nevada to pursue a career in civil legal aid. There, ██████ served communities across Northern Nevada, a region where many residents face significant barriers to accessing legal services due to geographic distance and attorney shortages. During ██████ time in Nevada, ██████ served as the State Bar of Nevada's Young Lawyers Section CLE Committee Chair for Northern Nevada and as Vice President of the Washington State University Alumni Association's Sacramento Club, demonstrating her commitment to service both within and beyond the legal profession.

After returning to Washington, ██████ continued her leadership through service with the Washington State Bar Association's Small Town and Rural Practice (STAR) Council, where she collaborates with attorneys, judges, and community leaders to address legal deserts and strengthen access to justice in rural communities. ██████ currently serves as the American Bar Association Young Lawyers Division Legal Pathway and Law Student Outreach Vice Director, helping strengthen pathways into the legal profession on a national level.

██████████ leadership extends beyond the legal profession as well. ██████ currently serves as Vice President of the Washington Alpine Club, a nonprofit organization founded in 1916 to encourage the enjoyment of the outdoors, preserve its natural beauty, and promote fellowship among outdoor enthusiasts. After first serving on the Board of Directors, ██████ was elected Vice President and now helps guide the organization's operations, programs, and long-term sustainability.

For more than a decade, ██████ has demonstrated that leadership is not simply a position ██████ holds but an ongoing commitment to strengthening the communities and organizations ██████ serves.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

■■■■ has dedicated ■■■■ legal career to expanding access to justice and strengthening the legal profession through service, mentorship, education, and pro bono engagement.

As a legal aid attorney in Nevada and Washington, ■■■■ provided free legal representation to low-income community members while also helping expand the capacity of legal aid organizations to serve more people. In Nevada, ■■■■ designed and delivered statewide CLE programs to recruit and train pro bono attorneys, served as an ongoing mentor and resource to volunteer counsel, and supervised a multidisciplinary COVID-19 response team addressing urgent community legal needs. In Washington, ■■■■ continued ■■■■ commitment to access to justice by representing tenants facing housing instability, mentoring legal interns, fostering partnerships with community organizations, and helping connect volunteer attorneys with clients in need.

Today, as Associate Director of the Access to Justice Institute (ATJI) at Seattle University School of Law, ■■■■ focuses on developing the next generation of public service-minded attorneys. ■■■■ helps oversee and continually improves the law school's Pro Bono Pledge Program, creating meaningful pathways for students to engage in service while still in law school. Most recently, ■■■■ helped implement a new pro bono platform developed specifically for law schools in partnership with institutions across the country, making it easier for students to connect with volunteer opportunities, track their service, and engage with community partners. Through these efforts, the most recent graduating class logged more than 5,750 hours of pro bono service.

In addition to ■■■■ work with the Pro Bono Pledge, ■■■■ helps lead ATJI's broader efforts to cultivate a lifelong commitment to public service. ■■■■ coordinates pro bono service days, trainings, and partnerships with legal service providers throughout Washington. ■■■■ also leads the First Year Fellows Program, which introduces law students to public interest careers, social justice issues, and community-engaged lawyering through mentorship, networking, and educational programming. Through these initiatives, ■■■■ helps students build the skills, relationships, and sense of purpose needed to become effective advocates and community leaders.

■■■■ has also made significant contributions through bar leadership. As a member of the Washington State Bar Association's Small Town and Rural Practice (STAR) Council, ■■■■ has served as a co-chair of the STAR Summit for the past two years, helping develop programming, recruit speakers, coordinate logistics, and facilitate conversations focused on strengthening rural legal practice and expanding access to justice in underserved communities. ■■■■ has also co-chaired the last two STAR Legal Lunchbox CLE programs, including a recent CLE on recognizing Indian law issues in state civil and criminal cases that attracted more than 1,700 attorneys. Through these efforts, ■■■■ has helped create educational and networking opportunities that support attorneys across Washington while advancing the profession's commitment to public service and access to justice. Nationally, ■■■■ serves in a leadership role with the ABA Young Lawyers Division and authored an article for the ABA's TYL magazine titled "How Seattle University School of Law Nurtures Social Justice Advocates."

Throughout her career, ■■■■ has focused not only on serving clients directly but also on creating systems, partnerships, and opportunities that empower others to serve.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

One example of ■■■■ commitment to public service is ■■■■ role in helping develop an innovative pro bono service model that brings attorneys, law students, and legal service providers together to better serve community members in need.

Working collaboratively with legal service organizations and community partners, ■■■■ helped identify a common challenge: many attorneys are interested in taking pro bono cases but face barriers related to training, time, and confidence in unfamiliar practice areas. ■■■■ recognized that offering CLE credit as part of the training could make participation more accessible and attractive to busy practitioners while simultaneously creating meaningful learning opportunities for students.

The resulting model combines substantive legal training, CLE credit for attorneys, practical skills development for students, and direct connections to pro bono opportunities. Attorneys and students learn side-by-side before being connected with qualified legal service providers that can support ongoing volunteer representation. The program not only expands the pool of available volunteers but also creates mentorship opportunities between attorneys and future lawyers.

■■■■ did not create this program alone, but ■■■■ ability to recognize an unmet need, bring stakeholders together, and develop a solution that benefits clients, students, attorneys, and legal service providers demonstrates the collaborative leadership style that defines ■■■■ work. The program reflects ■■■■ broader commitment to finding creative ways to strengthen access to justice while building a culture of service within the legal profession.

14. Additional information:

What distinguishes ■■■■ is her commitment to building sustainable pathways into public service. Throughout ■■■■ career, ■■■■ has not only provided direct service to underserved communities but has also focused on recruiting, training, mentoring, and supporting others to do the same. Whether coordinating statewide CLE programs, developing pro bono initiatives, planning educational programming, or collaborating with community partners, ■■■■ consistently multiplies ■■■■ impact by empowering others to serve.

As a first-generation college graduate, she is particularly committed to helping students and new attorneys see themselves as future leaders in the profession. ■■■■ role at Seattle University School of Law, ■■■■ lead initiatives such as the First Year Fellows Program, which introduces students to public interest careers, social justice issues, and community-engaged lawyering early in their legal education. Through mentorship, networking opportunities, and exposure to public service leaders, ■■■■ helps students develop both a sense of professional purpose and a commitment to serving their communities.

■■■■ has built a career around the belief that access to justice depends not only on the work of today's advocates but also on the development of tomorrow's leaders. ■■■■ sustained commitment to public service, mentorship, and community engagement exemplifies the values this award seeks to recognize.

Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

# NOMINEE 5

## View results

Respondent

5

Anonymous

08:14

Time to complete

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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

4. Phone Number: \*

5. E-Mail Address: \*

6. WSBA Number: \*

7. Year Admitted to Practice in Washington:

8. Nominator's Name: \*

9. Nominator's Email: \*

10. Relationship to Nominee: \*

11. Describe the nominee's leadership in his or her local community: \*

With regard to contributions to the community, [REDACTED] is on the Board of Directors for the national non-profit Hunger Free America, a leading anti-hunger organization. [REDACTED] was also appointed by Governor Inslee to two state-wide boards. Of particular note, [REDACTED] was appointed to Serve Washington, the state's civil engagement and community service commission. [REDACTED] was also the lead associate on a team bringing a class action suit against the U.S. Navy to benefit approximately 3,000 veterans who were inappropriately denied retirement benefits. Working with the National Veterans Legal Services Program (NVLSP), [REDACTED] led the team to get a class certified and was the primary author of the successful motion for summary judgment. Our nation's veterans did not get the proper procedure afforded to them by law, and [REDACTED] is doing something about it.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

[REDACTED] is an active participant in the legal profession and community. [REDACTED] serves on the King County Bar Association Board and also has deep engagement with the ABA. The American Bar Association named [REDACTED] one of its Top Young Lawyers for 2022. On the ABA, [REDACTED] has served on the Science & Technology Section Council, as Chair of the Food, Cosmetics, and Nutraceuticals Committee, and an Assistant Editor of the section's periodical "The SciTech Lawyer." [REDACTED] was also appointed to the ABA Center for Professional Responsibility's New Lawyer Steering Committee.

Beyond bar service, [REDACTED] also contributes to the legal profession with a truly extensive record of publications. Not only does [REDACTED] have a steady string of publications for legal-oriented audiences in outlets like Bloomberg Law and Law360, [REDACTED] also writes for a mass audience - distilling complex legal jargon so that it can be broadly understood and applied. As an example, [REDACTED] is a contributor to Forbes where [REDACTED] often writes about food stamps and how federal food assistance programs might be improved. In addition, [REDACTED] recently published in a medical journal, JAMA Pediatrics, about cannabis law and policy.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

There are so many situations where [REDACTED] has gone above and beyond. But if I were to say the one that sticks out to me the most is [REDACTED] contributions to the development of Food Law by editing the most authoritative book on the area: "Food Law: A Practical Guide. Indeed, [REDACTED] book is already assigned in multiple law school classes around the country on food law. [REDACTED] and a Perkins Coie senior partner developed a Food Litigation seminar at UCLA Law. [REDACTED] have general counsel from major manufacturers presenting in the course as well as some of the most prominent members of the plaintiffs' bar. [REDACTED] took the lead in taking this course from proposal to reality, and they had twenty students last year and the seminar is oversubscribed.

14. Additional information:

**Additional Materials:**

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

# NOMINEE 6

## View results

Respondent

6

Anonymous

13:04

Time to complete

### Eligibility Requirements

Active members of the Washington State Bar Association will be considered New Members until the last day of December of the tenth year in which such member was first admitted to practice in the State of Washington

### Nomination Process

Candidates for the award must be nominated by another individual. To complete a nomination, complete the application below and email any supplemental materials, e.g. nominee's resume, articles, etc., that the nominee would like the WYNM to consider to [newmembers@wsba.org](mailto:newmembers@wsba.org). **Please note the nomination deadline is May 29.**

### Selection Process

During the selection process, the WNMC will consider the nominee's leadership in their community and involvement in public service activities as described in RPC 6.1. Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
- b) WSBA, ABA, or local bar association activities;
- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for NWSidebar and/or writing an article for WSBA magazine.

The WNMC will select the award recipients at the June 15, 2026 WNMC meeting. All application materials will be included in the WNMC meeting materials packet and posted online. Confidential information will be redacted from publication. Recipients may only receive the award once during the WSBA fiscal year (October 1 –September 30). A congratulatory email will be sent directly from WSBA to the award recipient notifying them of their selection. For more information, contact [newmembers@wsba.org](mailto:newmembers@wsba.org).

1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

4. Phone Number: \*

5. E-Mail Address: \*

6. WSBA Number: \*

7. Year Admitted to Practice in Washington:

8. Nominator's Name: \*

9. Nominator's Email: \*

10. Relationship to Nominee: \*

11. Describe the nominee's leadership in his or her local community: \*

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

13. Describe a situation in which the nominee has "gone above and beyond"? \*

14. Additional information:

### Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

May 29, 2026

Washington New Members Committee  
Washington State Bar Association  
1325 Fourth Ave., Suite 600  
Seattle, WA 98101-2539

**Re: 2026 WSBA WNMA Public Service and Leadership Award**

Dear Washington New Members Committee:

I write to submit a nomination for the WNMC Public Service and Leadership Award on behalf of my colleague, [REDACTED].

[REDACTED], a senior associate in [REDACTED] group, is a dedicated leader in the Washington legal community, including through [REDACTED] service as the President of the Loren Miller Bar Association, [REDACTED] consistent and zealous representation of pro bono clients, and [REDACTED] dedication to challenging injustice by opening doors, breaking down barriers, and building new pathways for all.

[REDACTED] is extremely involved in her communities. [REDACTED] just concluded [REDACTED] service as President for the Loren Miller Bar Association (“LMBA”) (2025-2026). Under [REDACTED] leadership, the LMBA continued its long-standing mission to promote the professional development of its members while addressing critical issues impacting the Black community. Darrah [REDACTED] the Association with a focus on mentorship, civic engagement, and strengthening community ties. [REDACTED] is passionate about using the law as a tool for empowerment and social change, and remains deeply engaged in efforts to build a more just and inclusive legal system. In 2024, [REDACTED] passion led LMBA to award [REDACTED] with the Social Justice Award, which recognizes those in the legal industry for outstanding cumulative efforts in challenging injustice and valuing diversity.

[REDACTED] also continues to give back through pro bono service, particularly by helping organizations and missions focused around challenging injustice. Over the past few years, [REDACTED] dedicated over 43 hours to supporting the Washington Innocence Project through employment advice and counsel. [REDACTED] “tremendous pro bono assistance” was recognized by the organization in 2024 at their 10<sup>th</sup> annual benefit and auction. [REDACTED] has also devoted 85 hours to helping two clients vacate eligible convictions in Washington State through the King County Bar Association’s Records Project. [REDACTED] has also contributed to the creation of the Transgender Youth Guidebook for Legal Voice (2023), provided legal assistance on a family law matter to the Northwest Network of Bisexual trans, Lesbian, and Gay Survivors of Abuse, and offered pro bono support on a corporate matter for the Lavender Rights Project. [REDACTED] continues to

champion and support many individuals and organizations dedicated to challenging injustices in underrepresented communities.

Finally, [REDACTED] is deeply committed to ensuring our communities are inclusive, something [REDACTED] has embedded in her employment services practice. [REDACTED] counsels employers on diversity, equity, and inclusion initiatives, helping clients develop compliant policies and navigate the evolving legal landscape surrounding DEI programs.

[REDACTED] leadership in the Washington legal community and [REDACTED] commitment to public service make [REDACTED] an exceptional candidate for this year's WNMC Public Service and Leadership Award and I appreciate the committee's consideration of [REDACTED] nomination.

Very Truly Yours,

A handwritten signature in dark ink that reads "Kaitlyn Fallon". The signature is written in a cursive, flowing style.

Kaitlyn Fallon

## Education

J.D., Seattle University School of Law, 2017

Moot Court Board

Managing Editor, Seattle Journal for Social Justice

Secretary and Chapter Liaison, Black Law Students Association

B.A., English, Seattle University, 2011

Hall of Fame Inductee

Leadership Award Winner

## Admitted to Practice

Washington, 2018

██████████ draws on ██████ litigation experience as a former prosecutor and union association president to help employers navigate the full spectrum of labor and employment challenges. ██████ practice spans traditional labor relations—including collective bargaining negotiations, grievance arbitrations, unfair labor practice proceedings, and union organizing campaigns—as well as workplace investigations into employee misconduct, harassment, and discrimination complaints.

██████████ also counsels employers on diversity, equity, and inclusion initiatives, helping clients develop compliant policies and navigate the evolving legal landscape surrounding DEI programs. ██████ workplace violence practice encompasses addressing safety issues in the employment context and assisting employers in obtaining protection orders on behalf of affected employees.

██████████ also defends employers against claims of discrimination, harassment, retaliation, and wrongful termination, in both court proceedings and before state and federal agencies.

██████████ partners with clients across industries—including healthcare, food and beverage, law enforcement, nonprofits, public sector employers, and private businesses—to develop labor relations strategies tailored to their operational needs. She approaches labor relations as an ongoing relationship, seeking collaborative solutions where possible while vigorously advocating for her clients' interests when disputes require it. Whether guiding employers through collective bargaining, conducting sensitive workplace investigations, or defending against litigation, she brings a practical, client-focused approach to each matter.

## Memberships & Affiliations

- Legal Fellow, Washington Leadership Institute, 2022
- Loren Miller Bar Association
- National Black Lawyers: Top 40 under 40 – Washington

## Professional Recognition

- Named "One to Watch" by Best Lawyers in Litigation - Labor and Employment, 2025-2026; in Labor and Employment Law - Management, 2026
- Social Justice Award, Loren Miller Bar Association, 2024
- Project Management Certification, Franklin Covey

## Background

- Deputy Prosecuting Attorney, Felony Trial Unit, King County Prosecuting Attorney's Office, Seattle, 2019-2022
- Deputy Prosecuting Attorney, Snohomish County Prosecuting Attorney's Office, Everett, Wash., 2018-2019
- Graduate Recruiter, Office of Admissions, Seattle University School of Law, Seattle, 2017
- Rule 9 Legal Intern, Domestic Violence Unit, Criminal Division, King County Prosecuting Attorney's Office, Seattle, 2017

- Research Assistant, Fred T. Korematsu Center for Law & Equality, Seattle, 2016
- Rule 9 Legal Intern, District Court Unit, Snohomish County Prosecuting Attorney's Office, Everett, Wash., 2016
- Legal Extern, Special Assault Unit, Criminal Division, King County Prosecuting Attorney's Office, Seattle, 2015
- Legal Administrator, Labor and Employment Law, Cline & Associates, Seattle, 2010-2014

## Insights

"Client Engagement Summit 2025: Advancing Cultures of Fairness, Inclusion, and Belonging," Davis Wright Tremaine Webinar, 10.30.25

Best Lawyers Recognizes 170 Davis Wright Tremaine Attorneys for Industry-Leading Excellence, 08.21.25

Speaker, "DEI Program Audits: Understanding and Adapting to the Changing Landscape," Washington Employment Law Seminar 2025, 03.06.25

"Staying Ahead of the Curve: An Employer's Guide to Post-Election DEI, Labor, and Immigration Impacts," Davis Wright Tremaine Webinar, 12.05.24

Interviewed in "Beyond the Bar Number > Darrah Hinton," Washington State Bar News, 11/12/24

2025 Edition of Best Lawyers Recognizes More Than 180 Davis Wright Tremaine Attorneys for Excellence, 08.15.24

Speaker, "The Intersection of Labor and Employment Issues," 2024 Oregon Employment Law Seminar, Oregon Zoo, Portland, Ore., 05.01.24

NLRB's New Joint-Employer Standard Drastically Increases Potential Liability for Businesses Employing Third Parties, 11.09.23

NLRB General Counsel Moves to Invalidate Non-Compete Agreements, 05.31.23

NLRB Makes It Significantly Harder for Employers to Issue Discipline for Workplace Outbursts, 05.08.23

NLRB General Counsel Pushes for "Vigorous Enforcement" of Employers' Use of Technology, 11.08.22

Employers Beware: NLRB Special Remedies Are Becoming Extra Special, 02.16.22

Family Business Law Basics: Final Steps to Starting a Business, 02.14.22

# NOMINEE 7

## View results

Respondent

7

Anonymous

32:11

Time to complete

### Eligibility Requirements

Active members of the Washington State Bar Association will be considered New Members until the last day of December of the tenth year in which such member was first admitted to practice in the State of Washington

### Nomination Process

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### Selection Process

During the selection process, the WNMC will consider the nominee's leadership in their community and involvement in public service activities as described in RPC 6.1. Long-term service or an extraordinary contribution to the community will be considered, including:

- a) leadership and service in the local community or within a bar association;
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- c) Volunteering with pro bono or public service programs; or
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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

4. Phone Number: \*

5. E-Mail Address: \*

6. WSBA Number: \*

7. Year Admitted to Practice in Washington:

8. Nominator's Name: \*

9. Nominator's Email: \*

10. Relationship to Nominee: \*

11. Describe the nominee's leadership in his or her local community: \*

■■■■ has taken leadership within the Tacoma Pierce County Bar Association (TPCBA) in numerous ways. First, ■■■■ volunteered to fill a vacant position as chair of Guardianship Committee in 2023/4. In that role ■■■■ liaised with judges on behalf of the guardianship bar and organized the annual TPCBA guardianship CLE.

■■■■ then stepped up to volunteer as the 2025/6 President of the TPCBA. As President, ■■■■ assisted with strengthening financial accountability and ■■■■ engaged in a bylaw review that resulted in giving more voice to QLaw and the Pierce County Minority Bar Association.

■■■■ also recruited her own successors for both of those roles, and joined the TPCBA Judicial Qualifications Committee to help vet judicial candidates.

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

■■■■ has an incredible ability to see what needs to be done to support the legal community and then also implement permanent solutions.

For example, ■■■■ engaged with community outreach through the American Inns of Courts by joining the name change clinic started by John Cummings. ■■■■ then helped Mr. Cummings move the clinic to Oasis Youth Center to make it more accessible to the community. ■■■■ was subsequently invited to join the American Inns of Court.

In 2024, ■■■■ started and recruited lawyers to support the Ageing Options Clinic at Tacoma Pro Bono, which offers free legal advice to means tested individuals once a month.

■■■■ has taken initiative to offer approximately four CLE's at the Tacoma Law Library, and then also assisted the law library to recruit board members. ■■■■ also created and led a monthly meeting for 11.130 adult court visitors in Pierce County to help us all develop skills and receive peer to peer support.

13. Describe a situation in which the nominee has "gone above and beyond"? \*

All counties are facing questions about how to manage pro se guardians and conservators who struggle with court paperwork after they are appointed to help family members. In 2026, [REDACTED] succeeded in starting a pro bono Guardianship Clinic held at the Tacoma Superior Court once a month, to offer free support to pro se guardians and conservators. That clinic has served many people in its first few months, and will hopefully continue for many years to come!

14. Additional information:

For someone who has only been practicing law for four years, [REDACTED] has done an incredible amount to serve the legal profession and her community. [REDACTED] has done this while opening [REDACTED] own practice, and then subsequently opening a law firm with two partners, and while parenting six children. I hope the Committee will help recognize [REDACTED] for all [REDACTED] tireless service to the community through all the pressures [REDACTED] has faced.

Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

View results

Respondent

8

Anonymous

27:37

Time to complete

## Eligibility Requirements

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- c) Volunteering with pro bono or public service programs; or
- d) Writing a blog post for NWSidebar and/or writing an article for WSBA magazine.

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1. Nominee Name: \*

2. Firm/Employer: \*

3. Mailing Address: \*

4. Phone Number: \*

5. E-Mail Address: \*

6. WSBA Number: \*

7. Year Admitted to Practice in Washington:

8. Nominator's Name: \*

9. Nominator's Email: \*

10. Relationship to Nominee: \*

11. Describe the nominee's leadership in his or her local community: \*

12. How has the nominee promoted and/or contributed to the legal profession and community? \*

13. Describe a situation in which the nominee has "gone above and beyond"? \*

14. Additional information:

Additional Materials:

Please submit additional materials such as cover letter, resume, etc. to [newmembers@wsba.org](mailto:newmembers@wsba.org).

**From:** [Benjamin Mahoney](#)  
**To:** [New Members](#)  
**Subject:** [External]C/o Chelle Gegax re: 2026 Public Service and Leadership Award  
**Date:** Monday, July 20, 2026 4:07:21 PM

---

You don't often get email from bmahoney@tacomaprobono.org. [Learn why this is important](#)

Hello Ms. Gegax,

I am writing to nominate an individual for the 2026 Public Service and Leadership Award.

**Name:** [REDACTED]  
**Firm:** Puget Sound Estate Law  
**Mailing Address:** [REDACTED]  
**Phone number:** [REDACTED]  
**Email address:** [REDACTED]  
**WSBA Number:** [REDACTED]  
**Year admitted to practice:** 2022

I find myself in a difficult position to fully describe everything [REDACTED] does for our legal community. I want to respect your time but will talk for hours lauding [REDACTED] work and contributions.

[REDACTED] is one of the most active volunteers with Tacomaprobono. While attorneys are called to volunteer their time, [REDACTED] does so to such a degree that I don't know when [REDACTED] sleeps. [REDACTED] has been involved with our Aging Options clinic, for wills, trusts, and estates as well as our gender marker and name change clinic. [REDACTED] also does similar work with Oasis Youth Center. [REDACTED] gone on to pioneer a class, open to the public, at the Pierce County law library to make [REDACTED] expertise available to more people, including family matters and guardianships.

[REDACTED] doesn't merely volunteer [REDACTED] time in the clinics, but [REDACTED] goes into court with the people [REDACTED] works with, pro bono, stands with them, and celebrates them. You may have heard about some unpleasantness with LGBTQ+ representation in the Pierce County courthouse. [REDACTED] is an ally to The Community™ and has faced backlash and discrimination in [REDACTED] unwavering support.

Beyond the LGBTQ+ community, [REDACTED] consistently advocates for minority voices in all aspects of our legal culture. [REDACTED] consistently makes space for and invites people of color or those with diverse religious backgrounds to be involved in committees and community events. [REDACTED] is the picture of the unrelenting advocate and is completely humble at the

same time, striving to not center [REDACTED] when lifting others.

To be entirely honest, [REDACTED] so involved in public service and leadership... I could never hope to keep up. [REDACTED] an inspiration. Anything I could give to the community is only because [REDACTED] has uplifted me with [REDACTED] [REDACTED] a giant on whose shoulders I can only hope to stand.

[REDACTED] is an exceptionally worthy candidate of any award geared to Public Service and Leadership.

Sincerely,

Benjamin Mahoney  
Staff Attorney (he/him)  
WSBA #62384  
Tacomaprobono Community Lawyers  
621 Tacoma Avenue South, Suite 303  
Tacoma, WA 98402  
<http://www.tacomaprobono.org>  
Phone: (253) 276-4945  
Fax: 253-327-1649

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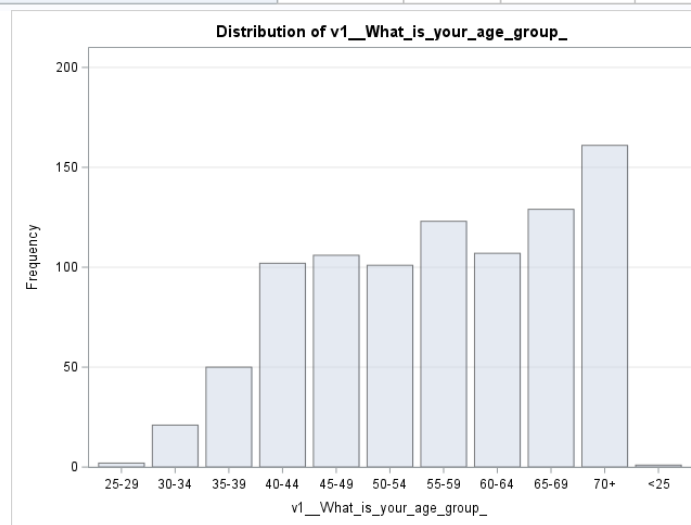
# END OF PSLA NOMINATION MATERIALS

## Washington State Survey Descriptive Statistics (All)

1) What is your age group?

- a) <25
- b) 25-29
- c) 30-34
- d) 35-39
- e) 40-44
- f) 45-49
- g) 50-54
- h) 55-59
- i) 60-64
- j) 65-69
- k) 70+

| v1__What_is_your_age_group_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------|-----------|---------|----------------------|--------------------|
| 25-29                       | 2         | 0.22    | 2                    | 0.22               |
| 30-34                       | 21        | 2.33    | 23                   | 2.55               |
| 35-39                       | 50        | 5.54    | 73                   | 8.08               |
| 40-44                       | 102       | 11.30   | 175                  | 19.38              |
| 45-49                       | 106       | 11.74   | 281                  | 31.12              |
| 50-54                       | 101       | 11.18   | 382                  | 42.30              |
| 55-59                       | 123       | 13.62   | 505                  | 55.92              |
| 60-64                       | 107       | 11.85   | 612                  | 67.77              |
| 65-69                       | 129       | 14.29   | 741                  | 82.06              |
| 70+                         | 161       | 17.83   | 902                  | 99.89              |
| <25                         | 1         | 0.11    | 903                  | 100.00             |

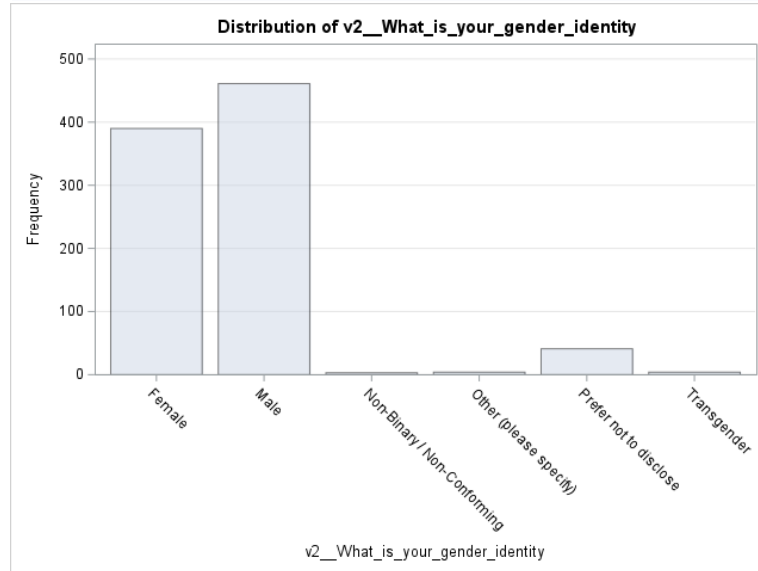


2) What is your gender identity?

- a) Female
- b) Male
- c) Transgender
- d) Non-Binary / Non-Conforming

- e) Other (please specify) \_\_\_\_\_
- f) Prefer not to disclose

| v2__What_is_your_gender_identity | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Female                           | 390       | 43.19   | 390                  | 43.19              |
| Male                             | 461       | 51.05   | 851                  | 94.24              |
| Non-Binary / Non-Conforming      | 3         | 0.33    | 854                  | 94.57              |
| Other (please specify)           | 4         | 0.44    | 858                  | 95.02              |
| Prefer not to disclose           | 41        | 4.54    | 899                  | 99.56              |
| Transgender                      | 4         | 0.44    | 903                  | 100.00             |



- 3) What is your race/ethnicity? Select all that apply:
- a) American Indian/Native American/Alaskan Native
  - b) Asian-Central Asian
  - c) Asian-East Asian
  - d) Asian-South Asian
  - e) Asian-Southeast Asian
  - f) Asian-Unspecified
  - g) Black/African American/African Descent
  - h) Hispanic/Latinx
  - i) Middle Eastern Descent
  - j) Multi-Racial/Bi-Racial
  - k) Pacific Islander/Native Hawaiian
  - l) White/European Descent
  - m) Other (please specify) \_\_\_\_\_
  - n) Prefer not to disclose

| v6_What_is_your_race_ethnic00 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| White/European Descent        | 743       | 100.00  | 743                  | 100.00             |
| Frequency Missing = 166       |           |         |                      |                    |

| v6_What_is_your_race_ethnic01 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Other (please specify)        | 15        | 100.00  | 15                   | 100.00             |
| Frequency Missing = 888       |           |         |                      |                    |

| v6_What_is_your_race_ethnic02 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Prefer not to disclose        | 55        | 100.00  | 55                   | 100.00             |
| Frequency Missing = 848       |           |         |                      |                    |

| v6_What_is_your_race_ethnic03 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Asian-Central Asian           | 4         | 100.00  | 4                    | 100.00             |
| Frequency Missing = 896       |           |         |                      |                    |

| v6_What_is_your_race_ethnic04 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Asian-East Asian              | 20        | 100.00  | 20                   | 100.00             |
| Frequency Missing = 888       |           |         |                      |                    |

| v6_What_is_your_race_ethnic05 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Asian-South Asian             | 5         | 100.00  | 5                    | 100.00             |
| Frequency Missing = 896       |           |         |                      |                    |

| v6_What_is_your_race_ethnic06 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Asian-Southeast Asian         | 10        | 100.00  | 10                   | 100.00             |
| Frequency Missing = 896       |           |         |                      |                    |

| v6_What_is_your_race_ethnic07 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Asian-Unspecified             | 4         | 100.00  | 4                    | 100.00             |
| Frequency Missing = 896       |           |         |                      |                    |

| v6_What_is_your_race_ethnic08          | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------|-----------|---------|----------------------|--------------------|
| Black/African American/African Descent | 19        | 100.00  | 19                   | 100.00             |
| Frequency Missing = 884                |           |         |                      |                    |

| v6_What_is_your_race_ethnic09 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Hispanic/Latino               | 35        | 100.00  | 35                   | 100.00             |
| Frequency Missing = 888       |           |         |                      |                    |

| v6_What_is_your_race_ethnic10 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Middle Eastern Descent        | 14        | 100.00  | 14                   | 100.00             |
| Frequency Missing = 896       |           |         |                      |                    |

| v6_What_is_your_race_ethnic11 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| Multi-Racial/BI-Racial        | 20        | 100.00  | 20                   | 100.00             |
| Frequency Missing = 888       |           |         |                      |                    |

| v6_What_is_your_race_ethnic12    | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Pacific Islander/Native Hawaiian | 3         | 100.00  | 3                    | 100.00             |
| Frequency Missing = 899          |           |         |                      |                    |

| v6_What_is_your_race_ethnicity                 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------|-----------|---------|----------------------|--------------------|
| American Indian/Native American/Alaskan Native | 28        | 100.00  | 28                   | 100.00             |
| Frequency Missing = 876                        |           |         |                      |                    |

- 4) What is your relationship status?
- a) Married

- b) Not married, but in a committed relationship
- c) Single
- d) Divorced
- e) Widowed
- f) Other (please specify) \_\_\_\_\_
- g) Prefer not to disclose

| v4_What_is_your_relationship_st              | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------------|-----------|---------|----------------------|--------------------|
| Divorced                                     | 81        | 8.97    | 81                   | 8.97               |
| Married                                      | 629       | 69.66   | 710                  | 78.63              |
| Not married, but in a committed relationship | 66        | 7.31    | 776                  | 85.94              |
| Other (please specify)                       | 5         | 0.55    | 781                  | 86.49              |
| Prefer not to disclose                       | 36        | 3.99    | 817                  | 90.48              |
| Single                                       | 73        | 8.08    | 890                  | 98.56              |
| Widowed                                      | 13        | 1.44    | 903                  | 100.00             |

- 5) Do you have caregiving responsibilities on a regular basis for one or more minor children, dependent adults, or aging parents?
- a) Yes
  - b) No

| v5_Do_you_have_caregiving_respo | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| N                               | 541       | 59.91   | 541                  | 59.91              |
| Y                               | 362       | 40.09   | 903                  | 100.00             |

- 6) Sexual Orientation (choose all that apply):
- a) Heterosexual
  - b) Gay
  - c) Lesbian
  - d) Other *[If chosen a window will open with the following choices]*
    - i) Asexual
    - ii) Bisexual
    - iii) Pansexual
    - iv) Queer
    - v) questioning or unsure
    - vi) an identity not listed: please specify \_\_\_\_\_
  - e) Prefer not to disclose

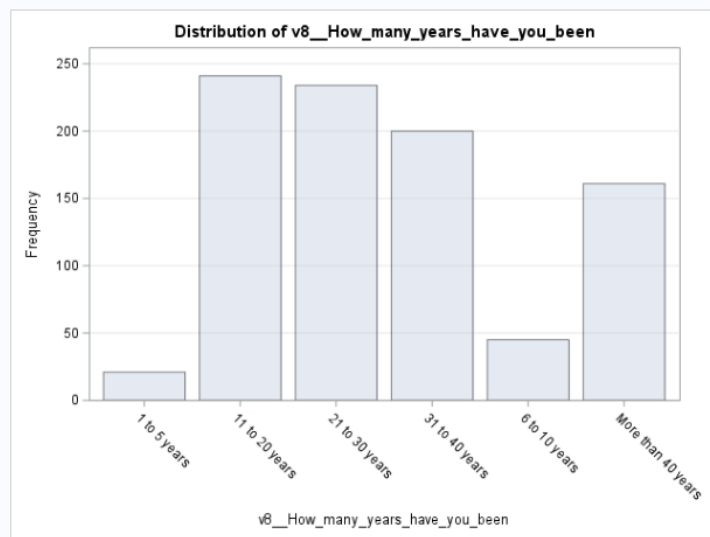
| v6_What_is_your_sexual_orientat        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------|-----------|---------|----------------------|--------------------|
| An identity not listed: please specify | 5         | 0.55    | 5                    | 0.55               |
| Asexual                                | 4         | 0.44    | 9                    | 1.00               |
| Bisexual                               | 24        | 2.66    | 33                   | 3.65               |
| Gay                                    | 13        | 1.44    | 46                   | 5.09               |
| Heterosexual                           | 738       | 81.73   | 784                  | 86.82              |
| Lesbian                                | 6         | 0.66    | 790                  | 87.49              |
| Pansexual                              | 3         | 0.33    | 793                  | 87.82              |
| Prefer not to disclose                 | 98        | 10.85   | 891                  | 98.67              |
| Queer                                  | 10        | 1.11    | 901                  | 99.78              |
| Questioning or unsure                  | 2         | 0.22    | 903                  | 100.00             |

- 7) In what county is your primary practice?
- King, Pierce, Snohomish, Spokane, or Clark
  - Thurston, Kitsap, Yakima, Whatcom, or Benton
  - Skagit, Cowlitz, Grant, Franklin, Lewis, Island, Chelan, Clallam, Grays Harbor, Mason, or Walla Walla
  - Stevens, Whitman, Kittitas, Douglas, Okanogan, Jefferson, Pacific, Klickitat, Asotin, Adams, San Juan, Pend Oreille, Skamania, Lincoln, Ferry, Wahkiakum, Columbia, or Garfield
  - Other, including outside of Washington State

| v7__In_what_county_is_your_prima                                                                      | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| King, Pierce, Snohomish, Spokane, or Clark                                                            | 510       | 56.54   | 510                  | 56.54              |
| Other, including outside of Washington State                                                          | 181       | 20.07   | 691                  | 76.61              |
| San Juan, Pend Oreille, Skamania, Lincoln, Ferry, Wahkiakum, Columbia, or Garfield                    | 7         | 0.78    | 698                  | 77.38              |
| Skagit, Cowlitz, Grant, Franklin, Lewis, Island, Chelan, Clallam, Grays Harbor, Mason, or Walla Walla | 58        | 6.43    | 756                  | 83.81              |
| Stevens, Whitman, Kittitas, Douglas, Okanogan, Jefferson, Pacific, Klickitat, Asotin, or Adams        | 17        | 1.88    | 773                  | 85.70              |
| Thurston, Kitsap, Yakima, Whatcom, or Benton                                                          | 129       | 14.30   | 902                  | 100.00             |
| Frequency Missing = 1                                                                                 |           |         |                      |                    |

- 8) How many years have you been practicing law?
- Less than 1
  - 1 to 5 years
  - 6 to 10 years
  - 11 to 20 years
  - 21 to 30 years
  - 31 to 40 years
  - More than 40 years

| v8__How_many_years_have_you_been | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| 1 to 5 years                     | 21        | 2.33    | 21                   | 2.33               |
| 11 to 20 years                   | 241       | 26.72   | 262                  | 29.05              |
| 21 to 30 years                   | 234       | 25.94   | 496                  | 54.99              |
| 31 to 40 years                   | 200       | 22.17   | 696                  | 77.16              |
| 6 to 10 years                    | 45        | 4.99    | 741                  | 82.15              |
| More than 40 years               | 161       | 17.85   | 902                  | 100.00             |
| Frequency Missing = 1            |           |         |                      |                    |



- 9) Which of the following is your WSBA license type?
- a) Judicial [\[route to question 10\]](#)
  - b) Attorney (including Active, Honorary, Inactive, and Pro Bono) [\[route to question 12\]](#)
  - c) Limited License Legal Technician (LLLT) (including Active, Inactive, and Pro Bono) [\[route to question 12\]](#)
  - d) Limited Practice Officer (LPO) (including Active and Inactive) [\[route to question 12\]](#)

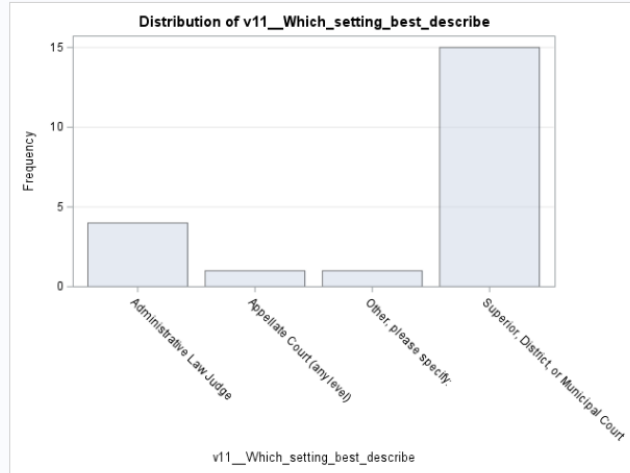
| v9_ Which_of_the_following_is_yo                              | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Attorney (including Active, Honorary, Inactive, and Pro Bono) | 881       | 97.67   | 881                  | 97.67              |
| Judicial                                                      | 21        | 2.33    | 902                  | 100.00             |
| Frequency Missing = 1                                         |           |         |                      |                    |

- 10) [\[If judicial license type\]](#) Rounded to the nearest whole number, how many years have you sat on the bench?  
 \_\_\_\_\_ years

| Moments         |            |                  |            |
|-----------------|------------|------------------|------------|
| N               | 21         | Sum Weights      | 21         |
| Mean            | 10.952381  | Sum Observations | 230        |
| Std Deviation   | 9.21670326 | Variance         | 84.947619  |
| Skewness        | 1.59631687 | Kurtosis         | 2.39842411 |
| Uncorrected SS  | 4218       | Corrected SS     | 1698.95238 |
| Coeff Variation | 84.1525081 | Std Error Mean   | 2.01124954 |

- 11) [\[If judicial license type\]](#) Which setting best describes your current judicial position?
- a) Appellate Court (any level)
  - b) Superior, District, or Municipal Court
  - c) Juvenile Court
  - d) Tribal Court
  - e) Administrative Law Judge
  - f) Magistrate Judge
  - g) Other, please specify: \_\_\_\_\_

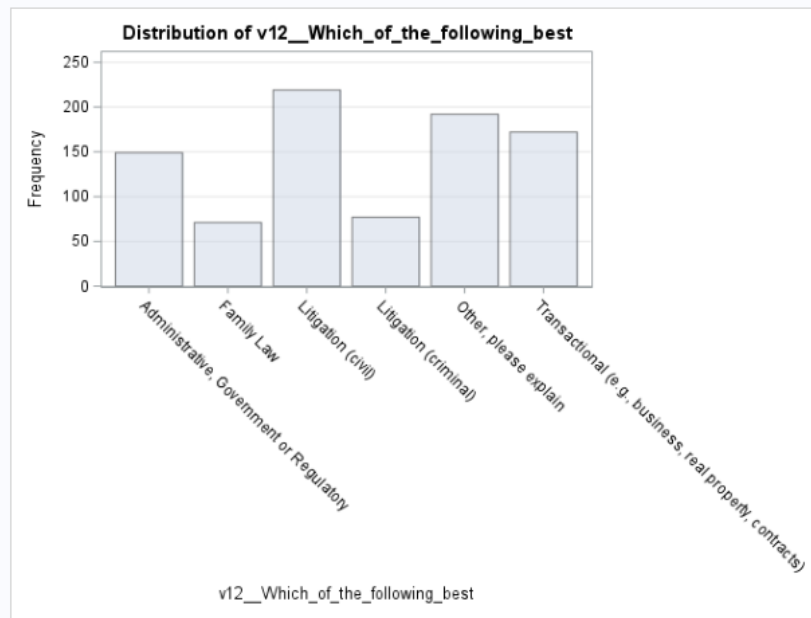
| v11_Which_setting_best_describe        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------|-----------|---------|----------------------|--------------------|
| Administrative Law Judge               | 4         | 19.05   | 4                    | 19.05              |
| Appellate Court (any level)            | 1         | 4.76    | 5                    | 23.81              |
| Other, please specify:                 | 1         | 4.76    | 6                    | 28.57              |
| Superior, District, or Municipal Court | 15        | 71.43   | 21                   | 100.00             |
| Frequency Missing = 882                |           |         |                      |                    |



12) *[If license type other than judicial]* Which of the following best describes your primary area of practice?

- a) Litigation (civil)
- b) Litigation (criminal)
- c) Transactional (e.g., business, real property, contracts)
- d) Family Law
- e) Administrative, Government or Regulatory
- f) Other, please explain \_\_\_\_\_

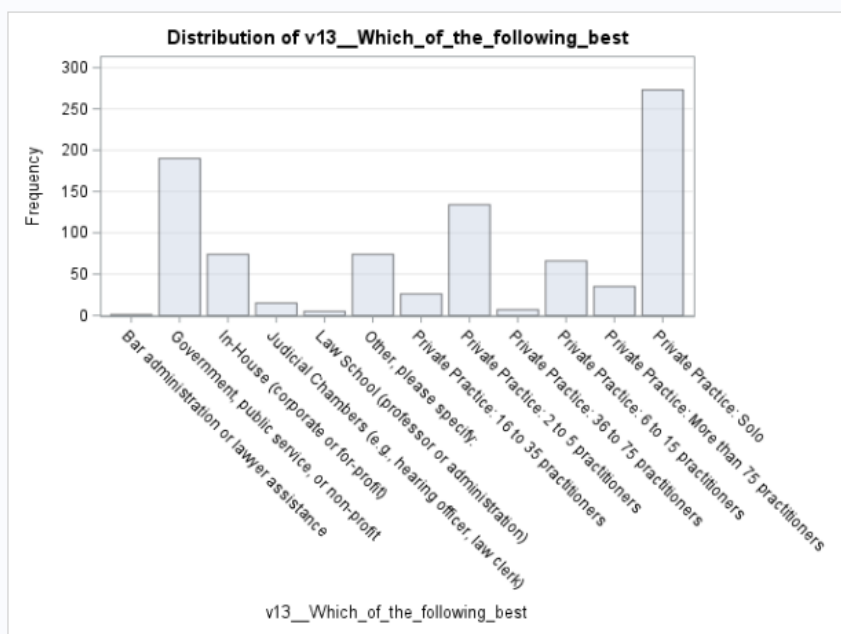
| v12_Which_of_the_following_best                          | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Administrative, Government or Regulatory                 | 149       | 16.93   | 149                  | 16.93              |
| Family Law                                               | 71        | 8.07    | 220                  | 25.00              |
| Litigation (civil)                                       | 219       | 24.89   | 439                  | 49.89              |
| Litigation (criminal)                                    | 77        | 8.75    | 516                  | 58.64              |
| Other, please explain                                    | 192       | 21.82   | 708                  | 80.45              |
| Transactional (e.g., business, real property, contracts) | 172       | 19.55   | 880                  | 100.00             |
| Frequency Missing = 23                                   |           |         |                      |                    |



13) Which of the following best describes the organization where you currently work?

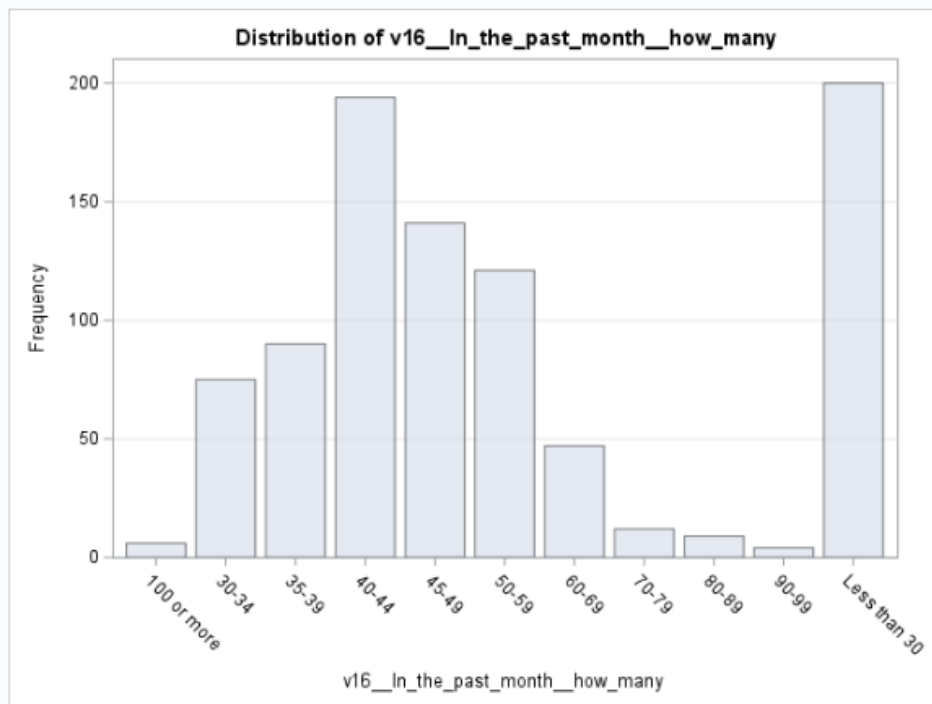
- Private Practice: Solo
- Private Practice: 2 to 5 practitioners
- Private Practice: 6 to 15 practitioners
- Private Practice: 16 to 35 practitioners
- Private Practice: 36 to 75 practitioners
- Private Practice: More than 75 practitioners
- Judicial Chambers (e.g., hearing officer, law clerk)
- Government, public service, or non-profit
- In-House (corporate or for-profit)
- Law School (professor or administration)
- Bar administration or lawyer assistance
- Other, please specify: \_\_\_\_\_

| v13_Which_of_the_following_best                      | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Bar administration or lawyer assistance              | 1         | 0.11    | 1                    | 0.11               |
| Government, public service, or non-profit            | 190       | 21.11   | 191                  | 21.22              |
| In-House (corporate or for-profit)                   | 74        | 8.22    | 265                  | 29.44              |
| Judicial Chambers (e.g., hearing officer, law clerk) | 15        | 1.67    | 280                  | 31.11              |
| Law School (professor or administration)             | 5         | 0.56    | 285                  | 31.67              |
| Other, please specify:                               | 74        | 8.22    | 359                  | 39.89              |
| Private Practice: 16 to 35 practitioners             | 26        | 2.89    | 385                  | 42.78              |
| Private Practice: 2 to 5 practitioners               | 134       | 14.89   | 519                  | 57.67              |
| Private Practice: 36 to 75 practitioners             | 7         | 0.78    | 526                  | 58.44              |
| Private Practice: 6 to 15 practitioners              | 66        | 7.33    | 592                  | 65.78              |
| Private Practice: More than 75 practitioners         | 35        | 3.89    | 627                  | 69.67              |
| Private Practice: Solo                               | 273       | 30.33   | 900                  | 100.00             |
| Frequency Missing = 3                                |           |         |                      |                    |



- 14) In the past month, how many hours did you work in an average week? Include billable and non-billable time.
- Less than 30
  - 30-34
  - 35-39
  - 40-44
  - 45-49
  - 50-59
  - 60-69
  - 70-79
  - 80-89
  - 90-99
  - 100 or more

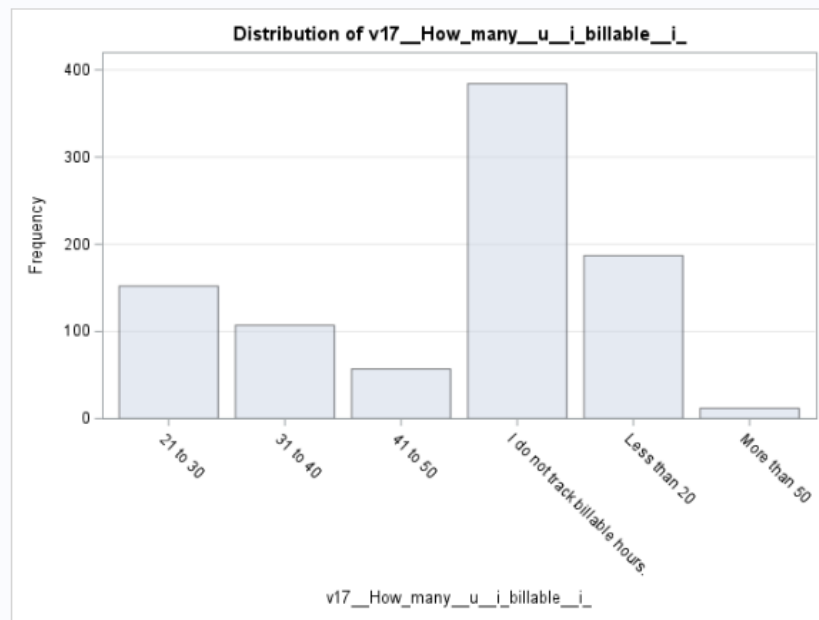
| v16__In_the_past_month__how_many | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| 100 or more                      | 6         | 0.67    | 6                    | 0.67               |
| 30-34                            | 75        | 8.34    | 81                   | 9.01               |
| 35-39                            | 90        | 10.01   | 171                  | 19.02              |
| 40-44                            | 194       | 21.58   | 365                  | 40.60              |
| 45-49                            | 141       | 15.68   | 506                  | 56.28              |
| 50-59                            | 121       | 13.46   | 627                  | 69.74              |
| 60-69                            | 47        | 5.23    | 674                  | 74.97              |
| 70-79                            | 12        | 1.33    | 686                  | 76.31              |
| 80-89                            | 9         | 1.00    | 695                  | 77.31              |
| 90-99                            | 4         | 0.44    | 699                  | 77.75              |
| Less than 30                     | 200       | 22.25   | 899                  | 100.00             |
| Frequency Missing = 4            |           |         |                      |                    |



15) How many billable hours do you work on average per week?

- a) Less than 20
- b) 21 to 30
- c) 31 to 40
- d) 41 to 50
- e) More than 50
- f) I do not track billable hours.

| v17__How_many_u_i_billable_i_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------|-----------|---------|----------------------|--------------------|
| 21 to 30                      | 152       | 16.91   | 152                  | 16.91              |
| 31 to 40                      | 107       | 11.90   | 259                  | 28.81              |
| 41 to 50                      | 57        | 6.34    | 316                  | 35.15              |
| I do not track billable hours | 384       | 42.71   | 700                  | 77.86              |
| Less than 20                  | 187       | 20.80   | 887                  | 98.67              |
| More than 50                  | 12        | 1.33    | 899                  | 100.00             |
| Frequency Missing = 4         |           |         |                      |                    |



16) Does your employer have a minimum billable hour expectation?

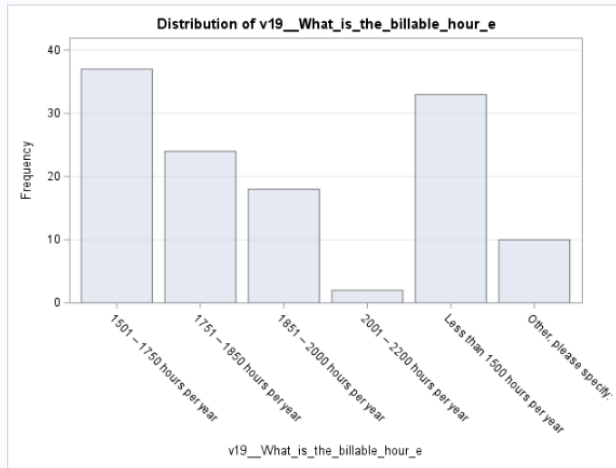
- a) Yes
- b) No

| v18__Does_your_employer_have_a_m | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| N                                | 774       | 86.19   | 774                  | 86.19              |
| Y                                | 124       | 13.81   | 898                  | 100.00             |
| Frequency Missing = 5            |           |         |                      |                    |

[If yes] What is the billable hour expectation?

- i) Less than 1500 hours per year
- ii) 1501 – 1750 hours per year
- iii) 1751 – 1850 hours per year
- iv) 1851 – 2000 hours per year
- v) 2001 – 2200 hours per year
- vi) Other, please specify: \_\_\_\_\_

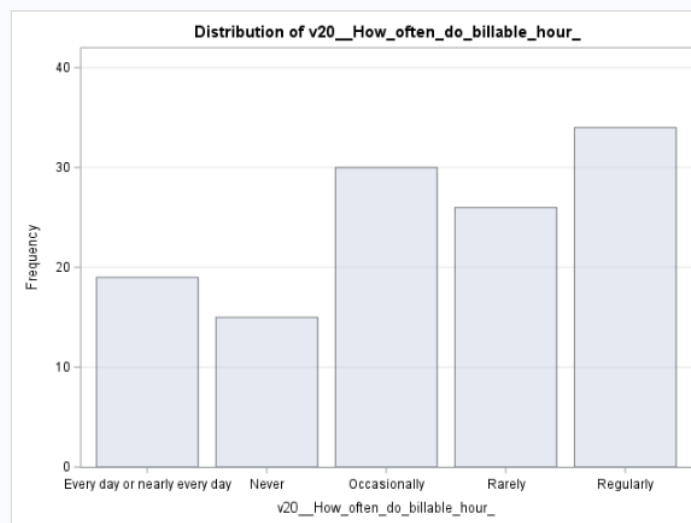
| v19_What_is_the_billable_hour_e | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| 1501 – 1750 hours per year      | 37        | 29.84   | 37                   | 29.84              |
| 1751 – 1850 hours per year      | 24        | 19.35   | 61                   | 49.19              |
| 1851 – 2000 hours per year      | 18        | 14.52   | 79                   | 63.71              |
| 2001 – 2200 hours per year      | 2         | 1.61    | 81                   | 65.32              |
| Less than 1500 hours per year   | 33        | 26.61   | 114                  | 91.94              |
| Other, please specify:          | 10        | 8.06    | 124                  | 100.00             |
| Frequency Missing = 779         |           |         |                      |                    |



[If yes] How often do billable hour expectations cause you stress?

- vii) Every day or nearly every day
- viii) Regularly
- ix) Occasionally
- x) Rarely
- xi) Never

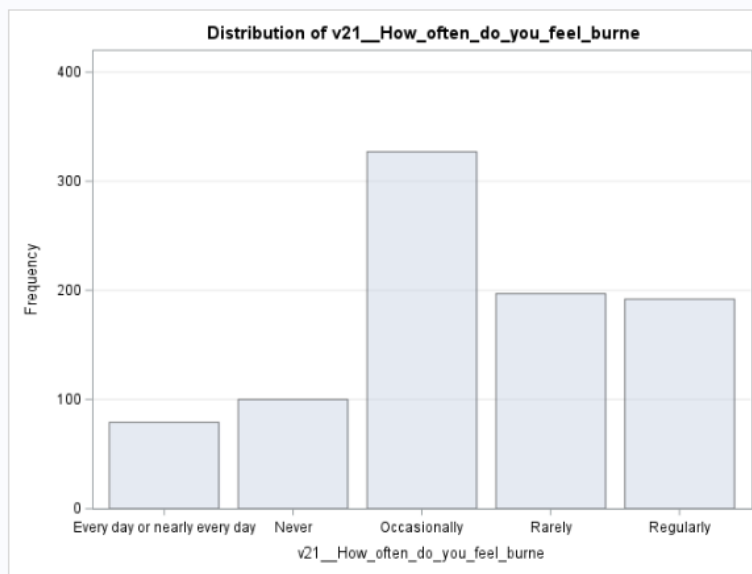
| v20_How_often_do_billable_hour_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Every day or nearly every day   | 19        | 15.32   | 19                   | 15.32              |
| Never                           | 15        | 12.10   | 34                   | 27.42              |
| Occasionally                    | 30        | 24.19   | 64                   | 51.61              |
| Rarely                          | 26        | 20.97   | 90                   | 72.58              |
| Regularly                       | 34        | 27.42   | 124                  | 100.00             |
| Frequency Missing = 779         |           |         |                      |                    |



17) How often do you feel burned out from your work?

- a) Every day or nearly every day
- b) Regularly
- c) Occasionally
- d) Rarely
- e) Never

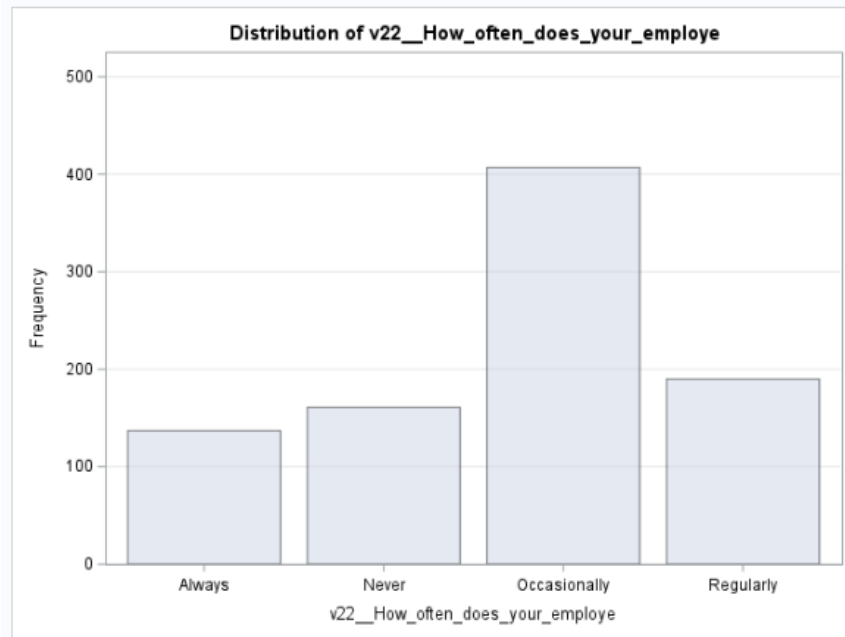
| v21__How_often_do_you_feel_burne | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Every day or nearly every day    | 79        | 8.83    | 79                   | 8.83               |
| Never                            | 100       | 11.17   | 179                  | 20.00              |
| Occasionally                     | 327       | 36.54   | 506                  | 56.54              |
| Rarely                           | 197       | 22.01   | 703                  | 78.55              |
| Regularly                        | 192       | 21.45   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |



18) How often does your employer (or clients if in solo practice) expect you to be available outside of work hours?

- a) Never
- b) Occasionally
- c) Regularly
- d) Always

| v22__How_often_does_your_employe | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Always                           | 137       | 15.31   | 137                  | 15.31              |
| Never                            | 161       | 17.99   | 298                  | 33.30              |
| Occasionally                     | 407       | 45.47   | 705                  | 78.77              |
| Regularly                        | 190       | 21.23   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |



19) Have you ever considered leaving the legal profession due to stress, burnout, or mental health issues?

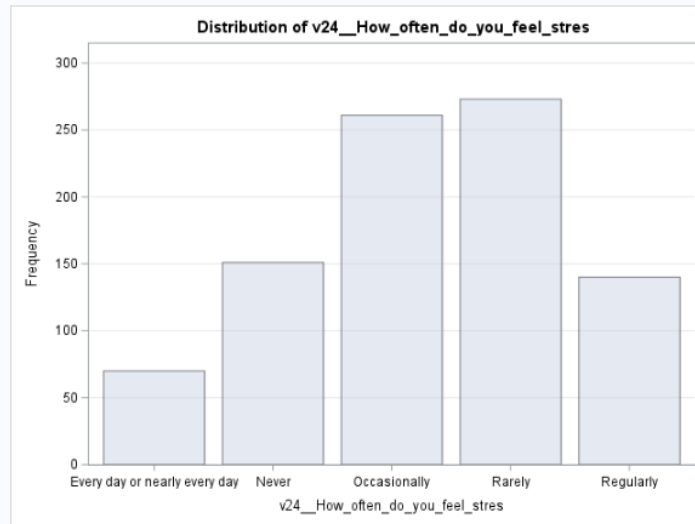
- a) Yes
- b) No
- c) Maybe

| v23__Have_you_ever_considered_je | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Maybe                            | 72        | 8.04    | 72                   | 8.04               |
| No                               | 378       | 42.23   | 450                  | 50.28              |
| Yes                              | 445       | 49.72   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |

20) How often do you feel stressed by your financial situation?

- a) Every day or nearly every day
- b) Regularly
- c) Occasionally
- d) Rarely
- e) Never

| v24__How_often_do_you_feel_stres | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Every day or nearly every day    | 70        | 7.82    | 70                   | 7.82               |
| Never                            | 151       | 16.87   | 221                  | 24.69              |
| Occasionally                     | 261       | 29.16   | 482                  | 53.85              |
| Rarely                           | 273       | 30.50   | 755                  | 84.36              |
| Regularly                        | 140       | 15.64   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |



21) Have financial concerns ever caused you to consider leaving the legal profession?

- a) Yes
- b) No
- c) Maybe

| v25__Have_financial_concerns_eve | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Maybe                            | 45        | 5.03    | 45                   | 5.03               |
| No                               | 683       | 76.31   | 728                  | 81.34              |
| Yes                              | 167       | 18.66   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |

22) Did you graduate law school with student loan debt?

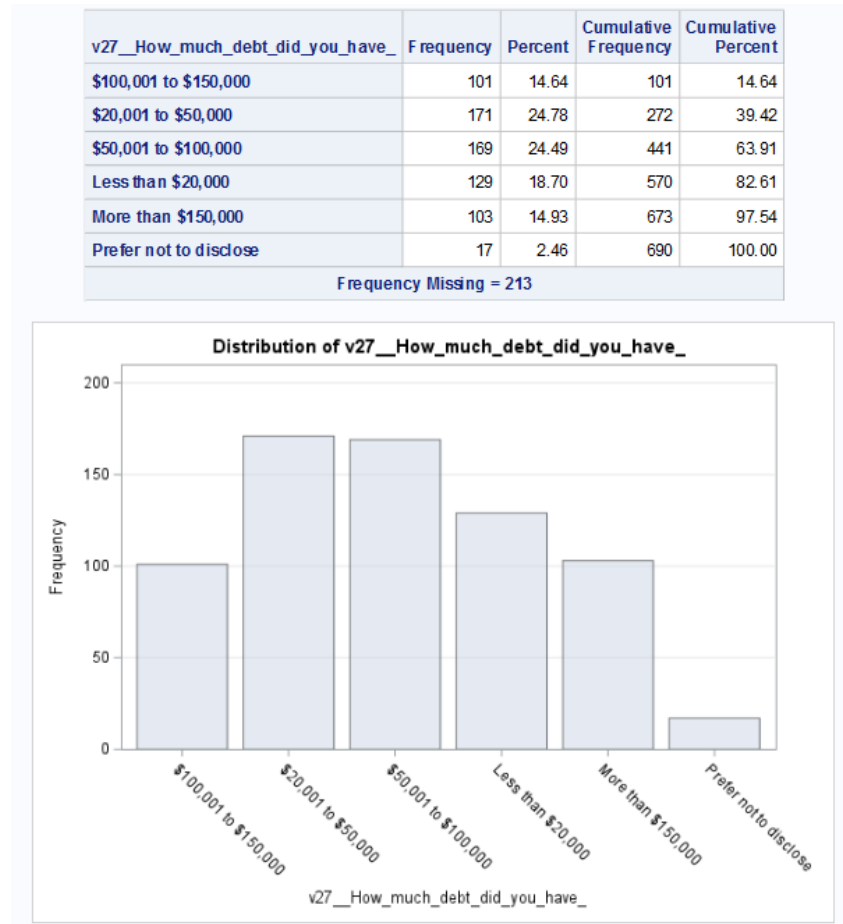
- a) Yes
- b) No
- c) Did not attend law school

| v26__Did_you_graduate_law_school | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Did not attend law school        | 4         | 0.45    | 4                    | 0.45               |
| No                               | 201       | 22.46   | 205                  | 22.91              |
| Yes                              | 690       | 77.09   | 895                  | 100.00             |
| Frequency Missing = 8            |           |         |                      |                    |

[If yes] How much debt did you have upon graduation?

- i) Less than \$20,000
- ii) \$20,001 to \$50,000

- iii) \$50,001 to \$100,000
- iv) \$100,001 to \$150,000
- v) more than \$150,000
- vi) Prefer not to disclose



*[If yes]* To what extent has student loan debt negatively affected your mental wellbeing?

- vii) Not at all
- viii) Somewhat
- ix) Significantly

| v28__To_what_extent_has_student__ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------|-----------|---------|----------------------|--------------------|
| Not at all                        | 326       | 47.25   | 326                  | 47.25              |
| Significantly                     | 119       | 17.25   | 445                  | 64.49              |
| Somewhat                          | 245       | 35.51   | 690                  | 100.00             |
| Frequency Missing = 213           |           |         |                      |                    |

*[If yes]* Have you ever wanted to make a job or career change, but did not because of your student loan debt?

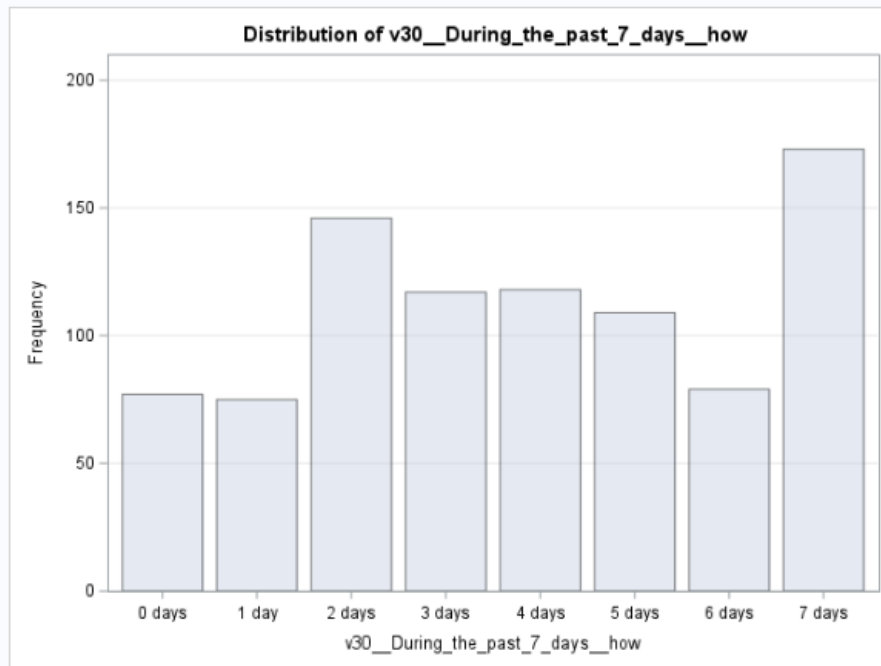
- x) Yes
- xi) No
- xii) Maybe

| v29_Have_you_ever_wanted_to_mak | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Maybe                           | 46        | 6.67    | 46                   | 6.67               |
| No                              | 461       | 66.81   | 507                  | 73.48              |
| Yes                             | 183       | 26.52   | 690                  | 100.00             |
| Frequency Missing = 213         |           |         |                      |                    |

23) During the past 7 days, how many days did you engage in physical activity for at least 20 minutes?

- a) 0 days
- b) 1 day
- c) 2 days
- d) 3 days
- e) 4 days
- f) 5 days
- g) 6 days
- h) 7 days

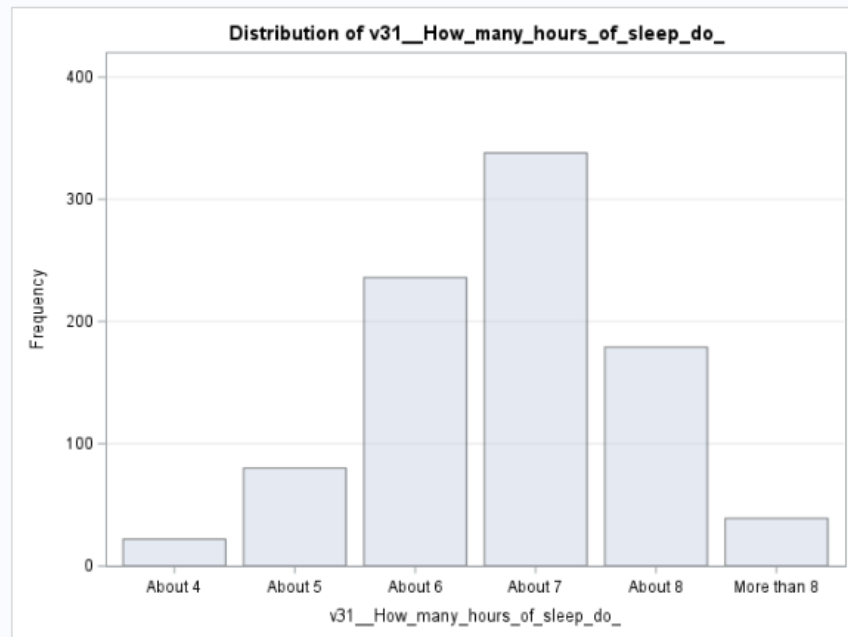
| v30_During_the_past_7_days_how | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------|-----------|---------|----------------------|--------------------|
| 0 days                         | 77        | 8.61    | 77                   | 8.61               |
| 1 day                          | 75        | 8.39    | 152                  | 17.00              |
| 2 days                         | 146       | 16.33   | 298                  | 33.33              |
| 3 days                         | 117       | 13.09   | 415                  | 46.42              |
| 4 days                         | 118       | 13.20   | 533                  | 59.62              |
| 5 days                         | 109       | 12.19   | 642                  | 71.81              |
| 6 days                         | 79        | 8.84    | 721                  | 80.65              |
| 7 days                         | 173       | 19.35   | 894                  | 100.00             |
| Frequency Missing = 9          |           |         |                      |                    |



24) How many hours of sleep do you get on an average night?

- a) Less than 4
- b) About 4
- c) About 5
- d) About 6
- e) About 7
- f) About 8
- g) More than 8

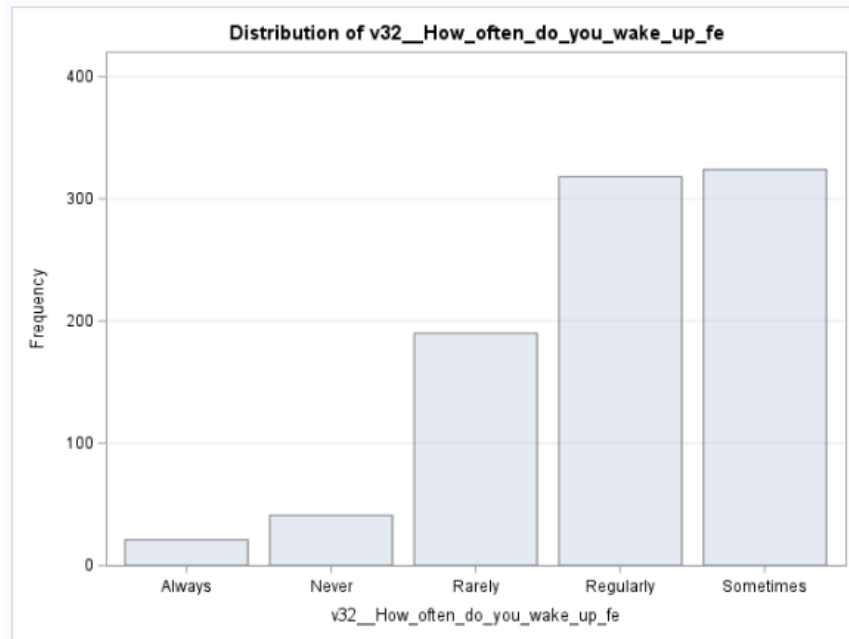
| v31__How_many_hours_of_sleep_do_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| About 4                          | 22        | 2.46    | 22                   | 2.46               |
| About 5                          | 80        | 8.95    | 102                  | 11.41              |
| About 6                          | 236       | 26.40   | 338                  | 37.81              |
| About 7                          | 338       | 37.81   | 676                  | 75.62              |
| About 8                          | 179       | 20.02   | 855                  | 95.64              |
| More than 8                      | 39        | 4.36    | 894                  | 100.00             |
| Frequency Missing = 9            |           |         |                      |                    |



25) How often do you wake up feeling rested and restored?

- a) Never
- b) Rarely
- c) Sometimes
- d) Regularly
- e) Always

| v32_How_often_do_you_wake_up_fe | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Always                          | 21        | 2.35    | 21                   | 2.35               |
| Never                           | 41        | 4.59    | 62                   | 6.94               |
| Rarely                          | 190       | 21.25   | 252                  | 28.19              |
| Regularly                       | 318       | 35.57   | 570                  | 63.76              |
| Sometimes                       | 324       | 36.24   | 894                  | 100.00             |
| Frequency Missing = 9           |           |         |                      |                    |



26) Which of the following activities do you do to support your mental health and wellbeing? Check all that apply.

- a) Meditation
- b) Therapy, counseling, or group supports
- c) Physical exercise or active hobby (gardening, dancing, etc.)
- d) Prescription medication
- e) Supplements, vitamins, or over-the-counter medications
- f) Other: \_\_\_\_\_
- g) I am not doing any activities to support my mental health.

| v33_Which_of_the_following_act0        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------|-----------|---------|----------------------|--------------------|
| Therapy, counseling, or group supports | 188       | 100.00  | 188                  | 100.00             |
| Frequency Missing = 715                |           |         |                      |                    |

| v33_Which_of_the_following_act1                              | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Physical exercise or active hobby (gardening, dancing, etc.) | 715       | 100.00  | 715                  | 100.00             |
| Frequency Missing = 188                                      |           |         |                      |                    |

| v33_Which_of_the_following_act2 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Prescription medication         | 207       | 100.00  | 207                  | 100.00             |
| Frequency Missing = 696         |           |         |                      |                    |

| v33_Which_of_the_following_act3                        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Supplements, vitamins, or over-the-counter medications | 346       | 100.00  | 346                  | 100.00             |
| Frequency Missing = 557                                |           |         |                      |                    |

| v33_Which_of_the_following_act4 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Other:                          | 168       | 100.00  | 168                  | 100.00             |
| Frequency Missing = 735         |           |         |                      |                    |

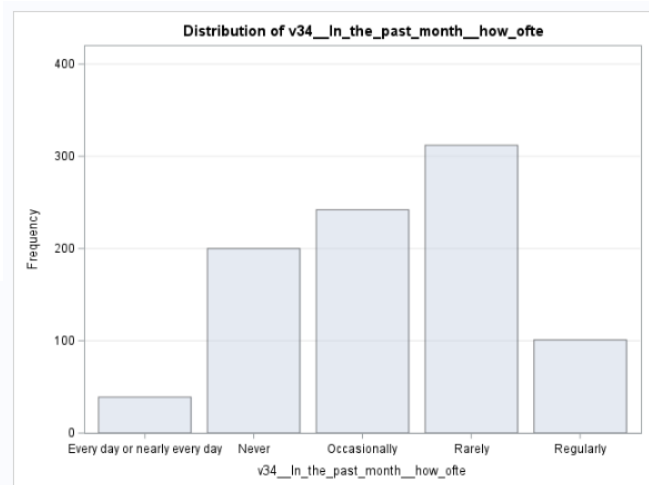
| v33_Which_of_the_following_act5                            | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| I am not doing any activities to support my mental health. | 65        | 100.00  | 65                   | 100.00             |
| Frequency Missing = 838                                    |           |         |                      |                    |

| v33_Which_of_the_following_acti | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Meditation                      | 196       | 100.00  | 196                  | 100.00             |
| Frequency Missing = 707         |           |         |                      |                    |

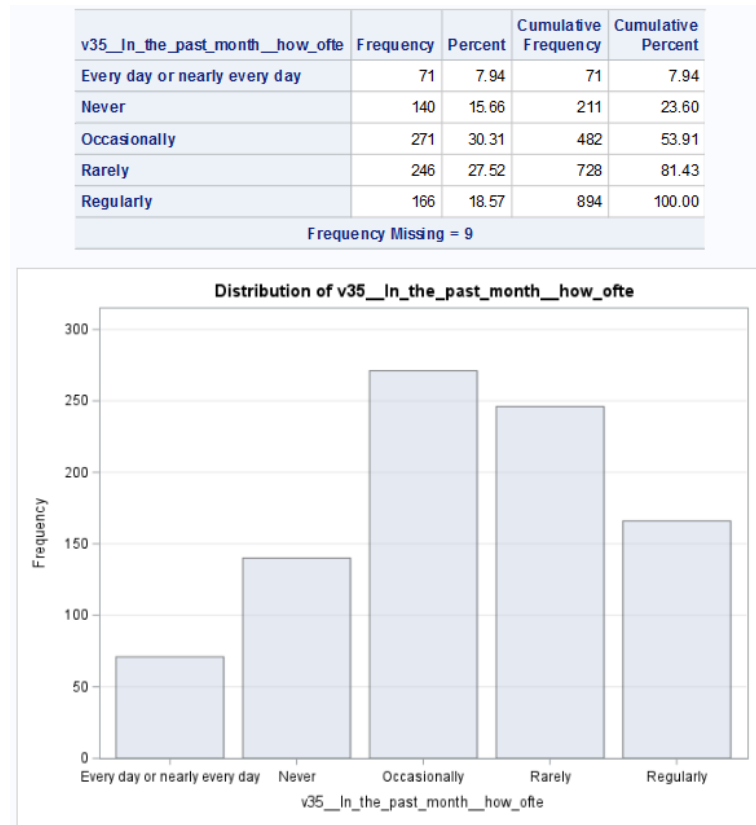
- 27) In the past month, how often have you felt sad, depressed, or hopeless?
- Every day or nearly every day
  - Regularly
  - Occasionally
  - Rarely
  - Never

| v34_In_the_past_month_how_ofte | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------|-----------|---------|----------------------|--------------------|
| Every day or nearly every day  | 39        | 4.36    | 39                   | 4.36               |
| Never                          | 200       | 22.37   | 239                  | 26.73              |
| Occasionally                   | 242       | 27.07   | 481                  | 53.80              |
| Rarely                         | 312       | 34.90   | 793                  | 88.70              |
| Regularly                      | 101       | 11.30   | 894                  | 100.00             |
| Frequency Missing = 9          |           |         |                      |                    |



- 28) In the past month, how often have you felt nervous, on edge, worried or panic?
- Every day or nearly every day
  - Regularly
  - Occasionally

- d) Rarely
- e) Never



29) The following questions address sensitive topics related to mental health, specifically experiences with suicidal thoughts or acts of self-harm, and may be distressing for some individuals. If you find this content difficult, please feel free to skip this question, take a moment for self-care, and/or reach out to a support resource if needed.

24/7 National Suicide Prevention Hotline: dial 988  
 24/7 Crisis Text Line: Text “HOME” to 741741

*[Select option to skip or continue]*

| v36__Do_you_want_to_skip_these_q | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| N                                | 739       | 82.66   | 739                  | 82.66              |
| Y                                | 155       | 17.34   | 894                  | 100.00             |
| Frequency Missing = 9            |           |         |                      |                    |

- a) In the past 12 months, have you had suicidal thoughts or actions, thoughts of self-harm, or acts of self-harm?
  - i) Yes
  - ii) No
  - iii) Prefer not to disclose

| v37_In_the_past_12_months_have | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------|-----------|---------|----------------------|--------------------|
| No                             | 644       | 87.14   | 644                  | 87.14              |
| Prefer not to disclose         | 22        | 2.98    | 666                  | 90.12              |
| Yes                            | 73        | 9.88    | 739                  | 100.00             |
| Frequency Missing = 164        |           |         |                      |                    |

- b) If yes, to what extent do you feel your work environment contributed to these thoughts or actions?
- i) Significantly contributed
  - ii) Somewhat contributed
  - iii) Did not contribute at all
  - iv) Prefer not to disclose

| v38_To_what_extent_do_you_feel_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Did not contribute at all       | 10        | 13.70   | 10                   | 13.70              |
| Prefer not to disclose          | 2         | 2.74    | 12                   | 16.44              |
| Significantly contributed       | 27        | 36.99   | 39                   | 53.42              |
| Somewhat contributed            | 34        | 46.58   | 73                   | 100.00             |
| Frequency Missing = 830         |           |         |                      |                    |

30) Do you ever feel concerned about how much or how often you drink alcohol?

- a) Yes
- b) No
- c) I do not drink alcohol
- d) Prefer not to disclose

| v39_Do_you_ever_feel_concerned_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| I do not drink alcohol          | 194       | 21.72   | 194                  | 21.72              |
| No                              | 500       | 55.99   | 694                  | 77.72              |
| Prefer not to disclose          | 17        | 1.90    | 711                  | 79.62              |
| Yes                             | 182       | 20.38   | 893                  | 100.00             |
| Frequency Missing = 10          |           |         |                      |                    |

31) In the past 12 months, has anyone expressed concern about your use of alcohol?

- a) Yes
- b) No
- c) I do not drink alcohol
- d) Prefer not to disclose

| v40_In_the_past_12_months_has_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------|-----------|---------|----------------------|--------------------|
| I do not drink alcohol         | 162       | 18.14   | 162                  | 18.14              |
| No                             | 665       | 74.47   | 827                  | 92.61              |
| Prefer not to disclose         | 6         | 0.67    | 833                  | 93.28              |
| Yes                            | 60        | 6.72    | 893                  | 100.00             |
| Frequency Missing = 10         |           |         |                      |                    |

- 32) In the past 12 months, have you used drugs other than those prescribed for a current medical condition (i.e., recreational use)? *[branching – if “no” or “prefer not to disclose,” skip to #33]*
- a) Yes
  - b) No
  - c) Prefer not to disclose

| v41_in_the_past_12_months_have | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------|-----------|---------|----------------------|--------------------|
| No                             | 745       | 83.43   | 745                  | 83.43              |
| Prefer not to disclose         | 28        | 3.14    | 773                  | 86.56              |
| Yes                            | 120       | 13.44   | 893                  | 100.00             |
| Frequency Missing = 10         |           |         |                      |                    |

*[If yes]* Do you ever feel concerned about how much or how often you use drugs recreationally?

- i) Yes
- ii) No
- iii) Prefer not to disclose

| v42_Do_you_ever_feel_concerned_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| No                              | 92        | 76.67   | 92                   | 76.67              |
| Prefer not to disclose          | 3         | 2.50    | 95                   | 79.17              |
| Yes                             | 25        | 20.83   | 120                  | 100.00             |
| Frequency Missing = 783         |           |         |                      |                    |

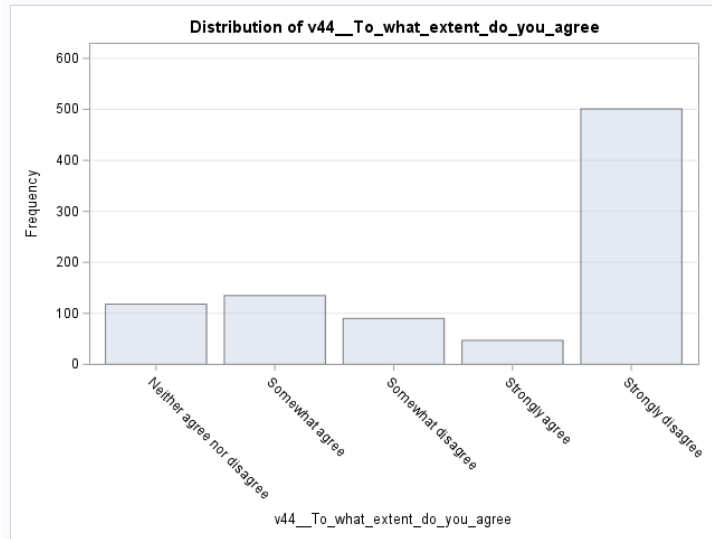
*[If yes]* In the past 12 months, has anyone expressed concern about your use of recreational drugs?

- iv) Yes
- v) No
- vi) Prefer not to disclose

| v43_in_the_past_12_months_h | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------|-----------|---------|----------------------|--------------------|
| No                          | 110       | 91.67   | 110                  | 91.67              |
| Prefer not to disclose      | 1         | 0.83    | 111                  | 92.50              |
| Yes                         | 9         | 7.50    | 120                  | 100.00             |
| Frequency Missing = 783     |           |         |                      |                    |

- 33) To what extent do you agree with the following statement: The stress of my job and/or the culture at my workplace cause me to drink alcohol or use recreational drugs more than I otherwise would.
- a) Strongly agree
  - b) Somewhat agree
  - c) Neither agree nor disagree
  - d) Somewhat disagree
  - e) Strongly disagree

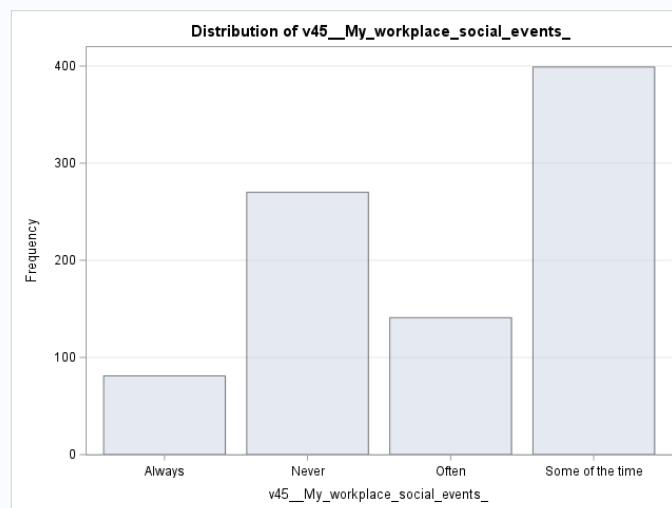
| v44__To_what_extent_do_you_agree | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Neither agree nor disagree       | 118       | 13.24   | 118                  | 13.24              |
| Somewhat agree                   | 135       | 15.15   | 253                  | 28.40              |
| Somewhat disagree                | 90        | 10.10   | 343                  | 38.50              |
| Strongly agree                   | 47        | 5.27    | 390                  | 43.77              |
| Strongly disagree                | 501       | 56.23   | 891                  | 100.00             |
| Frequency Missing = 12           |           |         |                      |                    |



34) My workplace social events include alcohol:

- a) Never
- b) Some of the time
- c) Often
- d) Always

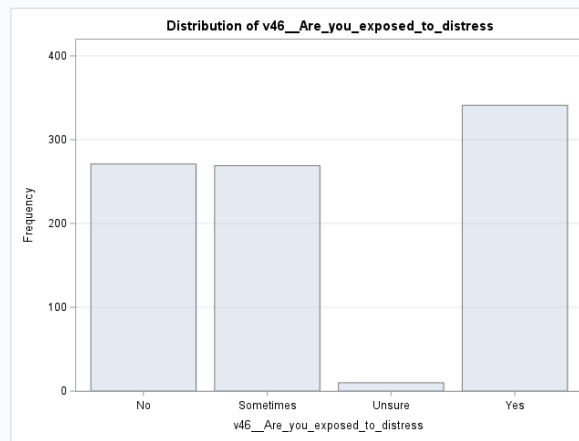
| v45__My_workplace_social_events_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Always                           | 81        | 9.09    | 81                   | 9.09               |
| Never                            | 270       | 30.30   | 351                  | 39.39              |
| Often                            | 141       | 15.82   | 492                  | 55.22              |
| Some of the time                 | 399       | 44.78   | 891                  | 100.00             |
| Frequency Missing = 12           |           |         |                      |                    |



35) Are you exposed to distressing material, experiences, or trauma related to your clients or others you encounter in doing your job?

- a) Yes
- b) No
- c) Sometimes
- d) Unsure

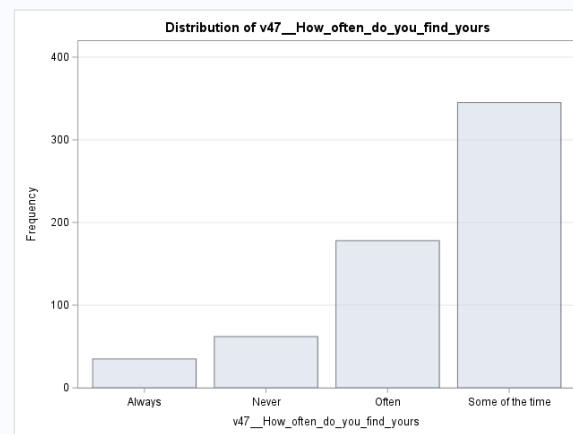
| v46_Are_you_exposed_to_distress | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| No                              | 271       | 30.42   | 271                  | 30.42              |
| Sometimes                       | 269       | 30.19   | 540                  | 60.61              |
| Unsure                          | 10        | 1.12    | 550                  | 61.73              |
| Yes                             | 341       | 38.27   | 891                  | 100.00             |
| Frequency Missing = 12          |           |         |                      |                    |



*[If yes, sometimes, or unsure]* How often do you find yourself thinking about work-related distressing material, experiences, or trauma outside of work?

- i) Never
- ii) Some of the time
- iii) Often
- iv) Always

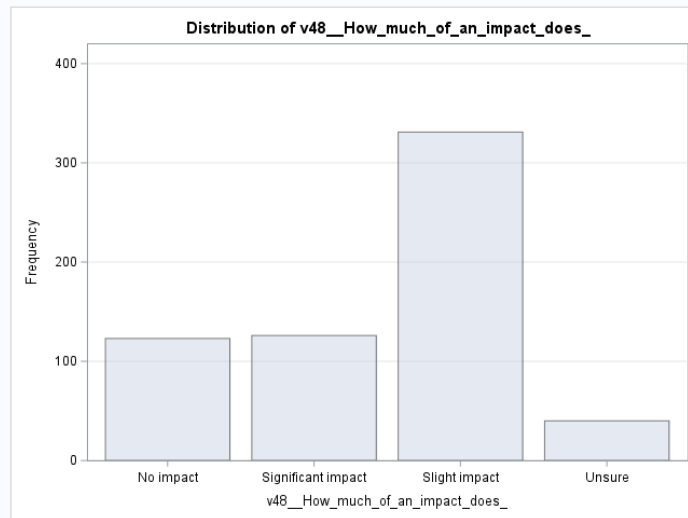
| v47_How_often_do_you_find_yours | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| Always                          | 35        | 5.65    | 35                   | 5.65               |
| Never                           | 62        | 10.00   | 97                   | 15.65              |
| Often                           | 178       | 28.71   | 275                  | 44.35              |
| Some of the time                | 345       | 55.65   | 620                  | 100.00             |
| Frequency Missing = 283         |           |         |                      |                    |



*[If yes, sometimes, or unsure]* How much of an impact does exposure to distressing material, experiences, or trauma from work have on your mental health or wellbeing?

- v) Significant impact
- vi) Slight impact
- vii) No impact
- viii) Unsure

| v48__How_much_of_an_impact_does_ | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| No impact                        | 123       | 19.84   | 123                  | 19.84              |
| Significant impact               | 126       | 20.32   | 249                  | 40.16              |
| Slight impact                    | 331       | 53.39   | 580                  | 93.55              |
| Unsure                           | 40        | 6.45    | 620                  | 100.00             |
| Frequency Missing = 283          |           |         |                      |                    |



36) Does your employer offer wellness programs, initiatives, or other wellbeing resources?

- a) Yes
- b) No
- c) I don't know

| v49__Does_your_employer_offer_we | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| I don't know                     | 88        | 9.88    | 88                   | 9.88               |
| No                               | 445       | 49.94   | 533                  | 59.82              |
| Yes                              | 358       | 40.18   | 891                  | 100.00             |
| Frequency Missing = 12           |           |         |                      |                    |

*[If yes]* What resources does your employer offer? Check all that apply.

- d) Educational content on well-being
- e) Membership or subscriptions to wellness resources or apps
- f) Direct financial support for well-being activities (gym stipends, etc.)
- g) Flexible options for mental health leave
- h) Access to or referrals for external wellness resources (coaches, therapists, etc.)
- i) Whole office mental health opportunities (scheduled walk/stretch breaks, periodic half days not on holidays, motivational speakers at staff meetings, etc.)
- j) Other, please specify: \_\_\_\_\_

| v50__What_resources_does_your_e0                          | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Membership or subscriptions to wellness resources or apps | 168       | 100.00  | 168                  | 100.00             |
| Frequency Missing = 735                                   |           |         |                      |                    |

| v50__What_resources_does_your_e1                                        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Direct financial support for well-being activities (gym stipends, etc.) | 78        | 100.00  | 78                   | 100.00             |
| Frequency Missing = 825                                                 |           |         |                      |                    |

| v50__What_resources_does_your_e2         | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------|-----------|---------|----------------------|--------------------|
| Flexible options for mental health leave | 141       | 100.00  | 141                  | 100.00             |
| Frequency Missing = 762                  |           |         |                      |                    |

| v50__What_resources_does_your_e3                                                   | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Access to or referrals for external wellness resources (coaches, therapists, etc.) | 208       | 100.00  | 208                  | 100.00             |
| Frequency Missing = 695                                                            |           |         |                      |                    |

| v50__What_resources_does_your_e4                                                                                                                     | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Whole office mental health opportunities (scheduled walk/stretch breaks, periodic ½ days not on holidays, wellness speakers at staff meetings, etc.) | 95        | 100.00  | 95                   | 100.00             |
| Frequency Missing = 808                                                                                                                              |           |         |                      |                    |

| v50__What_resources_does_your_e5 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Other, please specify:           | 43        | 100.00  | 43                   | 100.00             |
| Frequency Missing = 860          |           |         |                      |                    |

| v50__What_resources_does_your_em  | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------|-----------|---------|----------------------|--------------------|
| Educational content on well-being | 267       | 100.00  | 267                  | 100.00             |
| Frequency Missing = 636           |           |         |                      |                    |

37) Have you utilized any wellness programs offered by your employer?

- a) Yes
- b) No

| v51__Have_you_utilized_any_welIn | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| N                                | 174       | 48.60   | 174                  | 48.60              |
| Y                                | 184       | 51.40   | 358                  | 100.00             |
| Frequency Missing = 545          |           |         |                      |                    |

*[If no]* If not, what prevents you from utilizing these resources? Check all that apply.

- (1) Stigma, or reputational/confidentiality concerns
- (2) Fear it will affect your path to promotion
- (3) Not having the time to utilize services
- (4) Doubt that these offerings will make a difference
- (5) I utilize other resources not provided by my employer
- (6) Too costly—financial or time away from work
- (7) I haven't needed these resources
- (8) Other, please specify: \_\_\_\_\_

| v52__What_prevents_you_from_uti0           | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------|-----------|---------|----------------------|--------------------|
| Fear it will affect your path to promotion | 6         | 100.00  | 6                    | 100.00             |
| Frequency Missing = 897                    |           |         |                      |                    |

| v52__What_prevents_you_from_uti1        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------------|-----------|---------|----------------------|--------------------|
| Not having the time to utilize services | 65        | 100.00  | 65                   | 100.00             |
| Frequency Missing = 838                 |           |         |                      |                    |

| v52__What_prevents_you_from_uti2                  | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------------|-----------|---------|----------------------|--------------------|
| Doubt that these offerings will make a difference | 51        | 100.00  | 51                   | 100.00             |
| Frequency Missing = 852                           |           |         |                      |                    |

| v52__What_prevents_you_from_uti3                      | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------------------------------|-----------|---------|----------------------|--------------------|
| I utilize other resources not provided by my employer | 54        | 100.00  | 54                   | 100.00             |
| Frequency Missing = 849                               |           |         |                      |                    |

| v52__What_prevents_you_from_uti4            | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------|-----------|---------|----------------------|--------------------|
| Too costly—financial or time away from work | 6         | 100.00  | 6                    | 100.00             |
| Frequency Missing = 897                     |           |         |                      |                    |

| v52__What_prevents_you_from_uti5 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| I haven't needed these resources | 76        | 100.00  | 76                   | 100.00             |
| Frequency Missing = 827          |           |         |                      |                    |

| v52__What_prevents_you_from_uti6 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Other, please specify:           | 8         | 100.00  | 8                    | 100.00             |
| Frequency Missing = 895          |           |         |                      |                    |

| v52__What_prevents_you_from_util                 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------|-----------|---------|----------------------|--------------------|
| Stigma, or reputational/confidentiality concerns | 19        | 100.00  | 19                   | 100.00             |
| Frequency Missing = 884                          |           |         |                      |                    |

38) Which of the following WSBA resources on well-being have you utilized? Check all that apply.

- a) CLEs on well-being related topics
- b) Online support groups (Healing Minds, Pathways to Productivity, Career Guidance)
- c) Referrals for services (for therapists, prescribers, treatment centers, Unbar)
- d) Peer advising
- e) Mental health consultations/brief therapy
- f) I have not used any of these resources.

| v53__Which_of_the_following_WSB0                                                 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Online support groups (Healing Minds, Pathways to Productivity, Career Guidance) | 27        | 100.00  | 27                   | 100.00             |
| Frequency Missing = 876                                                          |           |         |                      |                    |

| v53__Which_of_the_following_WSB1                                               | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Referrals for services (for therapists, prescribers, treatment centers, Unbar) | 36        | 100.00  | 36                   | 100.00             |
| Frequency Missing = 867                                                        |           |         |                      |                    |

| v53__Which_of_the_following_WSB2 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Peer advising                    | 38        | 100.00  | 38                   | 100.00             |
| Frequency Missing = 865          |           |         |                      |                    |

| v53__Which_of_the_following_WSB3          | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-------------------------------------------|-----------|---------|----------------------|--------------------|
| Mental health consultations/brief therapy | 69        | 100.00  | 69                   | 100.00             |
| Frequency Missing = 834                   |           |         |                      |                    |

| v53__Which_of_the_following_WSB4        | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------------|-----------|---------|----------------------|--------------------|
| I have not used any of these resources. | 510       | 100.00  | 510                  | 100.00             |
| Frequency Missing = 383                 |           |         |                      |                    |

| v53__Which_of_the_following_WSB5  | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------|-----------|---------|----------------------|--------------------|
| CLEs on well-being related topics | 338       | 100.00  | 338                  | 100.00             |
| Frequency Missing = 565           |           |         |                      |                    |

*[If they select (f) above]* What prevents you from utilizing these resources? Check all that apply.

- (a) Concerns about professional discipline
- (b) Unaware of these resources from WSBA
- (c) Not having the time to utilize services
- (d) Doubt that these offerings will make a difference
- (e) I utilize other resources not provided by WSBA
- (f) Too costly—financial or time away from work
- (g) I haven't needed these resources
- (h) Other, please specify: \_\_\_\_\_

| v54__What_prevents_you_from_util0    | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------|-----------|---------|----------------------|--------------------|
| Unaware of these resources from WSBA | 128       | 100.00  | 128                  | 100.00             |
| Frequency Missing = 775              |           |         |                      |                    |

| v54__What_prevents_you_from_util1       | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------------|-----------|---------|----------------------|--------------------|
| Not having the time to utilize services | 100       | 100.00  | 100                  | 100.00             |
| Frequency Missing = 803                 |           |         |                      |                    |

| v54__What_prevents_you_from_util2                 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------------|-----------|---------|----------------------|--------------------|
| Doubt that these offerings will make a difference | 101       | 100.00  | 101                  | 100.00             |
| Frequency Missing = 802                           |           |         |                      |                    |

| v54__What_prevents_you_from_util3              | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|------------------------------------------------|-----------|---------|----------------------|--------------------|
| I utilize other resources not provided by WSBA | 105       | 100.00  | 105                  | 100.00             |
| Frequency Missing = 798                        |           |         |                      |                    |

| v54__What_prevents_you_from_util4           | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------|-----------|---------|----------------------|--------------------|
| Too costly—financial or time away from work | 28        | 100.00  | 28                   | 100.00             |
| Frequency Missing = 875                     |           |         |                      |                    |

| v54__What_prevents_you_from_util5 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------|-----------|---------|----------------------|--------------------|
| I haven't needed these resources  | 286       | 100.00  | 286                  | 100.00             |
| Frequency Missing = 617           |           |         |                      |                    |

| v54__What_prevents_you_from_util6 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------|-----------|---------|----------------------|--------------------|
| Other, please specify:            | 22        | 100.00  | 22                   | 100.00             |
| Frequency Missing = 881           |           |         |                      |                    |

| v54__What_prevents_you_from_util       | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------------|-----------|---------|----------------------|--------------------|
| Concerns about professional discipline | 25        | 100.00  | 25                   | 100.00             |
| Frequency Missing = 878                |           |         |                      |                    |

- 39) What sorts of additional resources do you think would be helpful to you if available through WSBA?
- Additional CLEs or educational material
  - Published list of well-being professionals available without request or log-in
  - WSBA partnership with gym(s), weight management companies, etc. for discounted memberships
  - Publication of anonymous or signed stories contributed by WSBA members willing to share their struggles and/or successes regarding well-being challenges
  - Other suggestions (please list):

| v55_What_sorts_of_additional_r0                                                | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Published list of well-being professionals available without request or log-in | 288       | 100.00  | 288                  | 100.00             |
| Frequency Missing = 615                                                        |           |         |                      |                    |

| v55_What_sorts_of_additional_r1                                                            | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|--------------------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| WSBA partnership with gym(s), weight management companies, etc. for discounted memberships | 440       | 100.00  | 440                  | 100.00             |
| Frequency Missing = 463                                                                    |           |         |                      |                    |

| v55_What_sorts_of_additional_r2                                                                                                                   | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------|---------|----------------------|--------------------|
| Publication of anonymous or signed stories contributed by WSBA members willing to share their struggles/successes regarding well-being challenges | 231       | 100.00  | 231                  | 100.00             |
| Frequency Missing = 672                                                                                                                           |           |         |                      |                    |

| v55_What_sorts_of_additional_r3  | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|----------------------------------|-----------|---------|----------------------|--------------------|
| Other suggestions (please list): | 177       | 100.00  | 177                  | 100.00             |
| Frequency Missing = 726          |           |         |                      |                    |

| v55_What_sorts_of_additional_re         | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|-----------------------------------------|-----------|---------|----------------------|--------------------|
| Additional CLEs or educational material | 322       | 100.00  | 322                  | 100.00             |
| Frequency Missing = 581                 |           |         |                      |                    |

- 40) Please consider the following possible rule, court, or institutional changes. To what extent would they improve your well-being? *[Answer choices: not at all, somewhat, significantly]*
- Making court filing deadlines earlier than midnight
  - Standardizing court rules/preferences across counties
  - Consistent consequences for abusive/demeaning tactics within hearings (direct comments to opposing counsel, use of improper names such as “sweetheart” or “young man,” repeatedly talking over or interrupting)
  - Feedback resource when concerns about judge’s behavior (condescending attitude, being overly harsh, etc.)
  - Lawyer MCLE requirement for well-being education.

| v56_Please_consider_the_follow0 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| *                               | 211       | 23.92   | 211                  | 23.92              |
| 1                               | 129       | 14.83   | 340                  | 38.55              |
| 2                               | 206       | 30.16   | 606                  | 68.71              |
| 3                               | 276       | 31.29   | 882                  | 100.00             |
| Frequency Missing = 21          |           |         |                      |                    |

| v56_Please_consider_the_follow1 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| *                               | 235       | 26.61   | 235                  | 26.61              |
| 1                               | 191       | 21.63   | 426                  | 48.24              |
| 2                               | 249       | 28.20   | 675                  | 76.44              |
| 3                               | 208       | 23.56   | 883                  | 100.00             |
| Frequency Missing = 20          |           |         |                      |                    |

| v56_Please_consider_the_follow2 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| *                               | 204       | 23.10   | 204                  | 23.10              |
| 1                               | 147       | 16.65   | 351                  | 39.75              |
| 2                               | 305       | 34.54   | 656                  | 74.29              |
| 3                               | 227       | 25.71   | 883                  | 100.00             |
| Frequency Missing = 20          |           |         |                      |                    |

| v56_Please_consider_the_follow3 | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| *                               | 82        | 9.33    | 82                   | 9.33               |
| 1                               | 392       | 44.60   | 474                  | 53.92              |
| 2                               | 329       | 37.43   | 803                  | 91.35              |
| 3                               | 76        | 8.65    | 879                  | 100.00             |
| Frequency Missing = 24          |           |         |                      |                    |

| v56_Please_consider_the_followi | Frequency | Percent | Cumulative Frequency | Cumulative Percent |
|---------------------------------|-----------|---------|----------------------|--------------------|
| *                               | 318       | 36.14   | 318                  | 36.14              |
| 1                               | 397       | 45.11   | 715                  | 81.25              |
| 2                               | 118       | 13.41   | 833                  | 94.66              |
| 3                               | 47        | 5.34    | 880                  | 100.00             |
| Frequency Missing = 23          |           |         |                      |                    |

f) Other suggestions (please list here):

Total of 263 comments out of the 903 participants. See below.

1) Motion deadlines that provide more time for replies. Less than 24 hours to less than 48 hours puts incredible stress on attorneys, their staff and clients essentially forcing us to work after hours. When you are a parent and have other obligations. 2) Statewide filing (including COA and Supreme Ct) standardization (preferably LINX from Pierce County which is clearly the superior interface to JIS and Odyssey) 3) Judges that grant agreed continuances. It is incredibly frustrating to have judicial offices deny agreed continuances where the two attorneys and parties all agree for what I believe is to satisfy artificial timelines set by AOC. Family law cases are highly emotional - we are dealing with complex finances, children and often mental health issues, that may or may not be diagnosed and may or may not be treated. These are real peoples lives that should not be pigeon holed into cookie cutter timeline.

1) investment in a statewide court filing system that has common sense features such as deadline calendaring with Microsoft and Google calendar integrations, 2) clearer and relaxed rules around deadline extensions so lawyers don't have to file an entire motion to say they need more time to file an entire motion, 3) a formal and known process where a lawyer can get help from the bar to offload cases if their workload spikes in intensity, 4) a program to train paralegals...not all of us are great managers and delegators, and 5) advocating for lawyer-friendly court rules such as abolishing of things like bench copies.

?? 1

A adjudicator within the WSBA to adjudicate disputes with attorneys leaving law firms and being financially penalized i.e. golden handcuff disputes causing significant financial distress on young attorneys. 1

A court rule making it easier for attorneys to withdraw in criminal cases where the client is verbally abusive and or threatening. Particularly in court appointed cases, judges sometimes wont let you withdraw even in the face of threats and abuse. 1

A greater clarity in Bar rules, standards, and communications that seeking help for serious mental and behavioral health issues will not result in "disciplinary" or other licensing issues. There seems to still be a feeling among Bar members with mental or behavioral health disorders that taking leaves of absence, seeking alternative treatments, or admitting to needing treatment for behavioral health issues may lead to a determination that they are unfit to practice law. I know a number of attorneys who would rather overuse alcohol than actually seek medical help because it is still more socially acceptable to be considered "an alcoholic" than "mentally-ill" or "unstable." 1

A large reduction in continuing education requirements. 1

A less WOKE Bar Association 1

A streamlined procedure for obtaining an accommodation for late filings due to demonstrated mental health reasons. 1

Accountability for toxic lawyers. 1

Actual consequences for judges and prosecutors who act unethically...not because they were on a community college's advertisement...so, I guess that can be encapsulated as restoring integrity and confidence in the bar's/state's ability to manage expectations of lawyers and judges. 1

Actually enforcing the Court Rules to prevent the constant abuse of the discovery process. 1

Additonal Rules of Professional Conduct that specifically forbid abusive and demeaning conduct by a lawyer directed at other lawyers, witnesses, opposing parties, etc. The ODC should take seriously complaints about lawyer conduct that is demeaning, abusive, etc. Such complaints are routinely dismissed right now, even though this conduct is ultimately demeaning to the entire legal profession. Even if this conduct does not breach an 1

RPC, at the very least the ODC should issue a non-public advisory letter to the lawyer. Better yet would be to order the lawyer to write a formal apology letter to the greivant. If we seriously expect the public to "respect" or in any way look up to the legal profession, it is time we stop indulging lawyers in childish, bratty behavior in court or elsewhere. The ODC and judges should take the lead here instead of leaving it up to individual law firms, CLE training, etc.

All counties have remote hearings option. Standard rules and timelines for motions for all counties. 1

All counties utilize the same filing system and requirements. 1

Allow remote court appearances in all court calendars. Eliminate need to request "permission" (court approval) to appear by zoom in any court. 1

Allowing Zoom for all criminal hearings - arraignments, pretrial, pleas and sentencing and review hearings in ALL courts. We have to drive from court, to court to court and very difficult and time consuming. Worst part of my practice. 1

As a GAL, Judges and Commissioners actually making clients pay, and/or allowing us to withdraw. I have had Commissioners expect me to work at thousands of dollars of loss to make their lives better, when the clients have tons of money for vacations, trips, etc., but do not pay me, and do not let me quit. 1

Automatic/mandatory sanctions for when attorneys misbehave in litigation. 1

Because I do not litigate -- my practice is entirely Collaborative Law and mediation -- most of the above does not apply to me. 1

Better understanding from the courts regarding the emotional challenges attorneys face in the criminal justice system and how that can impact our day to day performance, attitudes and demeanor. Better support in the criminal system for these challenges. Better court rules and systems to protect public defenders from abusive clients. Due to client confidentiality concerns public defenders are often subject to mental and rarely even physical abuse with very limited options to withdraw or seek help. 1

CLEs focusing on self reliance 1

California's horrible electronic filing system is really causing me a lot of stress. It is so outrageous that I think the WSBA should issue a public statement condemning it. 1

Can't think of any. 1

Can't think of any. My situation is remarkably unique. 1

Case load limits. 1

Caseload limits for prosecutors 1

Caseload reductions is the biggest concern. It would also be nice to have court rules that permit electronic presentment for ex parte orders. 1

Change procedural rules for lawyer discipline to make system more understanding of lawyers' mental health challenges, similar to how doctors handle these problems. Lawyers should not be punished for having addictions or mental health issues 1

Changing court rules so that reply briefs are not due the day after a response brief. It is insane and necessarily means the person writing the brief will have a long night. 1

Coherent e-filing rules and tools between counties. 1

Consequences for demeaning/abusive tactics/language OUTSIDE of hearings. 1

|                                                                                                                                                                                                                                                                                                                                                  |   |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Consistency among county Auditors and county Treasurers in handling the filing and eFiling of documents like deeds, affidavits, REETs. Having all counties on ONE eFiling system for court documents and ONE eFiling system for deeds, etc.                                                                                                      | 1 |
| Consistency in the application of court rules and deadlines. Sometimes the courts will enforce the rules and sometimes they will not enforce the rules. It creates stress for the people who try to follow the rules, to always have their schedules changed due to the lawyers who do not follow the rules.                                     | 1 |
| Consistent consequences for attorneys/parties who disregard discovery and other court rule, who disregard court orders, and who engage in practices that should be considered CR 11 violations.                                                                                                                                                  | 1 |
| Consolidating rules - the rules of civil procedure, the uniform trial court rules, and supplemental local rules all ostensibly govern the exact same thing - the procedures for managing a case filed in a civil court. One should not have to look in three places to find the required procedure or content requirements for a court filing.   | 1 |
| Constancy on virtual hearings.                                                                                                                                                                                                                                                                                                                   | 1 |
| Continue availability of Zoom participation in hearings. Navigating through homeless people to get to courthouse is stressful.                                                                                                                                                                                                                   | 1 |
| Continued virtual hearings instead of in-person                                                                                                                                                                                                                                                                                                  | 1 |
| Court administrators who are former attorneys would help. They make rules regarding how we should practice without knowing anything about the job. Court administrators are causing a lot of stress to attorneys. I think mandatory time off for judges and attorneys would help with financial support.                                         | 1 |
| Courts over the years have focused way more on process versus substance. And too many new judges have little or no trial experience. And don't work hard enough to master the Rules of Evidence.                                                                                                                                                 | 1 |
| Different philosophy about billing clients for work. Billable hours do not tell the whole story of an attorney's worth or whether or not they are "busy."                                                                                                                                                                                        | 1 |
| Discipline for attorney's that blatantly disregard procedural and ethics rules, that result in undue hardship upon opposing counsel/party                                                                                                                                                                                                        | 1 |
| Don't regulate this, this is a ridiculous idea.                                                                                                                                                                                                                                                                                                  | 1 |
| Don't force attorneys to use gender identity pronouns. Don't force attorney to report each other to the bar.                                                                                                                                                                                                                                     | 1 |
| Dump online hearings and lack of personal interaction and computer generated problems associated with filing- attorneys need to meet each other more, cooperate and respect each other. Too many attorneys never return phone calls or e mails and treat the public making inquiries rudely - which reflects poorly on the profession as a whole | 1 |
| Eliminate divisive DEI policies. Allow people to talk about faith.                                                                                                                                                                                                                                                                               | 1 |
| Employer being aware of line ALJs stressors and challengers. Stop counting widget and understand that line ALJs are human beings.                                                                                                                                                                                                                | 1 |
| Enforcement of "quiet hours" during which employees are not expected to receive or respond to emails, texts, calls, instant messages, etc.                                                                                                                                                                                                       | 1 |
| Equal application of the current rules to all members of the profession and the public if acting pro se. Less remote access to the courts.                                                                                                                                                                                                       | 1 |
| Expanding how you provide services. Using contract professionals and not regularly employed colleagues who are demographically limited because they reflect past hiring practices.                                                                                                                                                               | 1 |
| Firms need to reduce billable hour expectations.                                                                                                                                                                                                                                                                                                 | 1 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| General kindness and respect                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| Get rid of the current President's attacks on federal employees. They are daily and terrible. Significant impact on mental health and well-being including upcoming removal of telework.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Get the current felon out of the White House.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| Getting answers to interrogatories without having to compel. CR 37 conferences a great idea 20 years ago are now a complete waste of time. Production on requests for production responded to be reference to the RFP. Huge data dumps have become burdensome.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Give attorneys CLE credits for well-ness CLE's, events and activities. You could limit the total number you can get for "wellness." I wouldn't force this on older lawyers (55+) but allow younger members to use wellness events/CLEs to count. Also if you counted events it would help build community in the bar which is significantly lacking. Those under 50 really don't have the same bar our fathers and grandfathers had. All the parties, stories, internal help they used to give each other is gone. You build community by engaging in activities together. Giving CLE credits for things that are related to wellness but also fun/ enjoyable. Please don't lecture people about wellness while they pound coffee and try not to fall asleep. That is counter productive.                                                                                                                                                                                                                     | 1 |
| Greater education about neurodiverse practitioners, allowance and acceptance of ND stimulus-calming devices/behaviors (fidgets, weighted paraphernalia, sunglasses, ear defenders, greater dress code flexibility for tactile sensitivities). Look to airports and leverage use/guidelines of sunflower visual indicators for hidden disabilities. Compassion for those that have to mask and "suck it up, buttercup" just to get a seat at the table of life and make it through the day.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Having Washington leave the USA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| Having a standard e-filing system in place throughout the State of Washington. It becomes a bit of a maze to me, a longtime practitioner, with decent computer skills, to have to navigate different e-filing systems. Why King County has chosen to do its own system rather than join the Odyssey Portal System used by most of the counties in Washington is one example that I simply do not understand. And I do not understand why the Odyssey Portal system for filing is not as "user-friendly" as the Federal Pacer/ECF system, which works extremely well.                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| Having greater oversight and accountability of abusive and demeaning judicial officers and practitioners. I also recognize that this will never be implemented or attempted.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| Having the new/younger attorneys being reminded that we all are doing our job and that churning hours just to pad their fees by doing excessive discovery when not required or continuing to pursue a course of action when it's clear that that is an unlikely outcome which just runs up fees is not why we do this profession on behalf of our clients. And, foremost, being adversarial should not be personal!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| Higher standards for appointed commissioner's ongoing conduct and demeanor.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| Hold opposing counsels accountable for intentional and obvious harassing litigation practices.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Hostile/unprofessional behavior by opposing counsel goes unpunished regularly. Not only personal/sexist attacks but disregard for civil procedure rules, failing to notify when they've canceled a morning hearing, refusal to produce discovery, etc. There is a growing (instead of shrinking) shift toward chauvinism and sexism that can be associated with conservative/right wing attitudes towards women, minorities, and victims of domestic violence. I would recommend looking into changes that would allow for sanctions or reprimand for behavior that denies equal access to justice for citizens by denying their pro bono or nonprofit attorneys equal access to justice in doing their jobs. The second institutional change that would make a difference is to reevaluate the GAL training program. GALs are currently being indoctrinated with dangerously antiquated and paternalistic ideas like Parental Alienation Syndrome. The clear message in these trainings is "children lie and | 1 |

women cannot be trusted." This is a top-down problem. I would recommend changing completely away from whomever is providing coordinating this training. A useful resource for alternatives is IVAT (Institute on Violence & Trauma).

I am a CA attorney also for more than 27 years, it is distressing to not be allowed to have full hearings on DVPO matters, I have never had to do revision after revision just to get a fair hearing and a ruling that comports with the law. Washington regularly violates Mathews v. Elridge, some judges recognize this, but this does not change the way they conduct hearings. I am not an appellate attorney by nature, I like to litigate and mediate. In CA we have an option not to accept a commissioner (or a judge so long as the motion is made before orders are) . . . I was frankly dismayed at the way some of this little courts operate, and every single one has different rules on numbers of pages, timing of responses, and service of motions.

I am fine so I cannot imagine any.

I am not in court, so not sure what to suggest here. I would think that poor treatment of counsel by opposing counsel, judges, or even clients should result in meaningful sanctions or education. This is particularly important for lawyers in marginalized communities and women. We put up with (and have put up with for a long time) a lot of horrible behavior and treatment by our peers (particularly privileged men) and absolutely nothing comes of it. This will become more prevalent with the privileged based "meritocracy" that is coming.

I am reasonably satisfied with the above rules and changes that came about during my 50 year practice.

I am strongly opposed to more CLE requirements. The CLEs I have attended on these topics are not helpful and the training my employer offers is better than the CLE products but does not count for CLE.

I believe it is primarily a social or cultural problem. Typical US adults--especially parents--are simply required to produce, consume, provide and do way way too much in today's society.

I can't think of any at this time.

I cannot think of any.

I do not believe it is the WSBA's responsibility to address the mental health of individual attorney's, with the exception of instances where an attorney's mental health impairments are adversely impacting their ability to practice law effectively. The practice of law is hard, and filled with conflict. While we can have empathy for those struggling emotionally, for those legal professionals with significant mental health or addiction issues which impact their ability to practice law, the WSBA's actions will have minimal impact if any.

I do not practice in State Court, just Federal. How would imposing yet another MCLE requirement possibly help? - just another thing to stress about every 3 years.

I do not think it is a job for the WSBA to spend time or money on programs of well being. Just stop. Refund part of our dues if you can. Individual attorneys can always seek help from the many sources available.

I do not think that rules, court changes, and/or institutional changes are the place to address attorney well being.

I do not use Facebook. I do not want to do things on my phone - no apps etc...

I don't believe there are any. I believe the types of people who elect to enter the legal profession are inherently high achieving, perfectionist personalities. The legal profession is about helping one's clients whenever they need it. When you take those two things and put them together, I recommended to all three of my kids that they not go into the legal profession.

I don't know

I don't know that any such changes would be impactful. The interplay between the need for financial security and the actual rate of lawyer compensation is what drives the biggest stress engine. Achieving small caseloads,

while concurrently providing reasonable compensation levels would be the most significant change. I think that's outside the WSBA purview.

I don't think changing court rules will make any difference in my well-being, and I would hate to hamper smaller counties by making them have the same rules as other larger counties that may not work for them. 1

I find it downright shameful that the State of Florida has had consistency in their efilings since 2013, and a state that prides itself on technological advancement uses antiquated, inconsistent, and frankly often confusing efilings systems. Furthermore, there are many rules for which local implementation is incredibly unclear, causing staff to flounder in how to reach a human being for answers and how to help me get hearings set. I am often frustrated at the lack of availability of humans to help answer simple filing/hearing setting questions, and how it is treated as though the courts are giving one side legal advice rather than simply making the court accessible (even to law firms). 1

I have ADHD. In the past, I have been able to manage it. But after a hard divorce, large alimony payments, debt, single parenting, and more, I am more scatterbrained than ever. The WSBA website has an article on ADHD, but that's about it. It said email for help. I did and didn't get a response. But following up appropriately requires focus, and I forget. It's a lot to deal with. 1

I like getting to know my peers even when they are opposing counsel. The nature of our adversarial process is that it breeds hostility among opposing counsel. My well-being gets better when I can actually visit with my peers, and talk about things in a pleasant manner. I have seen a federal court order lawyers who are fighting had to go out to lunch, and one of them to pick up the tab while the other picks up the tip. I thought that was creative and probably more beneficial than these lectures that often come from the bench. I would recommend a court rule that judges can order lawyers to get together over lunch and come back when they are ready to be civil. Our current push towards remote depositions and hearings removes lawyers ability to interact face to face. This makes the well-being worse. Relationships make life more enjoyable, and relationships take in person interaction. I had an older attorney who introduced himself to me by threatening to get me disbarred (seems to be a hazing ritual at times). We ended up doing a few cases against each other, and we had a bunch of depositions in Portland. I ended up driving him around to the depositions to save gas and time. We didn't ever become close friends, but those drives gave us a chance to talk and now we civil interactions. I had another opposing counsel who was on the other side of a bunch of cases and it wasn't super rough but could have gone bad with the times we opposed each other. We also had depositions in another city, so I drove him back to his hotel from one of the depositions. He offered me gas money and I told him buy me a beer when we got back to town. We went out, had beers and now when we have problems we have that to fall back on. Any court rules that would encourage lawyers to develop some relationship with the opposing counsel would be helpful. 1

I like the idea of having some ability to provide feedback on judges who are acting well below the standard to which a judge should adhere. I think educational CLE's is also a good idea. 1

I think consistency within an individual county would be a good starting place. I also think Judges need to take more control of their Courtrooms and address behavior by counsel and pro se when their personal opinions about a party or attorney are irrelevant to the matter before the Court. 1

I think less required CLEs would be beneficial as they create stress, particularly at year end to complete and they create an expense for lawyers. 1

I truly don't know. As individuals almost every lawyer i dealt with was a good, caring person. Collectively, as a profession, that all disappears and descends into gladiator rules. Win at all costs is the first and last goal. And even worse is that we get so use to the toxicity, we hardly notice it, we just get numb from feeling from denial, aggression, alcohol and drugs. It was better after I quit the drugs and alcohol (I hated myself way less), but it still sucked. 1

I'm not in the courts all that much, so most of this doesn't apply. I feel like we are entering a time when the rule of law doesn't mean anything, and that has more to do with my recent distress than my job or anything else. As 1

a lawyer, I feel a vested interest in "the law" being meaningful. As a person who is in the LGBTQ+ umbrella, I also feel particularly attacked by the current administration. Help with that, feeling less alone in that, would matter more than anything.

I'm not sure you appreciate how angry and frustrated I and many others are going to be if you mandate well-being education as a CLE. Stay in your own lane and leave us alone. 1

If we could prevent Police unions from being able to impact elections and hold judges hostages, the judges might be able to hold more Police Officers accountable. Having judges say that they won't rule against an officer because they want to be re-elected directly and greatly impacts my mental health. 1

Individuals should take responsibility for their own mental health and well-being. This is not the responsibility of the court. Employers can support, empower and encourage but the court as a legal system should focus on delivering just and equitable outcomes. 1

Infuse well-being into the lawyer discipline system. The discipline system causes many lawyers to have extreme anxiety and depression. Perhaps there is a way to make the discipline system less confrontational and more about rehabilitation so that the lawyer can fix the issues in their practice and move on knowing that kindness was applied to help them with their ethical dilemma. Often mental health or substance abuse issues cause ethical violations and then the discipline system is so hard for lawyers to go through - that it just exacerbates the issues. Being innovative in this area and taking an approach that is focused on well-being and rehabilitation may result in better outcomes for lawyers and their clients. 1

It could be helpful if judges were required to issue rulings in cases within a set period of time after the hearing date (with or without oral argument). And/or if there was an anonymous way to communicate with senior court staff or Presiding when decisions are significantly overdue -- recognizing that "significant" can mean different things in different settings. Primarily, my point is that pressure on counsel/parties increases when trial preparation, for example, is paused while waiting weeks and months for rulings on motions. This can result in rapidly increasing costs due to shortened timeframes for witness/court reporter scheduling, etc. Some non-punitive (for all involved, including the judges) process for this seems like it would be helpful. 1

It is not the role of the court or institution to change for my well-being. I am a grown-up adult who can navigate the real world independently. I have been an active practicing attorney for over two decades with plenty of experience in litigation and never have I come across a situation that was "abusive or demeaning" and any other issues I was certainly capable of handling without needing the intervention of the bar or rule changes. 1

It is very frustrating when a judge is clearly unprepared or shows clear bias, which is becoming all too common. This includes appellate level judges. There is zero accountability. The bar needs to go back to having bar polls of judges. 1

It will be nice if we can keep virtual/zoom appearance options for most hearings. 1

It would be helpful if there is an established procedure for informing judges of the various superior courts when there are substantial conflicts with trial dates. Right now, a lawyer can have multiple cases heading to trial at the same time, which tremendously increases the stress of trial preparation, without there being any simple mechanism for bringing the matter jointly to the attention of the relevant judges. 1

Judge Verge in Skagit county needs consequences for holding everyone in the courtroom hostage to his mood swings and inability to listen to argument rather than barely allowing a response to his questions/his version of how he sees the legal and factual relevance of the cases 1

Judges allowing others to interrupt them, but not calling it out. This especially occurs when judges say don't interrupt me (to one attorney), but then allows the opposing attorney to do so. I've seen this numerous times in my over 25 years of practice. Judges have favorites and everyone in courtroom notices (even though the judge says they don't have favorites). 1

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Judicial & administrative codes of ethics with some enforcement mechanism, and mechanism for confidential reporting of violations. Lawyers are generally reluctant to report misconduct by judges and government officials who have the power to impact their practice negatively.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1 |
| King County family law represented calendar is the bane of my existence.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Law school curriculum addressing opposing counsel and client relations -- how to deal with difficult individuals and still provide effective and efficient legal services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Lawyers often escape accountability for unprofessional, prejudicial, and even abusive behavior, and judges are too busy to care or do anything about it. There needs to be a place, aside from making a report alleging unprofessional conduct to the bar, where lawyers can be held accountable. I'd love to see a volunteer system like SCCA, where lawyers volunteer to serve as arbitrator, but where lawyer misconduct could be adjudicated, and where the outcome could be a referral to the bar's disciplinary counsel.                                                                                                                                                                                                                                                                                                                                                | 1 |
| Lawyers should get CLE credit for speaking on civility and wellness topics, and/or volunteering as peer counselors, mentors, or coaches.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Leadership in changing culture toward better well-being. Leadership in discussing impacts of above rules and facilitating a wide conversation toward systemic changes. Enough of the Washington State ethos of passing a law for every single little thing and then doing nothing of cultural importance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Learning how to manage perfectionism and normalizing mistakes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Less being forced to feed the useless CLE industry parasites would be good.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| Less waiting in line at the Superior Court Clerk's office.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Lesser CLE requirements for retired attorneys like myself who do not practice but still maintain my license.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| Life would be easier if filing deadlines allowed filings up to midnight. There are too many interruptions during the day, and it is often easier to wrap up filings at night. This also gives time to put kids to bed and do a little work before bed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| Lists of WSBA approved therapists we can talk to via video chat. It is so difficult to find qualified therapists who are as educated as we are and who understand our issues and can get us in for therapy quickly. If WSBA made a list of therapists who specialize in professionals like us, understood our confidentiality requirements and time commitments and was willing to get us in without a six month wait time. So many lawyers want to get therapy but cannot find the right fit or a therapist who can get them in.                                                                                                                                                                                                                                                                                                                                             | 1 |
| Longer period to respond to summary judgment motions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| Longer windows for reply briefs. Especially king county. Better mechanism for motions to strike evidence improperly submitted in replies. Reliable efilings systems. No judges working copies. No personal service for contempt if person has been accepting eservice all along.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 |
| Look for opportunities in the ethics rules to support practitioners, rather than just clients                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| Look, if a lawyer asks for institutional changes to accommodate one's overall "well-being," one should not be a lawyer. MY well-being would be improved if people simply thickened their skin and we instituted rules that prohibited rules mandating avoidance of micro-aggressions and unintentionally hurting someone's feelings due to a perceived socially inappropriate statement. Example: what happened to Judge Darvin Zimmerman, a very decent man, killed HIM. The reporting of his allegedly insensitive comment (not while on the bench) describing a black man as a black man and ultimate sanction of him for the few words in a private conversation wholly apart from his professional duties was the true crime and offense, IMO. Lawyering is serious. Law schools have traditionally been hard to prepare you for it. Deal with it, or do something else. | 1 |

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| Lower case loads for Public Defenders                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Lower our bar fees by lowering bar costs and focus on licensing and discipline. Move the bar headquarters to Olympia, where rent is cheaper.                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Make it easier to get rid of abusive judges, or at a minimum, being allowed to document or record their bad behavior.                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Making CLE reporting easier, require less data entry.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Mandatory early mediation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| Many changes to the RPCs and your punitive approach to violations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| Maybe limit characters or pages more to try and cut out/down waste of time arguments?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Midnight filing deadlines as in the federal court is critical. State courts have to catch up with this.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Minimum wage requirements and advocacy in laws that don't carve out the practice of law in minimum pay. The State of Washington doesn't pay lawyers enough to consider them Over- time exempt, but for the practice of law. A license they are not required to reimburse their attorneys for, and many agencies don't. The State is taking advantage of attorneys who are trying to get PSLF and grossly underpaying them. They're paying paralegals more than attorneys. Many full- time attorneys for the state are also working second jobs in retail to make ends meet. | 1 |
| Modify discovery rules to reduce abuse of them. . Figure out how to incentivize civil professional courtesy to opposing counsel                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 |
| More consistency and Judges being screened better for intelligence and common sense.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| More judges at both the Superior Court and Court of Appeals level with competence to deal with business-related or complex issues. Too many of the judges seem to have moved to the bench because they were only marginally successful as practitioners. Intellectual diversity is lacking on the bench.                                                                                                                                                                                                                                                                    | 1 |
| More opportunities and resources for self-help or court-appointed attorneys, especially for juveniles and teens                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 |
| More opportunities to consult with other attorneys about cases- either on the phone or ZOOM.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| More resources for members to connect in a safe environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| More self awareness & collegiality training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| Much of what makes practice of law miserable is the fact that interpersonal abuse is an accepted method of litigation. It would help if RPCs precluded that, if or existing RPCs that preclude that were enforced, and if judges would crack down on that conduct.                                                                                                                                                                                                                                                                                                          | 1 |
| My firm has an appellate contract with the Office of Public Defense. The WSBA appellate caseload standard should be decreased from 36 to 25 cases. I have a 0.8 appellate contract; that is the only reason I am able to maintain my mental health and keep up with this contract.                                                                                                                                                                                                                                                                                          | 1 |
| My well-being is just fine as is.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| My wellbeing is just fine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2 |
| N/A--I'm a transactional attorney.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| NA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |

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| National system of health care that includes access to mental health and wellbeing services free of charge. I think it is appropriate for the WSBA to advocate for this.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| No Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| No additional MCLE requirements on well-being!!!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| No cell phones after hours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| No suggestion                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 2 |
| None                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 8 |
| None needed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| None that I can think of                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| None that I can think of (at this time)...                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| None that I can think of.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| None that I could think of.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| None to suggest.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| None, I don't practice in courts these days.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| None, I'm just fine dealing with these things because I'm a lawyer not a weakling.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 |
| Not allow Judges to Order you to appear for status conference/hearings with minimal notice without the court having to respect that attorneys have other clients, scheduled hearings, and personal lives. Then Judges require you to file a petition to continue the hearing. It would be easier if the Baliff could confirm availability before just Ordering appearance. Makes me want to leave the practice of minor guardianship - feels like a complete lack of professional respect and courtesy.                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| Not applicable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Not being on search warrant call 24/7/365                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Not certain                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Not having additional WSBA MCLE requirements being added to my to-do list.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Not having my CLE's nitpicked for acceptance in Washington. Bar dues that aren't four times more expensive than the other state i practice in. Also much less remote hearings and conferences, it ruins the professionalism of the career i chose. It demeans my profession                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Not having the bar association pay a third party for an unnecessary and expensive well-being survey.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| Not really a rule change, but more of a policy issue. I find it very disingenuous that courts have us use gender neutral terms in court, yet I have a King County District Court Judge who misgendered my client (Non-transgendered biological female the Judge insisted was a male) on the record. I made an oral complaint to the City about it after and all I got was a shrug. We hear responses from Prosecutors and Judges that state: "we cannot consider immigration status for negotiation and sentencing purposes." But at the same time, claim how we are a sanctuary City/State and that our undocumented defendants should feel free and safe to use the court resources. I would appreciate consistency in treatment of ALL people, not just the ones the court deem worthy of their compassion. It's difficult to calm the clients down because they feel the court is not being fair to all defendants who appear before them. | 1 |
| Not sure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |

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| Not sure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 3 |
| Not sure. Making court filing deadlines earlier than midnight would be awful.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 |
| Opportunity to get together with other practitioners for advice and support                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Please do not make court filing deadlines earlier than midnight. Midnight deadlines are extremely helpful and have often kept me from having to pull an all-nighter the day before. The work day is busy and things come up. The breathing room of filing till midnight is extremely helpful. A few comments on this survey's design. To the extent that it opened with demographic questions on sensitive topics, it was poorly designed. Priming respondents with those kinds of questions can be traumatic for many respondents, distort their responses, reduce participation, and negatively affect the potential respondents after having viewed it. If the demographic info is deemed necessary, it should have been saved for the last page. The survey designers should have known this. The question about suicidal thoughts is also poorly designed. There is a huge difference between occasional or even frequent intrusion of suicidal thoughts, v. suicidal ideation v. suicidal intent. This all got lumped together. And again, occurred in a time and place that could be triggering to respondents and affect responses and/or participation. Nothing guaranteed that responses are anonymized before they get to NBRI. They should be. | 1 |
| Please do not use this as a justification for more stupid CLE requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Please don't mandate specific wellness/mindfulness CLEs as part of license renewal. It would just be another hurdle to clear.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 |
| Please don't give us a required CLE on the subject unless the number of required credits are reduced                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Presently, I Pro Tem quite a lot. It is my hope to be a judge, and this feels like a reasonable career choice. Pro Tem's are grossly underpaid and not allowed to practice in courts where we Pro Tem. Not having a job with benefits and being able to be canceled with zero notice and no consequence is ridiculous. I believe that all Pro Tem should be employees of AOC and that we should be insured through AOC. All bookings should be made through AOC and there should be a standardized payment. There should a mandatory payment if cancelled less than 48 hours before a calendar. Pro Tem's could do work at AOC when not booked.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1 |
| Preservation of democracy Protection of democratic institutions, like separation of powers Government of the people, by the people, for the people Stop normalizing needless human suffering Create more pathways for pro bono work to be honored, resourced, and respected Create more pathway to honor and encourage diversity in the legal community Shift the work-life balance norms to allow people more flexibility as their life stages shift Normalize paid parental leave for all parents                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| Prevent local counsel from creating malpractice traps through their implementation of hidden deadlines in local rules: e.g., Thurston County's jury demand deadline buried in an unrelated rule.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| Provide the resources public defenders need to do their job--access to experts, mental health and substance use treatment providers, social workers, etc. Balance the playing field. Discipline prosecutors who abuse their power, commit misconduct, etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| Public defender resources, mental health resources offered on the eastern side of the state.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| Quit coddling everyone like they are a child or can't pass your tests.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Reduce the total number of CLE credits required each reporting period from 45 to 30.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Reduced dues for older lawyers doing limited practice                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Reducing the time wasted on surveys.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| Require one hour of wellness CLE for each reporting period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |

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| Requirement that Judges comply with timelines to issue decisions and written orders in a timely manner                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| Restructuring our healthcare system to reduce the costs of services and treatments; greater recognition and accommodation, across the legal system, of disabilities related to mental health and functioning                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| Return to judge & commissioner ex parte proceedings for quicker turnaround for document review and signature, instead of having to provide to clerk's office and then either call in or guess when papers will be ready for pick up.                                                                                                                                                                                                                                                                                                                                                                                                            | 1 |
| Revisiting MCLE requirements to ensure that they are of value, and not simply another obligation adding to stress, particularly for lawyers whose fields do not provide "easy" ways to satisfy the requirements.                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Rule that requires an attempt to negotiate prior to bringing an action in court.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Rules won't fix people's behavior, especially when - as I've seen in 34 years of practice - they are rarely enforced, and/or are only enforced depending on which party is complaining. Trial judges have the power every day on the bench to force better conduct and compliance, and they generally fail to do so - so we get what we get.                                                                                                                                                                                                                                                                                                    | 1 |
| Sanctions for other unethical attorneys. Other than waiting years for the bar to do anything.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| Schedules that support attorneys schedules and recognize the impact on our well being. For example, our court has told me on a few occasions, after scheduling back to back trials that it is not their issue. There is a complete lack of recognition of the impact of my mental and physical health in regard to preparing and completing trials. Scheduling them back to back is just cruel and would do no harm to simply them a little apart to provide time to prepare and recover from the last.                                                                                                                                         | 1 |
| See below                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| See below.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Seems odd that well being would be targeted by court rules, court or institution changes. These should instead focus solely on the fair and efficient operation of the justice system.                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| Shorter work week More pay Lifetime health insurance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1 |
| Special consideration for fully or "almost" retired attorneys who wish to retain bar membership but do not engage in active practice but may casually consult with other attorneys or former clients for continuity purposes. In such cases, it would seem that active bar membership is necessary. Perhaps an "Over 70" bar dues.                                                                                                                                                                                                                                                                                                              | 1 |
| Standardizing court rules/preferences across counties I work in all areas of Washington & the websites and knowledge greatly vary from place to place & the courts willingness to help varies from place to place.                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 |
| Standardizing court rules/preferences within King County and not constantly changing them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| Standardizing local court rules would be amazing. It is hard when you work in multiple counties having to keep straight each counties' local rules as they often slightly differ. Also getting all counties into the digital age would be amazingly helpful. E-filing documents that do not have a filing fee (i.e. not a new petition, something like that) should be free. I often work with low income individuals who can barely afford counsel, having to tack on costs for filing a document which should be filed for free is ridiculous. Every county should have e-filing and it should be free (unless a normal filing fee attaches). | 1 |
| Standardizing procedures and court rules would be very helpful                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| State Courts have early filing deadlines unlike federal courts. It would be better for lawyers if the filing deadline was the same as federal court -- file by midnight and deemed filed when actually filed. The rush to get things in before noon or 4:30 when the systems are overworked and crashing is tremendously stressful, and unnecessarily so. Also, all State courts should be required to accept online filings -- uploaded -- so we are not                                                                                                                                                                                       | 1 |

struggling to get a printed copy delivered and filed in person. Also, yes, all State Courts should follow the same rules and deadlines so we do not have to learn new rules every time we take on a new client. Courts are awful about actually explaining their local rules and many are very unhelpful to out of towners -- and I imagine to pro ses -- I hate taking on clients in a new court and it causes tremendous stress, sometimes making me turn down clients who need help because I know what a struggle it will be to work with a new court and learn its local rules and unwritten practices. Also the 24 hour Reply deadline should be done away with forever. It happened most places due to COVID but judges can still order a response within a day or less, and this prevents us from having lives outside of work. When my kids were young, being a lawyer sucked and made me miss so much of their childhood due to sudden deadlines no one could plan for. None of them want to be lawyers because they said lawyers "work too much."

Streamlining paperless process and access to court files overall, but not waiting to let people know if they are going to civil trial until noon day before trial is so wasteful in civil arena when coordinating experts and professionals and retainers. . . .not sure if there needs to be designated criminal courtrooms and designated civil to help with last minute trial notices which is very stressful for attorneys, staff and parties/witnesses. 1

Student debt relief, like low-interest or interest-free refinancing. 1

The King County Superior Court needs more resources for the Ex Parte Department to address the number and complexity of cases. The lack of judicial resources is the most stressful and distressful aspect of the practice of law. 1

The WSBA disciplinary wing has UNREALISTIC views of what it is like to juggle multiple clients who may be making choices contrary to their strategic interests. Allowing the public to file grievances on line is a nightmare for attorneys since the complaint can filed in a cavalier manner instead of limited to those who are truly aggrieved and willing to seek out the grievance process via mail. The WSBA gives me anxiety. I hate it. The workings of the WSBA make me uncomfortable. It should not be forcing agendas, politics, or conducting well-being surveys that will be meaningless. It makes me feel like I don't fit in and I am an outsider. Just regulate the professional in the most basic level and stop all this costly fluff. 1

The WSBA/ODC and its wrongful prosecution of me, which thankfully is now in the past, was the worst experience of my professional life. The fact that Marsha Matsumoto continues to enjoy a career with your organization, speaks to the legitimacy of your organization, in my mind. Soon after the prosecution ended, I had a heart attack, which I attribute to the conduct of Marsha Matsumoto. 1

The ability to provide feedback to and about judges and court commissioners, as we and our clients routinely suffer from bias, harshness, unfairness and mistreatment, with no avenue of recourse. 1

The costs of a solo practice are high. Affordable malpractice insurance options would be helpful, particularly for part-time attorneys and those who have never submitted a claim/been sued. 1

The fundamental role of WSBA in licensing and disciplining attorneys is enough- doing that competently will enhance the quality and reputation of the bar, enhancing well-being for lawyers and clients. 1

The last thing we need is more rulemaking by Wash Supremes and WSBA. Especially related to my personal well-being. I am a member because it is mandatory, not because I hope it will be an affinity group or provide me services (which I have rarely if ever used in 45 years of paying dues). 1

The new CR 26 will be valuable if implemented. Rotten litigation tactics are a problem, but very hard to police, as judges are simply wrong a lot, or are afraid to sanction clearly bad faith litigation tactics. Absolutely proven perjury that took a huge effort to disprove false allegations lead to no consequences for the perjurious party or attorney. 1

The only possible improvement would be the elimination of the time value of money. This is not possible, and will never happen. 1

There needs to be a balance between confidentiality and well-being. 1

There should be a confidential way, that does not violate ex parte rules, to advise a judge when you, or a family member you support, is having difficulties that are impacting a deadline or a trial. Having to share personal information in a small bar with a less understanding or outright rude peer or opposing counsel, puts a professional in a position to expose HIPPA information or gossip from the other side. 1

To stop focusing solely on caseload limits for public defenders. Prosecutors generally handle significantly more cases than a public defender and yet WSBA is not supporting prosecutors in any way. 1

Training for newer judges on courtroom control and immediately stopping abusive tactics by opposing counsel. 1  
I have an ongoing trial now and opposing counsel is unlike any I've ever seen in his consistent unprofessional, downright abusive conduct - interrupting, ad hominem attacks sometimes even to the point of outright mocking, direct complaints and insult to counsel, and the judge rarely if ever does anything to shut it down. This lawyer even argues back almost every objection he loses to the judge. It's reprehensible conduct. It would be great to have training specific to these issues, which seem to be becoming more common, for the judges.

Trauma-informed care for family law professionals. 1

Trial dates have become suggestions and we are placed on standby or have trials reset close to trial ALL THE TIME. This has absolutely ruined my work life balance and ability to juggle litigation with raising kids and being a present parent. I've had to reschedule or work through multiple family trips, disappointing my children and significantly increasing burnout. There are really no avenues to discuss this with judges and our lives and mental health as lawyers just isn't really one of the factors discussed or considered in deadline continuances, etc. 1

Unsure at this time. 1

Unsure. Consistency and universally applicable rules between courts in different counties would go a long way. 1  
Also, rule 11 sanctions are not a tool for rehabilitation or coaching. They accomplish very little, even when they are actually used, and they can have a dramatic negative impact on a lawyer. It is embarrassing and hard to talk about among legal professionals. I have been subjected to rule 11 sanctions exactly once and I strongly felt the sanction was undeserved. I felt powerless to challenge the ruling, though in hindsight I maybe should have filed a complaint with the judicial conduct commission. It accelerated my search for jobs in a different county and it caused me to relocate my home. I sometimes check to see if the Judge who sanctioned me has retired yet. It makes me feel that it would be impossible to zealously advocate for my clients in Lewis county court. It leaves me unsure of what my obligations as counsel even are, but it makes me increasingly distrustful of the judiciary and other legal professionals, and makes me view the legal system, and participation in it, as an expensive gamble where disproportionately large personal risk attaches to lawyers. Rule 11 sanctions should sparsely, if ever, be used. At best, the judge who sanctioned me, put an end to activity he perceived as a misuse of civil rules, in his courtroom. But it did not change my behavior much, except to make me more anxious and more fearful. Instead, I went to practice elsewhere. It shrunk the talent pool and eliminated diverse perspectives among lawyers in the Lewis county bar - by causing me to leave. It validated my belief that small bars in rural counties or places where custom and familiarity prevail over the plain language of statutes, and it shook my faith in civil process as a means to resolve disputes. Certainly, the courts of Lewis County at least are doing a disservice to their community by discouraging participation in the legal process under the threat of sanctions. Why would a person ever fight? Lewis County judges only want compliance. I would have been better off if I never stepped foot in that court.

Updating pattern forms more often with changes in legislation. 1

WA Bar DEI requirements cause stress because I feel they constitute endorsements of discrimination, with which I fundamentally disagree. 1

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| WSBA funded rehabs. Keeping patients at hospital for at least 6+ days b/c that's how long it takes to begin to break/escape an addiction. Don't recall the stats, but in-patient less than 6 days does not help the patient at all. Patient needs to be on IV medical detox for at least 6 days and helped to reenter society. Addiction is no more than a separation from the herd. isolation. Patients need early support. If isolated and traumatized at the same time, it's exponentially damaging. Get speakers like lecturers Gabor Mate or Kevin McCauley (both MDs who experienced addiction) to take groups into nature retreats. Hire Gabor Mate to take traumatized individuals to Peru for ayahuasca therapy. Mainly, stop punishing people just b/c they're traumatized. Help attorneys rather than punish them. | 1 |
| We can't discuss our client issues with mental health professionals because of client confidentiality. It all just lives in my head what people have done to each other eats at my soul like cancer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| We need more Judges to allow the bench more time to consider each case. Make use of non-disclosed A/I briefing sanctionable by CR 11.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1 |
| When pleading forms are standardized that is a HUGE help. Making the time rules more understandable would be helpful. The new filing system is a small step in the right direction. Practice in the arena of the Commissioners is random, vague, and not logical. It's a labyrinth.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| You people really need to relax on sanctions motions. Way too much of Washington practice.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| a return to professionalism and common curtesy. The ability of those in the profession to agree to disagree and deal with legal issues professionally, both in and out side of practice and in the courtroom.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| a unified court system would help; judicial education on how to stop demeaning conduct by counsel against other counsel; judicial education on knowing your biases and checking them before you take the bench-make them write them down and look at them regularly.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| abolish mandatory CLE program                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |
| case load limits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1 |
| create policies to hold judges and opposing counsel accountable for their misogynistic words; keep Zoom appearances for court available instead of requiring in-person appearance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 |
| fewer asshole lawyers would be nice, but also not realistic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| free use of WestLaw free online access to court records                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |
| getting rid of my law school loans that have been around for over 20 years now                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| have not applicable as an option on most questions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1 |
| having consequences for abusive behavior. it's so much a part of the "culture" that people pretend they dont even realize they're doing it.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| lower WSBA dues ; make MCLE reporting on line easier. to navigate; reduce non field related ("woke". MCLE requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| more respectful communications from court, less officiousness as to the formatting of brief                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| more social activities not related to the practice of law                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| most of these things are not applicable to the work i do as a governmental hearing officer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |
| n/a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 3 |
| no opinion.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1 |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| no suggestions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1 |
| none                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1 |
| reduce the annual fees for semi retired attorneys over 70                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| resources for assisting law firms in resolving inter-office conflicts, building/improving office culture, workshop opportunities/resources for helping firm to boost office culture/interactions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1 |
| rules punishing the "Rambo" lawyer                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1 |
| simplification and non digital options                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| supreme court approval of appellate public defender workload reduction                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1 |
| take this WOKE BS out of our legal system                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| there needs to be a shift in culture with lawyers. when I was in private practice the expectation was you are always at the office and billing always, working through lunch. coming in on Sundays. It's ridiculous. it makes it impossible to have any semblance of work life balance. Hence, this is one reason I went out on my own to be a solo practitioner. This is particularly difficult for working moms. Frankly, I think changes in caseloads and the amount firms can ask attorneys to bill a month should be a standard state-wide, so everyone has the same expectations, and it is a reasonable amount where we can balance work with our personal lives. Also, some judges really are very rude to attorneys and there is no way to really address this. it's almost like a rite of passage in our practice, which is very wrong way to deal with this issue. We are all just trying to do the best that we can with what we have and sometimes we all make mistakes or schedules don't work as hoped. It is what it is. Being yelled at for that makes our jobs even more stressful and it's really not appropriate. I know several attorneys who have quite their jobs because of this courtroom culture form Judges. | 1 |
| these are absurd suggestions. it's embarrassing that the WSBA perceives use of "improper names" as a material concern. Here's an idea, REDUCE THE AMOUNT OF POINTLESS CLE HOURS! That would *absolutely* reduce stress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1 |

41) What could your employer, the legal community, courts, or legal institutions do to better support your mental health and wellbeing? *[Open-ended response]*

**Total of 299 comments out of the 903 participants. See below.**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |           |
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| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Frequency |
| Stop the winning of this new generation of "I got feelings too" lawyers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| 1- be open about it. 2- teach people how to not be jerks (really - younger lawyers 25-35 are wild animals. 3- teach communication/interpersonal skills (younger lawyers don't "think" to call me and ask for a continuance because of illness (which is crazy!) They are more afraid of asking me on the phone then going to court where I beat up on them and get terms. 4- Judges training on generational differences and how to work with/engage younger lawyers. The graying bench is clueless at times. They weren't / aren't "sandwiched." 5- work for wage increases. PA and appointed counsel (defense) are paid peanuts. You can't live on that w/ 100K loans and not feel endlessly stressed out. (I'm a lucky one who consolidated at a low rate but my god - some people aren't even servicing the interest and I don't know how they will ever escape the debt load.) | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Frequency |
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| 1. Consistency by the court in applying court rules. Judges should be aware of their own implicit biases. 2. Mentorship would be a significant help for young attorneys and when there is a Change of practice areas.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| 4 day work week; increased paid time off                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| ?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| ??                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| A requirement that all courts allow virtual appearances would be very helpful, along with standardization of all court, rules and procedures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1         |
| Acknowledge outside work demands                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Acknowledge the amount of energy it takes to do this and the amount of wear it has on our bodies and minds. I have gotten sick more in the past two years due to work demands and not having proper rest and self care. This is particularly frustrating due to the amount of appointed work I do.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| All for more MCLE credits for taking seminars or training on mental health, self-care, stress-reduction techniques, and to promote more civility in the profession. There are some lawyers and law firms that seem to think they are going to be more successful by being bullies in their practice. The truth is that opposing counsel who come across respectful, who do not make things personal with attorneys on the other side of the aisle, are more effective lawyers and enjoy a better reputation with their peers.                                                                                                                                                                                                                                                          | 1         |
| Allow WFH; allow flexible work schedules; allow part-time work schedules; create policies to hold judges and opposing counsel accountable for their misogynistic words; keep Zoom appearances for court available instead of requiring in-person appearance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Allow flexibility when needed to shift work hours outside of "typical" 9am-5pm hours and/or to work remotely (if job responsibilities allow) instead of forcing the use of PTO to cover occasional daytime caregiving responsibilities. For remote employees, allocate a budget for occasional travel to firm/company locations for in-person meetings, company events, and other networking opportunities. If employing remote/hybrid professionals, require training for ALL professional employees on etiquette (e.g., time zone considerations for meetings, no meetings after the meeting, be intentional about connecting casually when there's no common "watercooler," abandon the giant conference room with a forgotten group struggling to hear on the speakerphone, etc.). | 1         |
| As I am self-employed, much of that responsibility falls on me. Having been employed at a firm in the past though I do believe that there need to be guidelines related to billable hours as they do not lend towards a workplace that supports one's mental health and wellbeing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| As a former and recent public defender, significant reduction of caseloads.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| As with all society institute more common sense training & encourage thoughtful interactions without allowing disparagement or personal attacks in all settings. More training in human behavior &                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                             | Frequency |
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| interactions in all areas of the legal profession. Mentorship is a largely dying concept. I ran a law firm & trained many attorneys & also did so as much as I could from the bench. Our system can still be adversarial without suppressing human traits of empathy & understanding.                                                                                                                                                                        |           |
| Be kind.                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| Be respectful of all parties before them, not patronizing attorneys or parties before the court.... and avoiding the I gotcha games with rule changes. For example going paperless online filing and then going backwards to require judge's paper copies to be still delivered to the court on the same day as electronic filing - seems to defeat the whole purpose of electronic filings.                                                                 | 1         |
| Being an attorney is harder than ever with too many rules and regulations from the WSBA. The court does not understand by SCHEDULING trial dates without the courtesy of contacting the attorneys on the case resulting in cases being double booked or trials failing on vacations/medical appointments. A simple requirement for the court to consult with attorneys on trial dates has great merit.                                                       | 1         |
| Built in wellness breaks at work; better understanding of productivity resources and trainings; additional support and training for management of people.                                                                                                                                                                                                                                                                                                    | 1         |
| By being kind and respectful and not just rule against you because you are defense.                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| Can't think of any.                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| Can't think of anything.                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| Cannot think of anything withing the bounds of viability. The major causes of emotional and mental stress feel too institutionally ingrained, widely diffuse, or elemental to be addressed meaningfully. For example, a significant change to the professional culture to minimize hostility to therapy, derision for mental health care, or exercise greater empathy WOULD help, but I cannot imagine how something like that could be reasonably achieved. | 1         |
| Can't think of anything. Trial work is stressful. Lawyers need to engage regularly in physical exercise and engage with family and friends.                                                                                                                                                                                                                                                                                                                  | 1         |
| Communicate clear expectations.                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| Consider developing best practices for supporting wellbeing                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| Consider prosecutors as first responders and treat as if in civil service                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| Continue this discussion.                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| Courts could take a firmer hand in shortening the amount of court time used for my specific brand of case. I often finish my case in 30-45 minutes and the defense attorneys use several hours when that really isn't necessary to represent their clients with a constitutional level of adequacy. These                                                                                                                                                    | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Frequency |
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| extraordinarily long hearings are extremely stressful and unnecessary, but judges don't seem willing to rein in the other side.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |           |
| Create a top down culture of treating mental health as health and removing stigma around burnout.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Develop a new standard for what is "enough" work. Instead of admiring those who work constantly, even on vacation, let's normalize admiration and accommodation for lawyers who actually leave work at the office. Develop rules and procedures and resources so that when a lawyer files with the court an unavailability due to absence or illness, the case hits "pause."                                                                                                                                                                                                                                                                                                                                              | 1         |
| Directed to the courts: make it easier to troubleshoot filing and calendaring issues. The inability to communicate with someone at the court and correct errors is very frustrating and a source of stress. Also, the rules are inconsistent and sometimes impossible to find. It is too difficult to get a court date.                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Does my opinion really matter?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Dump restorative justice, put criminals in jail and treatment focus on recidivists make downtown civilized again - move all the homeless and criminals off the street- think of how welcoming things were 20-25 years ago where attys. did not fear for their life or welfare going downtown- crime and homelessness should be off the streets- it would solve matters to think about vagrancy, guns and lack of jail space - it makes work harder and reflects poorly on the profession as a whole- metropolitan areas allow the homeless and criminals to run things- that is upside down and permeates our community and makes being an attorney more difficult and demeans the profession that allows and supports it | 1         |
| Eliminate divisive DEI policies. Allow people to talk about faith. Bible studies and prayer groups would really help.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| Email has gotten out of control and causes mental health issues, burn out, and untold quantities of stress. Email communication frequently takes administrative staff out of the loop and produces entirely too much un-needed communication. A better email software interface would be greatly appreciated by every attorney I know - but, someone needs to invest the time and resources to develop it.                                                                                                                                                                                                                                                                                                                | 1         |
| Employers should be more mindful of workloads.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Encourage relationships based on the practice of law. Last week I went to lunch with three lawyers and talked about cases and the practice of law. I had a lawyer friend of mine call me to come and talk about a case. All of it was work, but it was fun because we developed the law over relationship rather than in a silo. Anything that encourages relationships and the law is the way to go.                                                                                                                                                                                                                                                                                                                     | 1         |
| Encourage wellbeing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Enforce the laws and rules for both parties. Too often, the courts bend over backwards to make sure plaintiffs "get their day in court" even though they flagrantly miss deadlines, fail to present admissible evidence to support their claims, etc. Judges need to be the evidentiary gatekeepers they are supposed                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |

to be and prevent introduction of speculative evidence, hearsay (such as statements of governmental agencies made in regulations that are meant to be overly protective and are not based in the actual science), and "expert" opinions not supported by the science. Plaintiff attorneys know that they don't have to play by the same rules that defendants do and it makes life for defense counsel much more stressful and difficult.

Engage in more EARLY collaborative alternative dispute resolution. While I always try to make that phone call early in the process, it would be MUCH better if settlement talks were systematized and encouraged in order to force constructive dialogue earlier in the process. Also, legal education should be more focused on practical guidance (more than just a class or two on procedure and actually being effective at being heard in court, as well as more mentorship and guidance and SUPPORTS for folks who want to work in the legal industry but don't have a wizened 30-year paralegal to make the practice of law more streamlined and effective.

Everyone come together and publicly condemn the California electronic filing system.

Execute and/or imprison Donald Trump and a whole bunch of his fellow criminals. That would be the judicial system's job. It has failed. No single thing would improve my outlook more than stopping the rape of our democracy, which the US Supreme Court has had an active hand in.

Fewer requirements for WSBA that are focused on Washington State practice--I practice exclusively in Federal courts.

Figure out that you cannot punish addiction out of anyone. Judges take abused children and punish them with more abuse -because they had gotten abused in the first place. Dr. Mate makes a point: The sex trafficked kids that the police failed to save when they were five are the same kids they are locking up at 25. Gabor Mate's "Hungry Ghost" and "Hold Onto Your Kids" YouTubes should be required training for judges.

Focus on the core objective of providing competent legal representation.

Follow the rules and act with integrity

Forbearance.

Fortunately, my current company (I am in-house) has an atmosphere where we are open about our mental health struggles and not judged by them. That is a refreshing change from the law firm I came from where one could not be open about such topics at all. During my legal career (30 years), mental health was something that lawyers did not discuss. Nobody wanted to hear about how billable hours or partner treatment caused anxiety or depression. All they cared about were billable hours. I have been diagnosed with PTSD as a result of the earlier years of my legal career. It is a shame to see that at least in the law firm world (where I was until last year), nothing has changed, despite claims by certain firms to the contrary. At my last firm I was treated poorly due to having a disability that impacted my job performance. All firms care about is how much you bill.

Foundational changes are needed in our legal system. I have already left practice. Although I renewed my license this year, it will probably be the last time. I have no intention to return to legal practice. I don't understand why a person would choose this career if they weren't driven by fear, uncertainty and doubt about their future. I was trapped in a law practice I hated, and in a recent text message exchange with my wife, this is what she wrote to me: "I'll divorce you if you go back to law. Brutally honest here. It's absolutely soul sucking and if you like yourself at all you should stay the fuck away" Plaintiff's lawyers in civil practice are faced with a dilemma. On the one hand, they may end up with a strong case coming into their office, which is likely to prevail on the merits if it proceeds as far as trial. Although the cases look attractive, there could be expenses associated with bringing a case to trial. The lawyers also must reconcile the expenses associated with maintaining a competent professional practice. Bar licensing fees, CLE, dues for practice sections, paralegals, marketing, Search engine optimization, subscriptions to research libraries like westlaw and Lexis advance, malpractice insurance coverage, frivolous lawsuits against lawyers which are brought by pro se litigants, business expenses, and rent in areas that have proximity to courthouses, are all factors that increase the cost of rendering legal services to clients. All of these things necessitate a larger legal fee. It is difficult to provide clients with a legitimate value proposition that respects the lawyer's time and effort. In order for the lawyer to practice safely, there is really no other choice but to demand large fees. So in the rare instance that a person legitimately deserves compensation, they must then assess damages and decide whether their prospective recovery, paired with the risk of uncertainty, justifies the expense of litigation. After factoring in a contingency of, say, 33-40%, calculating taxes due on a recovery, and the costs of bringing a suit, it rarely makes sense to recommend litigation to anyone who has experienced less than six figures in damages. The lawyers will get wealthy, the judicial system will be funded. The government will take its share. But the client will be left with little, or nothing, after years of stress and headache. Staying in business requires dishonesty from lawyers. I would write more but I am out of room.

Free counseling through my employer; peer counseling 1

Go after abusive judges and lawyers regardless of politics, who they know, who their connections to, or how much money they give to the WSBA or groups in the WSBA's favor. 1

Greater collegiality, professional courtesy, and professionalism. This is not a simple task and requires a great deal of institutional change that seems beyond our current abilities; however, those who are rude, insulting, or unprofessional are often also suffering from their own internal struggles which a greater focus on well-being may alleviate. 1

Greater education about neurodiverse practitioners, allowance and acceptance of ND stimulus-calming devices/behaviors (fidgets, weighted paraphernalia, sunglasses, ear defenders, greater dress code flexibility for tactile sensitivities). Look to airports and leverage use/guidelines of sunflower visual indicators for hidden disabilities. Compassion for those that have to mask and "suck it up, buttercup" just to get a seat at the table of life and make it through the day. 1

Greater emphasis on being nice, especially pertaining to judicial officers. Too often there is rudeness, sarcasm, and schadenfreude that can and will build resentments over time. 1

Gym stipends 1

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Frequency |
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| HR training for supervisors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Have more open discussions between judges and attorneys. Familiarity helps build understanding and trust.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Have resources to employer to help educate themselves and their businesses on lawyer stress and proper treatment of lawyers. I feel the biggest abuses by my employer relate to not understanding legal work, not listening to legal risk and impact, and minimizing its importance to the Company, and recognizing there is a human behind this work. I am constantly dumped on at the last minute (over weekends, holidays, and vacations), or sidestepped on important matters until too late and I have to drop everything, or patronized by men who have no idea what they are talking about - this is what gives me stress. | 1         |
| Have the judges hold legal counsel/pro se litigants accountable for failing to comply with court rules. Prevent judges from bending over backwards to assist pro se litigants -- some judges act as a pro se litigant's legal counsel by providing tips on how to respond to pleadings. Have the WSBA stop trying to dilute the practice of law with programs such as the defunct LLLT. Have the WSBA get outside its King County bubble and actually focus on assisting lawyers in rural or less populated counties.                                                                                                             | 1         |
| Help lawyers find willing and capable psychologists                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Hire additional felony and misdemeanor full-time attorneys!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Hire more public defenders so I can take time off when I need to without leaving my clients or my coworkers in a bind.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Honestly, I don't look to these institutions for mental health and wellbeing. I don't see that as their role for the most part. I do think it is a good idea for the WSBA to provide leads/referrals to outside resources but I am not so sure that it needs to be in-house.                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Honoring PTO requests and weekends.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| I also think Judges need to take more control of their Courtrooms and address behavior by counsel and pro se when their personal opinions about a party or attorney are irrelevant to the matter before the Court. The judge's behavior towards party's or counsel can also be inappropriate at times.                                                                                                                                                                                                                                                                                                                            | 1         |
| I am a sole practitioner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| I am currently able to incorporate wellness techniques because I work remotely. If I have to return to work, my two hour commute will create a time barrier to continuing with my wellness practices. I am not alone in this. To that end, I would love to see the consideration of a four day work week as a way to encourage wellness.                                                                                                                                                                                                                                                                                          | 1         |
| I am fortunate to work at an agency where my entire being is supported and I am happy to come to work every day.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                            | Frequency |
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| I am my own employer, I try not to work full time because frankly I am healthier and happier when I don't.                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| I am retired and this survey did not allow me to answer questions as a retired attorney. It required an answer that is not relevant to my situation.                                                                                                                                                                                                                                                                                                                        | 1         |
| I am self employed, so not sure how to answer this. I think I have been doing this a long time (started 1995), I am seeing changes in the profession that I never have seen before (lawyers appearing on behalf of other side who once represented my client, but refuse to withdraw), I think that the character or lack thereof of new practitioners is, in part, driving this down. Perhaps thats the way all old practitioners feel                                     | 1         |
| I am self-employed, and I have my own resources through my health care insurance. The reason for the stress is the lack of court and local resources for the individuals I serve and the lack of attorneys in our area practicing in my area of law. We need a law school south of Seattle. The WSBA could help by pushing for a new law school down here. What about The Evergreen State College? I hear they might turn it into a UW health campus--why not a law school? | 1         |
| I believe there should be more social interaction by the bar, too many people believe dealing with a person remotely is somehow different that dealing with them in person.                                                                                                                                                                                                                                                                                                 | 1         |
| I can't think of any particular thing at this time                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| I do not have need at this time, but I know many attorneys who could have used a good, confidential, referral service for mental health professionals. A strong relationship with the most commonly used insurance carriers might be helpful (e.g. I have medicare plus the full Regence Blue-Shield medigap package but have no idea how I would ask for counseling or other mental health if needed, or whether it would be covered. Thanks for your consideration.       | 1         |
| I do not know.                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| I do not need any support for my mental health, so no.                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| I don't know                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1         |
| I don't know that I have any great ideas but I like standardization of local rules across all counties (at least as it relates to motion practice) and access to mental health resources. I think educating our bench on what we as lawyers are experiencing might also help.                                                                                                                                                                                               | 1         |
| I don't necessarily think this is their job.                                                                                                                                                                                                                                                                                                                                                                                                                                | 1         |
| I don't think this is the concern of WSBA.                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| I have a difficult time with this survey and with this question. I am sympathetic to the notion that lawyers have a great deal of stress; that mental health is a real concern. I nonetheless find that with every passing year, educated and sophisticated and well-meaning folks in a certain strata of our                                                                                                                                                               | 1         |

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society care deeply about things like attorney mental health, which means that those same folks are not available to care about other things like doubling down on caring for unrepresented folks, for an example. I wish we would focus on the latter.

I have always had concerns that the MH services offered through WSBA were not entirely “confidential” and could end up be used against lawyers. I and a lot of my colleagues don’t have a lot of trust in the people in power at WSBA. 1

I have been a solo practitioner for most of my 50 years of practice (no criminal or family law}. My now deceased wife of 42 years was an enormous help to me for all but my first year. I met her as a witness in a case I handled in my first job (the largest law firm in WA at the time) and married her and took her with me to Port Angeles where I began my solo practice. 1

I think employers who are flexible on remote work or schedules as long as an employee gets their work done, can have good results. 1

I think that making it more acceptable and accepted to talk about mental health and thereby destigmatize it is very valuable. Also, resources to support working parents of young kids and working people caring for aging or dependent adults. 1

I was a managing partner in a mid size firm until I went out on my own. Other than reasonable working hours, enforcement of civil conduct and rules, and a healthy working environment, I do not believe the employer, courts or legal institutions are responsible for my mental health. Some of the recent policies promulgated by the WSBA have been so divisive and while being pro access to justice and diversity, they have placed additional stress and burden on practitioners. I watch my younger colleagues struggle with the nuts and bolts of practice. They complain that the CLE's focus on subjects that are not helpful to them. 1

I was previously a indigent defense attorney and quit doing it because of all the bs you deal with from court administration, clients and judges. We go to CLE's where judges tell us what they see but never have the same panels for attorneys. i.e. panel with attorneys who have retired or left the profession and why they quit. 1

I wish I knew. 1

I work for a wonderful small state agency and I feel heard and cared for. 1

I would discuss that with my employer, not the WSBA. I don't believe my wellbeing is the job or expertise of the Bar, courts or legal institutions. But thanks for considering; I understand there are WSBA members with problems. 1

I'm really happy at my job. It's too bad that that seems to be the exception rather than the norm. 1

Improve the accuracy of decisions. The errors are a mixture of overburdened judges, and judges intellectually and temperamentally unqualified for the bench. We need more highly ethical grinders on 1

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| the bench, and not those who glad-handed, and played the political game to win a judicial election. A very hard problem to overcome, given current structures.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |
| Insist that the rule of law be followed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| Intervene when opposing counsel weaponize deadlines and rules without accommodating the real life complexities of being a person.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Invite those of us who work alone and who work in small towns that are not the county seat to attend events and volunteer activities, even if we choose not to belong to the local bar association/s. Show more deference and respect for senior lawyers of long-standing practice in and out of the courtroom.                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1         |
| Is there a medication to cure black robe syndrome? what about something to counteract psychopathic prosecutors?                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1         |
| It will be nice if the Court could standardize court rules/preferences across counties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| It would be helpful if I could get employment but given my in-house status, female and remote I haven't been able to obtain work going on 1 year                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| Its really my responsibility to set the boundaries that I can live with- and if that is unacceptable to the employer, then I need to find another opportunity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Judges are pretty isolated. I think we could all benefit from more opportunities to be with each other and support each other in between conferences.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| Judges need to stop thinking I am saying things that aren't written down in my writing and taking it personally. I don't have the energy to deal with it. This is a sore spot because it just got a shellacking for efforts to set aside a judgment that I brought entirely in good faith. I was not expecting it at all. One of the questions earlier asked if I've had self-harm thoughts. Yes. Right after the judge excoriated me, when I legitimately was proud of my work and expected to win the motion. I'm hurting even now as I write this. This has happened a few times before. I'm not sure there is a way to fix it. I've contemplated giving up civil litigation entirely because I seem to be a deterrent to my clients just by being me. | 1         |
| Learning how to manage perfectionism and normalizing mistakes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Less employer focus on billable hour requirement and more focus on quality of work actually provided to clients.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| Less hours More pay Cheaper health care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Limit calendar calls to the number of cases actually to be heard to relieve litigants of wondering if the court will have sufficient time for argument.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |

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| Limit hour expectations. Offer partership for less than ridiculous hours. Pay commensurate with hours worked. Working from home. Make vacations real, not just a shift of work so that you come back to a huge pile, which is a deterrent to vacation. This can be done by having dedicated coverage attorneys.  | 1         |
| Listen                                                                                                                                                                                                                                                                                                           | 1         |
| Loan forgiveness earlier.                                                                                                                                                                                                                                                                                        | 1         |
| Lower billable hour requirement, standardized/step ladder salary to prevent disparate pay issues, Washington attorneys not leaping to threatening sanctions for every tiny issue that arises in a case.                                                                                                          | 1         |
| Lower caseloads for public defenders/legal aid. More judges. Quicker court turn-arounds/scheduling. A case should not take YEARS. Stop the federal government from being stupid.                                                                                                                                 | 1         |
| Lower expectations for production.                                                                                                                                                                                                                                                                               | 1         |
| Lowering my bar dues, eliminating all references and questions to my sexuality, gender identity, preferred pronouns. While I no longer practice in state court, having clear submission deadlines at reasonable hours would have been helpful. The gamesmanship got old very quickly.                            | 1         |
| Make a super counselor who has 100% confidentiality. Like no matter what nothing can be disclosed ever, but this will never happen because the second I tell someone what is bothering me it would betray client confidentiality which I would never do even if it harms my personal mental health.              | 1         |
| Make clients who have money actually pay, and enforce those orders. Not allow clients to take trips, parties, and have fun, but pay their judgments and bills, and not use their children's trips, parties, and fun as weapons.                                                                                  | 1         |
| Make it clear that bullying behavior is never appropriate in any context; and, stand firm in truth and push back against untrue statements.                                                                                                                                                                      | 1         |
| Make lawyers' lives and well being something that can be discussed and factored in when working on case deadlines,                                                                                                                                                                                               | 1         |
| Make remote work more available and accessible.                                                                                                                                                                                                                                                                  | 1         |
| Mandate no obligation to respond to emails at a certain point, even if it was relatively late (e.g., 10pm). The emails and obligations to respond never stop, with them frequently treated like chat and an expectation to respond, even very late at night.                                                     | 1         |
| Maybe require yoga hours instead of CLE, or volunteer in a nursing home. It's a very entrenched toxic culture. The addition of women as a large segment of the bar has helped, but the gladiator ethos also invaded them although not as toxically. Judges need to be mindful of what's going on and creative to | 1         |

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bring the temperature down, but they're also max stressed at times. Like so much of what's wrong it's a generational change, long term struggle.

Meditation training; it works for me. 1

More PTO in order to take personal vacation, in addition to medical time off for mental health treatment. Mental health care requires significant time on hold on the phone. Even attys who are comfortable making professional phone calls can have crippling anxiety that delays or prevents them from making personal phone calls coordinating further psychiatric treatment once medically referred. 1

More financial compensation from my employer and more support from legal institutions would relieve a lot of stress associated with achieving well-being in a Seattle economy where housing, transportation, recreation, and food are very expensive. 1

More information or resources for managers to learn how to actually manage people. Speaking both from my own experience, but also many many attorneys (new and those who have practiced for years), it's as if the public view or acceptance is that somehow being a good attorney translates to being a good employer, while in reality we all know this is not true. Though I think some of these problems will be solved with more pushes for DEI in higher levels (from the judiciary to the partner levels), the amount of discussions I have had with new attorneys or attorneys talking about their first firm where there was consistent onslaughts of unbalance mismanagement, and arguably abusive and/or harassing behavior. Part of this persists because small and medium firms have little or no real HR department, and a lot of the culture in this field appears centered on "well, I had to go through that, so what makes you think you shouldn't have to?" A lot of these behaviors are discussed on lawyering message boards, but I think it would be beneficial for Bar organizations to have more materials focused on what is not actually OK. An unfortunate reality, in a field of advocates, is that we see the issues internally, but I think there is a lot of fear of advocating for ourselves. Even though we may (at least subconsciously) know that the more stable and supportive our work environments are, the better we are at our jobs. 1

More resources for ethnic/racial or other marginalized group specific mental health care with folks with lived experience 1

More support for pro se litigants. 1

Move away from an alcohol-centered profession 1

My current employer could not do anything more to support my mental health. My boss is not an attorney. He is a member of my company's C-Suite. He allows me to go to TMS appointments 2x per week for depression treatment without officially taking time off for it, and supported my insurance appeal to get that ongoing treatment covered (we are self insured, so it mattered that he supported it). He also approved an extended leave of absence for me in 2019 for me to get ECT. I offered to resign, but he did not accept my resignation. Instead, he held my job open for me for 4 months. The foregoing are the reason I remain at my current job. No previous employer has been this supportive. 1

My employer (and all employers) should implement a system that automatically rejects email delivery to the inbox of employees while they are on leave. The email should bounce back to the sender with 1

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| the message that the intended recipient is not accepting email until a certain date, along with information about an alternate contact during the period of leave.                                                                                                                                                                                                                                                                                 |           |
| My employer active supports employee wellbeing. I appreciate seminars that include discussions with people who have had mental health issues such as anxiety, depression, or who have ADHD and who provide their own ways of dealing with issues. Having additional time off for mental health care would be a nice addition.                                                                                                                      | 1         |
| My employer: Increase my pay                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| My firm has an appellate contract with the Office of Public Defense. The WSBA appellate caseload standard should be decreased from 36 to 25 cases. I have a 0.8 appellate contract; that is the only reason I am able to maintain my mental health and keep up with this contract.                                                                                                                                                                 | 1         |
| My guess is that most lawyers experience the greatest stress over financial matters (e.g. collecting bills from clients, paying bills at the office or home). There is tremendous pressure and expectation that lawyers produce large amounts of income and receive large or competitive compensation. Employers should be conscious and empathetic about this, but, of course, employers are the ones imposing the requirements. It's a conundrum | 1         |
| My mental health and wellbeing are practically perfect in every way.                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| My partner and I own our firm. A lot of the stress come from unresponsive prosecutors, which results in demanding clients, then frustrating judges. There is nothing we non-governmental attorneys can do. It's been 21 years. It is what it is.                                                                                                                                                                                                   | 1         |
| My people are great. I wouldn't change a thing.                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| My unit of government is generally ignored by management, which is pretty good re pressure.                                                                                                                                                                                                                                                                                                                                                        | 1         |
| My well-being is just fine as is.                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| N/A                                                                                                                                                                                                                                                                                                                                                                                                                                                | 3         |
| NA                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1         |
| No other particular ideas. Litigation is stressful, end of story.                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| No suggestion                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2         |
| No suggestions.                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| None                                                                                                                                                                                                                                                                                                                                                                                                                                               | 3         |

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| None at this point. I'm 38 years into practice. I've figured that law practice is stressful if you want to succeed and every lawyer needs to develop a coping mechanism.                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| None to suggest.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| None. Please stay out of it. Offer resources and that's it.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Not applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Not call repeatedly on weekends / time off - only call then if actual work emergency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Not certain                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Not permit abuse as "zealous advocacy."                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Not sure.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1         |
| Not sure. My employer has a habit of purposely creating a toxic work environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 5         |
| Nothing at this time...                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Nothing, I'm fine but the profession is not as indicated by the focus on this topic.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Nothing, as my mental health is my responsibility.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1         |
| Nothing. My wellbeing is fine. Not looking for any "support".                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| Nothing. My wellbeing is not their responsibility. It is mine and mine alone and if there is a specific issue with a specific employer or judge I certainly have the skills as a professional litigator to advocate for myself. This survey seems like a solution in search of a problem. I honestly cannot believe this survey is referencing a judge's "condescending attitude" as something that needs to be formally addressed. Ok, here's a suggestion: employers need to encourage lawyers to toughen up up if they are upset because of "direct comments to opposing counsel" in hearings or a judge's "attitude." | 1         |
| ODC needs to be more understanding of lawyers' mental health challenges.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| Oddly, dramatically increasing funding to the state courts could help.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| Offer training and leadership for all in the legal community, including judges, advocates, etc. Check out <a href="https://soulfocusedgroup.com/">https://soulfocusedgroup.com/</a> who do really wonderful equitable leadership practice training and coaching.                                                                                                                                                                                                                                                                                                                                                          | 1         |

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| One limit of this question is that it assumes lawyers know the answer. I would suggest they generally don't. Lawyers are good at law, but not good at understanding wellbeing or management. For the remainder I will focus on management, which is a huge crisis in the legal profession. Many owners/managers are toxic/personality disordered. Counterintuitively, this can lead to professional or financial success for them. Other owners may be selfish, or dysfunctional. All this can lead to high degrees of stress for them, or those working for them. In my experience, lawyers have a stunning lack of understanding of even the most basic of management principles. This runs the gamut from staffing to training, to compensation structures, technology, workflow, etc. Many lawyers have an over-fixation as costs as antithetical to profits which results in an overly miserly approach to operations that is counter-productive. Understaffing of support staff reduces profitability by forcing attorneys to do lower value added work. Many don't understand the effects of their management policies. Some attorneys struggle financially because of these deficits. Others face constant staff churn. Many fail to recognize the impact management has on their staff. Many assume or are perceived to be good managers because their practice is lucrative, but the two are not necessarily connected. I have a background and some experience in business management. I also worked for a large number of employers before becoming an attorney. I have informally conferred with a few attorneys about practice management. It is stunning to me how poorly most lawyers understand management principles. My personal opinion is that free CLE trainings on law office management have the ability to be incredibly helpful to the profession overall. It could be especially valuable to smaller practitioners - if they are open to it. Many attorneys are stuck working to exhaustion to at the risk of financial collapse. Most attorneys don't make a lot of money and are not wealthy. Many firms become more profitable as work hours increase. To the extent many lawyers have above average incomes it tends to be because they work more hours. They fall into a classic economic description of a profession that can't afford its own leisure time. Teaching lawyers and law firms to build in practice structures to manage this could also be helpful. I could say an awful lot more on this. | 1 |
| Online descending podcasts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1 |
| Operate courts and justice system in a consistent, efficient and fair manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1 |
| Opposing counsel being less difficult about time off or family needs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Our people compliance/HR is completely useless when it comes to employees who are abusive or harass other employees. The work environment can be quite toxic as a result. Stricter rules on employers to hold toxic employees accountable would go a long way towards improving the work environment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1 |
| Pay equity for experienced criminal attorneys on (esp) serious crimes; require experienced counsel to supervise attorneys in the district and muni courts where poor people are shuffled around for years without getting their cases completed due to turnover in staff and unavailable courts for trials; a method for meaningful recourse for uncivil judges                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1 |
| Pay fair wages instead of 2000 era salaries                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1 |
| Pay me more Provide me with an assistant Don't expect me to do everything right now                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1 |

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| Pay me the same money (or more) to work 32 hours/week instead of 45 and hire more teammates to spread the work around (economic justice) so we can all have time to actually do our wellness practices (while also grocery shopping, cooking, cleaning, chaperoning kids, etc). It takes too much income to 'make it' nowadays. | 1         |
| Peer discussion about stressful cases                                                                                                                                                                                                                                                                                           | 1         |
| Penalize employers and clients that require night or evening work. Lawyers should get the benefit of a business day as well                                                                                                                                                                                                     | 1         |
| Place a limit on workload. That would have been helpful when practicing.                                                                                                                                                                                                                                                        | 1         |
| Please do not use this as a justification for more stupid CLE requirements.                                                                                                                                                                                                                                                     | 1         |
| Prioritize kindness, collegiality, professional decorum and courtesy.                                                                                                                                                                                                                                                           | 1         |
| Probably nothing.                                                                                                                                                                                                                                                                                                               | 1         |
| Promote self reliance                                                                                                                                                                                                                                                                                                           | 1         |
| Properly fund our courts so that we are not stretched so thin. Actual security/bailiff in my courtroom so I am in less physical danger each and every day.                                                                                                                                                                      | 1         |
| Properly resource programs so they are adequately staffed with competent people who share responsibilities.                                                                                                                                                                                                                     | 1         |
| Provide additional separate mental health/"Wellness" days which do not subtract from PTO.                                                                                                                                                                                                                                       | 1         |
| Provide discounts to well-being services.                                                                                                                                                                                                                                                                                       | 1         |
| Provide flexible working hours and comp time, within reason, so I can take time during ordinary work hours for self-care, without using sick or vacation leave, provided I work and record the required number of hours per week or pay cycle.                                                                                  | 1         |
| Provide me with the resources I need to be effective. Presume the system is stacked against those accused of a crime (unless they have money).                                                                                                                                                                                  | 1         |
| Provide more help with student loan debt                                                                                                                                                                                                                                                                                        | 1         |
| Provide stipend or full reimbursement for gym memberships. Institute an effective policy for dealing with sexual harassment or sex discrimination by clients.                                                                                                                                                                   | 1         |
| Put more humor in the bar magazine.                                                                                                                                                                                                                                                                                             | 1         |

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| Recognize how much stress lawyers endure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| Recognize that lawyers engage in abusive conduct and that they are the problem. That the victim attorney/party is impacted by abusive conduct should not be the problem.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 1         |
| Recognize the erosion of the credibility of the legal system as whole, admit and recognize that the legal system fails so many and rewards those with greater resources, status, and connections.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Recognizing that the legal practice actually involves working with some very sad and tragic people/situations. This has an impact on lawyers. We are human beings, and we do have emotional responses to these situations which is an appropriate response. I think that classes in how to recognize and deal with emotional responses is probably the most useful thing that could be done.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| Reduce CLE requirements. One less thing to worry about!                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Reduce bureaucratic requirements (e.g. CLE requirements and burdensome civil procedures) to allow us more time to focus on the individualistic needs of our clients and our own needs for family time and leisure pursuits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Reduce the workload                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Reinstitute the rule of law. Federal Courts and leaders have made a mockery of legal profession.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| Remote work is a godsend. My employer should reject the attempt by trump/musk to prevent federal employees from working remotely.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Required CLE on wellbeing topics Support for law students with mandatory courses that will launch a better culture in the legal profession.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Resorting to common sense solutions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Respect working hours.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| Respecting all fields within the profession.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| Rule changes so all state courts use same deadlines and procedures. All courts should accept online filings uploaded. Deadlines to respond should never be less than 48 hours. Filing deadlines should be midnight, not noon or 4:30 or 5 pm. New materials should not be allowed to be filed within less than 48 hours of a hearing. Zoom appearances should be allowed on all but the most essential matters. And judges/commissioners/pro tems should be required to take more trainings regarding respectful treatment of lawyers and participants and required to explain to the presiding judges any time they have required a response to something within less than 48 hours or allowed in materials less than 48 hours before a hearing. There also should be a truly anonymous way to report a judge/commissioner/pro tem for abusive and hostile behavior so audio of their hearings can be reviewed without having to reveal your name as the complainant. I have been treated horribly by commissioners and pro tems and sometimes judges -- people on a power trip -- and it traumatizes my | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                         | Frequency |
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| clients watching and stresses me out because I know it is unfair and I cannot do anything about it. When I have a judge who treats everyone with respect it is sooo uplifting -- mostly because it is now rare.                                                          |           |
| Same answer: I am unaware of any changes that would be, or would have been more helpful.                                                                                                                                                                                 | 1         |
| Same as above.                                                                                                                                                                                                                                                           | 1         |
| Same as they already do. Treat each person with respect and dignity.                                                                                                                                                                                                     | 1         |
| See above                                                                                                                                                                                                                                                                | 2         |
| See above.                                                                                                                                                                                                                                                               | 1         |
| See above. Therapy needs to be supported by the bar. Lists, access, vetting.                                                                                                                                                                                             | 1         |
| See above. WSBA could recognize professional civility and well-being as CLE worthy.                                                                                                                                                                                      | 1         |
| See previous answer.                                                                                                                                                                                                                                                     | 1         |
| See previous answers                                                                                                                                                                                                                                                     | 1         |
| See previous response.                                                                                                                                                                                                                                                   | 1         |
| Seeing more news and articles about the good work that many lawyers do for government, for communities, for their families and friends, hope being that such stories would help defuse and dispel the negative image that many have of lawyers and the legal profession. | 1         |
| Simplify access to justice by having options other than complex digital tyranny                                                                                                                                                                                          | 1         |
| Since I'm retired, nothing. However, standardizing rules across counties would have reduced my blood pressure when I was actively practicing.                                                                                                                            | 1         |
| Smile more                                                                                                                                                                                                                                                               | 1         |
| Standardize case load limits even for private practice.                                                                                                                                                                                                                  | 1         |
| Sticking to business hours - without expectation of replying to a call or email in the evenings or on the weekends.                                                                                                                                                      | 1         |
| Stop asking us to always do more.                                                                                                                                                                                                                                        | 1         |
| Stop certain judges from castigating in front of the bar and, particularly clients.                                                                                                                                                                                      | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Frequency |
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| Stop demanding perfect time keeping in attorney's fees awards. We should all generally know what a reasonable amount of time is to spend on a summary judgment brief...especially if we win! Also, actually granting reasonable attorney's fees awards. This disproportionately affects solo and small practice lawyers who are more often representing plaintiffs and chasing fees. Also, judges need to stop sitting on cases for so long. We have strict filing deadlines but then the judge might sit on a case and not rule for months. It makes getting the flow of a practice down very difficult if a case can essentially heat up at a completely unpredictable time because that's the week a judge decided to rule.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| Stop penalizing solo practitioners. WSBA should appoint pro-bono counsel for all solo practitioners who are confronted with any professional violation allegations or claims.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| Stop playing local politics.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Stop the constant downsizing followed by overloading the remaining employees to work longer and longer hours with fewer resources. Annually increase attorney wages to keep up with inflation - my salary's was frozen for five years followed by many years of 2-3% annual increases. Costs keep going up but our wages don't keep up with the inflation rate. Stop the DEI attacks on non diverse people who are constantly threatened to be laid off or terminated to favor a diverse hire. These constant instabilities are making stress go up every single day of life. Being back some simple comforts like a place to park at work, coffee and soft drinks while we are at work.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Stories in Bar Journal emphasizing issues members have had with well-being challenges and addressing them. Stories emphasizing the value of attorney civility and encouraging it — and judge/CLE emphases on civility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Stress release physical activity with the legal community or community service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| Stronger commitment among the legal profession to advocate for democratic values and against tyranny Stronger advocacy for fairness and justice in the legal system Cement a commitment to civil rights for minorities Cultural changes in the legal profession to allow more lawyers to meet their needs as humans and have their identities respected at work                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Student debt relief, like low-interest or interest-free refinancing.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 1         |
| Superior Court judges need help, and they need to help themselves, AND US, by expediting civil litigation, meaning that their job is to enforce civil rules as they are written, and judges need law clerks to brief more complex issues for them. Some judges' dockets clearly overwhelm them, and when that happens, they cannot study issues of law presented, or make the proper calls. Helping judges manage this case load will help those of us lawyers who care about rules, and about proper briefing. As a civil plaintiff's lawyer, it is soul-deadening to work so hard on more complex issues, and present it to a judge who has had no time to properly review it and think about it. It is soul-deadening to try to extract discovery from defendants whose literal JOB it is to prevent us from getting discovery, and have a superior court judge reward that conduct by refusing to enforce civil rules as written, just throwing up their hands and walking away, telling us to "conference" on it. This surrender is just making more and more work for everyone, including themselves. There is NO benefit to such conduct, but it happens ALL the time. Make judges' lives better so they can make our lives better. | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Frequency |
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| Support for the marginalized people currently under assault by the current federal administration.                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| Support kindness, grace, understanding toward others including staff, litigants, and opposing parties/litigators                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| Support, empower and encourage. It would be nice to have events that do not center around bars and alcohol.                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1         |
| Take actions to reduce the stigma of seeking mental health help. Especially in family law, take action to either vet or dismiss allegations regarding mental health and substance use to reduce the rampant use of unsubstantiated allegations as a litigation tool. What family law lawyer in their rational mind would not find seeking mental health counseling as an enormous risk? Especially if have family with children.                                                                                                                                      | 1         |
| Talk about mental health and offer support                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| The Courts and or the WSBA should have penalties for unprofessional and over zealous abusive use of conflict engaged in by attorneys.                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1         |
| The WSBA fails to put lawyers first. Olympia could pass holistic student loan assistance for all lawyers, and better options for health care if the WSBA would use its lobbying might instead of focusing on secondary issues. While those issues are important, the WSBA's failure to put its members first has created the public defense crisis.                                                                                                                                                                                                                   | 1         |
| The WSBA should stop sending surveys that focus on identity, rather than the issue survey is about. This survey misses one large issue--I have been in practice for many years, my student debt was minimal compared to that of students today. Consequently my level of stress around this issue is minimal or none. Spending a quarter million dollars, between tuition and living, for law school is a terrible burden and restricts young lawyers choices. A loan forgiveness program for new lawyers would alleviate their stress more than any "wellness" MCLE. | 1         |
| The big law firms are trying to make too much money. The owner/leaders emphasize billing. There is an inherent conflict of interest with making money versus problem solving. So few issues are resolved with litigation. Thus, the originating partner encourages the associates to file motions and pleadings rather than attempt to come to resolution. I know this because I have been there. I would never go back to that business model.                                                                                                                       | 1         |
| The cost of law school tuition must come down.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1         |
| The courts fail to fairly and evenly implement the law and there is no recourse for lawyers who have to watch it and participate in it. There needs to be a way to complain about judicial bias that would actually be taken seriously.                                                                                                                                                                                                                                                                                                                               | 1         |
| The legal community could and should stop the conduct I mentioned in the previous answer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Frequency |
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| The legal community, the courts and legal institutions could develop attitudes designed to assist families with sick or accidentally injured children rather than wrongfully accusing and/or convicting the parents or caretakers of abuse or neglect. The wrongful accusations often include shaken baby syndrome/abusive head trauma, bruising and bone abnormalities, which are often misdiagnosed as fractures and/or abusive.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 1         |
| The state of Washington could pay a competitive wage. They need to be paying what the attorneys working for cities and counties are making.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| The topics of mental health and wellbeing should be discussed regularly. The WSBA should be more supportive of it's members, especially when weeding out bar complaints.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 1         |
| There should be consequences for judges and commissioners who ignore court rules and black letter law in their rulings. Appeal of error is not an adequate consequence because many people who are harmed by a judge's ruling don't have the resources, the time, or the emotional capacity to continue pursuing the right outcome into the courts of appeals. (I quit the practice of law for a few years, largely due to frustration with the bench, and only recently found my way into a government attorney position where I usually don't have to deal with the bench directly. ) New attorneys need reliable, consistent mentorship. Legal education fails to provide practical education to most of them, and there are vanishingly few opportunities to work for a practitioner who will help a new attorney navigate client relationships or deal with uncivil opposing counsel. Ad hoc mentorship programs for new attorneys won't cut it - we need something more robust. More mentors should be available, maybe make it required in the first year of practice, and maybe provide CLE credit for participating or something that would let participants justify to their firms that they spend time in the program. Or perhaps there should be a required apprenticeship program before practicing - something akin to medical residency. | 1         |
| These types of bad faith gameplaying are common, mostly by male attorneys. The GALs are primarily female but they are being trained to be hostile to the victims of DV and sexual assault. For the attorneys, there are never sanctions for this behavior and state bar disciplinary actions are never taken seriously. The ONLY time an attorney is in trouble with the state bar is for defrauding a client. This shows the priority is on money and not on the safety or wellbeing of clients who are denied justice, traumatized by a hostile court environment and false accusations that threaten themselves and their children, and driven into economic distress by the bad faith litigation tactics of their abusive spouse and complicit attorneys.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1         |
| This of questionnaire has almost no application to me. I am 83 years-old, fully retired, have lived out of Washington state since May 2018 (in Santa Fe, NM). I have only returned to Washington state four times since then. I have no desire to practice law in Washington, New Mexico or anywhere else. Those days are gone.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| Try to understand the issue and be supportive rather than nodding understanding but not implementing or participating in any changes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |
| Unsure at this time.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Frequency |
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| Urge federal government to bring back telework.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| WSBA - More CLE requirements for well-being so employers have no choice but to allow the time for it. Employer - Allowance for 2-week block breaks for attorneys to completely unplug. A so-called vacation while being required to keep on top of e-mails and other firm demands is not a vacation. Thank you for the survey. Hopefully, one of these days we will all think of better ways to work through this profession (i.e., get rid of the billable hour) and not be stressed our whole career.                                                                                                                                                                                                                                     | 1         |
| We have regular attorney and staff meetings that provide information on support services and resources for both attorneys and staff.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1         |
| We need to refocus how we look at work/life balance. I work for a good employer who only expects us to be here 40 hours a week (though we all recognize sometimes that gets more when there is trial or something like that). But for the most part, we work 40 hours and that is it. However, the rest of the legal community does not have the same work/life balance and I often come into emails sent after hours and opposing counsel wanting answers the moment you get into the office. We need to get away from the mentality that lawyers should be working 60+ hours a week and that we need to be on call at all hours. That is not conducive to good mental health and it should not be seen as the norm in the legal community | 1         |
| We're finally recognizing that secondary trauma is real. But we are not offering free, meaningful resources to address it. Anyone working in criminal, dependency, family, or elder law should have access to a free hotline staffed by qualified mental health professionals to vent to and reflect with about what we have heard, seen, and experienced working on these cases. Occasionally judges make this resource available to jurors (e.g. after civil commitment jury trial for sexually violent predator). This resource should also be available to lawyers, judges, and support staff.                                                                                                                                          | 1         |
| Well, I am the employer. We managing shareholders need more direct training on dealing with mental health issues in the firm.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| Well, it would be nice to win all your cases -- but not realistic. Might have some CLEs re: learning to deal with loss and with client expectations. Practice of law is a humbling experience and one must lean to deal with its ups and downs, and not get too emotionally involved in the outcome. Do your best and learn from the experience.                                                                                                                                                                                                                                                                                                                                                                                            | 1         |
| Well, understand what love really is, I guess, and live by that rule but that does not always mean ACTING kind and gentle and with perfect "political correctness" according to some narrow view of the moment. Frankly, other than that, it's every competent adult's responsibility first and foremost to a) decide what "well-being" is for them, and 2) manage it. It is NOT your employer's duty, the WSBA's duty, nor any longer at that point in your life is it your mother's duty.                                                                                                                                                                                                                                                 | 1         |
| What are our ethical obligations as lawyers when our constitution and democracy is being destroyed before our very eyes? Do we have some fundamental obligation to our communities to lead/educate/protect in some way? Perhaps WSBA could publish something to help in this regard.                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1         |
| Where the general attitude is, "we are all in this together to achieve a just result" rather than "I'll do everything in my power to make this so oppressive/obnoxious/costly in time and resources" as a                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                               | Frequency |
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| tactical device, a significant amount of stress will disappear. When the crushing burden of keeping up with the new is decreased, people will have more time to take care of the rest of their lives.                                                                                          |           |
| Work on reducing toxic cultural factors that contribute to all kinds of harm, such as toxic masculinity, racism, sexism, valuing money more than people, overemphasizing productivity over wellness, competitiveness, and greed.                                                               | 1         |
| Workplace stress is a normal part of the process with deadlines, limited resources to do the work, unreasonable expectations, reductions in force, etc. Employers can ease this by being more cognizant of these stresses and doing what it can to moderate stress points as much as possible. | 1         |
| You are not my mother, my friend or my therapist. We are adults and I really wish you would go back to being a bar association and stop wasting our time and resources on this paternalistic garbage.                                                                                          | 1         |
| You know, I think they actually do a pretty good job all things considered.                                                                                                                                                                                                                    | 1         |
| appellate courts could recognize the important role appellate public defenders play (unlike other system participants) in dealing with high needs clients                                                                                                                                      | 1         |
| can't think of anything other than the above reduction of annual fee for us old guys                                                                                                                                                                                                           | 1         |
| encouraging people to take time off and use FMLA                                                                                                                                                                                                                                               | 1         |
| foster a culture of positivity                                                                                                                                                                                                                                                                 | 1         |
| lawyers need to communicate more rather than just filing pleadings. against each other's client(s).                                                                                                                                                                                            | 1         |
| list of available mental health professionals                                                                                                                                                                                                                                                  | 1         |
| litigate and support lower caseloads and maximum billable hours that can be asked for by associates.                                                                                                                                                                                           | 1         |
| lower fees to practice, eliminate mandatory CLEs                                                                                                                                                                                                                                               | 1         |
| make legal education affordable; offer loan forgiveness not tied to specific school or income; work provide remote work and telework opportunities                                                                                                                                             | 1         |
| n/a; we have access to resources and health care covers most of it.                                                                                                                                                                                                                            | 1         |
| none                                                                                                                                                                                                                                                                                           | 1         |
| normalizing and modeling work life balance, allowing remote work, recognizing and accommodating caregivers, allowing dogs in offices, offering opportunities to do pro bono work in meaningful areas that allow us to fight the current unlawful actions of the President.                     | 1         |

| v58__What_could_your_employer__t                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Frequency |
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| not much. The current national stage is causing most of my mental health problems. I suppose an open statement that the bar supports equity and inclusion despite our presidential dismantling and targeting of those who believe in such values- a recognition of the attacks made on our democratic systems, and the importance of integrity in our work. I also think the bar could help coalesce folks willing to devote time to legal action needed to protect our democracy would be interesting. It cannot just be the ACLU and like minded groups that take on the broad-sweeping and unconstitutional actions of our president. Every lawyer who swore to uphold the constitution has such a duty- we need to marshal more resources- shouldn't the WSBA play a role in that? And how can the Bar play a role in curbing hate speech- hate groups feel they have free reign- and can be pardoned for any criminal acts, just as the Jan 6 offenders were pardoned. Don't just put out statements. Why can't the bar help organize gatherings to coalesce people around the idea of preventing the spread of hate and fear-statewide in each community. Hate is not political. Neither is preserving the constitution and stopping abuses by our executive. WSBA should lead on this front- we are about the rule of LAW- not the rule of hate, fear and chaos. I need to know that institutions, not just individuals, are ready to take a stand. that will help my mental health right now. | 1         |
| nothing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| require law firms to provide covered mental health counseling.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 1         |
| retirement investing opportunities and more affordable healthcare                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1         |
| see above                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 1         |
| self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| shareable resources, articles, podcasts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1         |
| simplify court filing requirements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 1         |
| some kind of FMLA for a shorter duration/ fewer hoops to jump through                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 1         |
| stop demeaning and discriminating against lawyers imprisoned in a wheelchair                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1         |
| therapists that understand lawyer stress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| understand the burden of law school loans that have been around for over 20 years now (when I graduated there were no resources or help). being "under-employed" in the legal profession is a very real thing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1         |
| very complex issue with no good solution                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |
| "Friend Committees" of the local bar association that send cards & flowers when members are gravely ill or lose a loved one are helpful.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1         |



## **What is a 'WSBA Representative?**

There are several external (non-WSBA) entities that have positions specifically for a WSBA member (some have more specific criteria). Examples include: Northwest Justice Project Board, Washington Pattern Jury Instructions Committee, Bench-Bar-Press and the Legal Foundation of Washington Board.

Generally speaking, the ABA Delegates appointed by the WSBA to the ABA House of Delegates are handled through this process.

Some WSBA rep opportunities ask that the WSBA (BOG) make the final appointment and some ask that WSBA (BOG) simply do the nomination.

These are regular standing external groups and are handled throughout the year with varying terms and external points of contact. Upcoming opportunities are always posted [here](#).

From a historical perspective, it's unclear to me how WSBA-designated positions were created, how do they end and – if a new group can be added.

WSBA representatives could be a better structured program but is what it is for now. In the broadest sense of the word – they are considered WSBA volunteers – but also not really. They do not get reimbursed by WSBA for example.

While ABA is 'lumped' into this category they are very different in that 1) we have a specific policy for reimbursement for them and 2) we ask that they attend trainings prior to engaging with the ABA on WSBA's behalf. In the future, we anticipate more 'reporting back' to the WSBA.

More to be developed here but I wanted to give you this context.

## **Recruitment**

Generally, recruitment begins in March-ish each year. A roster of the current and upcoming delegates is attached. I've also put together a list of the previous YL Delegates for reference. Recruitment typically consist of positing notice in WSBA Take Note – and that's it. Sample web copy is attached.

The WSBA has 6 delegates, 1 Young Lawyer Delegate and 1 Alternate delegate. Terms are two years.

## **Appointment**

After the deadline, I compile all materials and place the ABA HOD on the agenda for the Board of Governors Nominations Committee ([webpage here](#)). The BOG Nominations Committee makes the final appointment. The ABA asks that all delegates be certified at the beginning of their term. These certification forms are always due around mid-June each year.

## **Role & Responsibilities**

Delegates are expected to attend the ABA Annual and Midyear meetings. Typically, one of these meetings is in Chicago each year. The list of meetings is [online here](#). I serve as the main point of contact for the delegates and remind them to register, book their flights and hotels, etc. I also remind them of the ABA and WSBA reimbursement policy. Sample message is attached.

In the past, we have asked for written reports/meeting summaries from delegates. These are provided to the BOG. This has been intermittent at best.

This is somewhat new – *but*, we provide an annual training for the delegates each year. This training is live via Zoom and provided by WSBA Office of General Counsel (Cate Schur). We also provide them the attached guidance and considerations given GR12. Lastly, we (OGC) provides an analysis of the upcoming ABA HOD meeting topics and what, if any, position WSBA may want to take (or not take).

## View results

Respondent

30

Anonymous

129:25

Time to complete

### 1. Member Name:

Janta Steele

### 2. Do you have any updates since the last meeting?

☒ Yes

☐ No

### 3. If yes, please provide your update below:

Mentorship Lunch & Learn is approved, we are booking our September speaker on Public Speaker, Michael Hoepfner. Michael Hoepfner has a business teaching communication, including to presidential candidate Andrew Yang. He did a presentation recently for the ABA about public speaking and it was very well received: <https://www.americanbar.org/careercenter/career-development-series/speaking-clearly-under-pressure/>. We are currently looking for speakers for our second and third session - October 2026: Dealing with difficult clients 101 & November 2026: Work/Life Balance 101

### 4. If no, please provide a brief explanation as to why not:



## View results

Respondent

29

Anonymous

01:24

Time to complete

1. Member Name:

Chawisa Laicharoenwat

2. Do you have any updates since the last meeting?

☒ Yes

☐ No

3. If yes, please provide your update below:

Met with Senior Lawyers' Executive Committee at their June meeting to discuss regarding CLE collaboration. They will be working with us on our 2026 Financial Focus CLE.

4. If no, please provide a brief explanation as to why not:

