



Mental Health  
Commission  
of Canada

Commission de  
la santé mentale  
du Canada

# Mentally Healthy Workplaces in the Legal Sector

Karen Bell, Senior Director, Professional and Client Education  
McCarthy Tétrault LLP

Kenneth J. Fredeen, General Counsel and Secretary to the  
Board  
Deloitte LLP

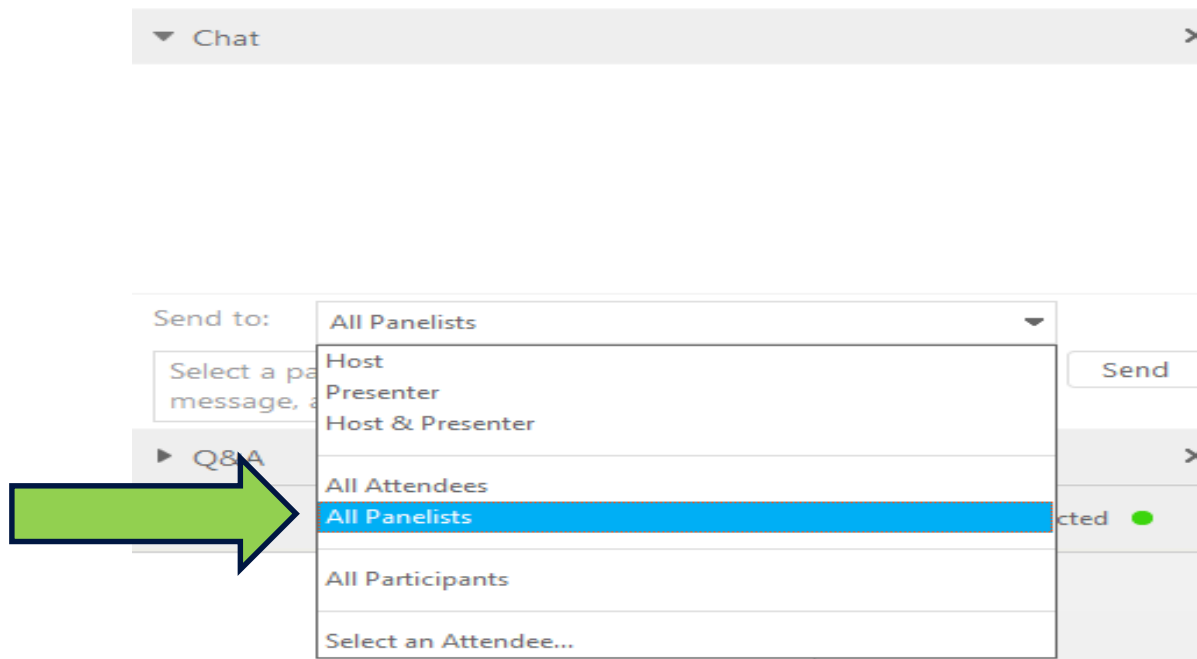
March 30, 2016, 12:00 - 1:00 p.m. ET



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**Important!** Send questions/comments to  
'All Panelists'



@mhcc\_ #workplaceMH #StandardCda



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mccarthy  
tétrault

**Deloitte.**

## Presenters



**Sapna Mahajan**  
Director, Prevention  
and Promotion-  
Workplace  
Mental Health  
Commission of Canada



**Karen Bell**  
Senior Director,  
Professional and Client  
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McCarthy Tétrault LLP



**Kenneth J. Fredeen**  
General Counsel and  
Secretary to the Board  
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# ABOUT US



# Everybody's Business

500,000



Canadians, in any  
given week, are unable  
to work due to mental  
health problems or  
illnesses.



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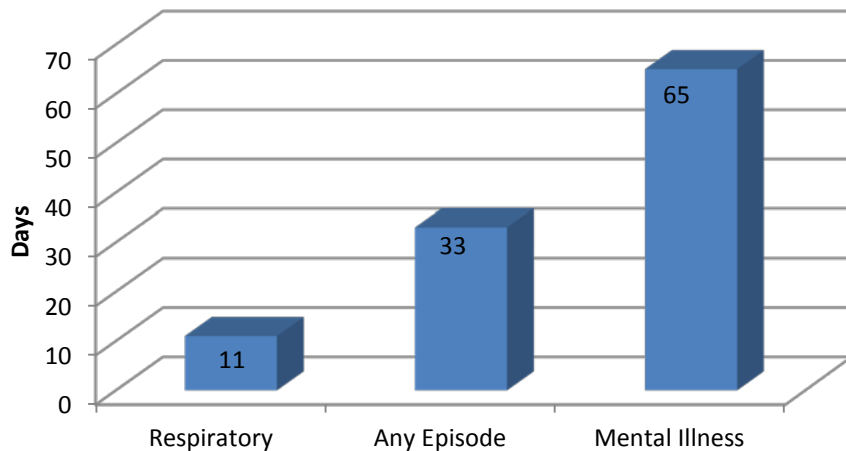
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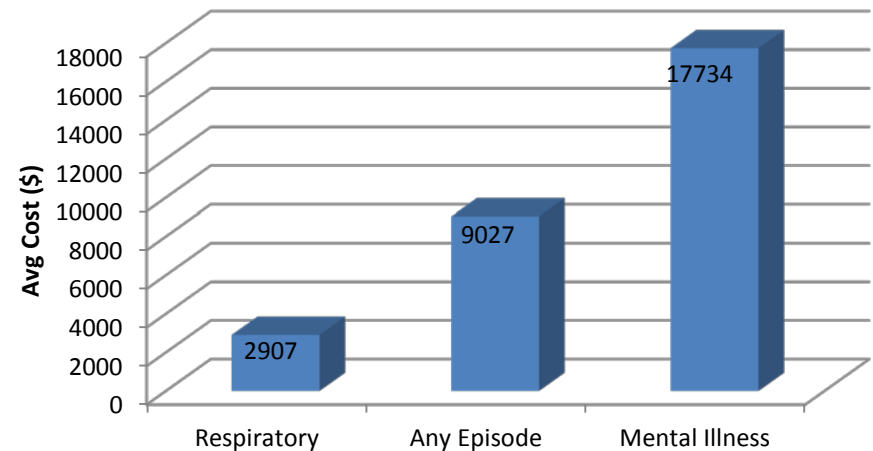
# Facts & Figures

Case study example (Dewa, Chau, & Dermer, 2010)

**Episode Length**



**Cost Per Episode**





# Stigma



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# Legal Profession





Access the free on-line course:

English: [www.cba.org/wellness](http://www.cba.org/wellness)

French: [www.cba.org/CBA-Wellness/Home?lang=fr-CA](http://www.cba.org/CBA-Wellness/Home?lang=fr-CA)



## Is mental illness really an issue for lawyers?

- 2012 - Ipsos Reid surveyed 1200 CBA members across Canada
  - Stress/burnout most prevalent of 14 issues at 92%
  - Anxiety second most prevalent issue at 86%
  - Depression sixth at 76%
- 2015 - ABA and Hazelden Betty Ford Foundation surveyed 13,000 lawyers across US
  - Depression reported by 28%
  - Anxiety reported by 19%
  - Stress reported by 23%

# Why is the incidence so high?

- Legal environment demanding
  - fast, competitive, changing leads to immense stress and uncertainty
- Lawyer personality research by Dr. Larry Richards (LawyerBrain)
  - High autonomy
  - High skepticism
  - Low resilience



# What are the biggest barriers?

- Stigma – both self-stigma and stigma by others
- Lack of understanding of mental illness



# Mental Health and Wellness in the Legal Profession



Mood Disorders Society of Canada  
La Société Pour Les Troubles de L'Humeur du Canada



THE CANADIAN  
BAR ASSOCIATION  
L'ASSOCIATION DU  
BARREAU CANADIEN



## About the Program

- National self-learning on-line program – 4 modules
- Cost is free and open to all members of the legal profession
- Provides Canadian lawyers, judges and law students education, supports and resources to assist them in understanding mental health and addiction issues
- Program is accredited by most law societies in Canadian jurisdictions

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# RETHINKING DISABILITY IN THE PRIVATE SECTOR

WE ALL HAVE ABILITIES. SOME ARE JUST MORE APPARENT THAN OTHERS.

Report from the Panel on Labour Market Opportunities for Persons with Disabilities



Canadian  
Business



**SenseAbility**

# Legal Leaders for Diversity

## A Statement of Support for Diversity and Inclusion by General Counsel in Canada

We commit to promoting a diverse and inclusive workplace. We value the range of perspectives, ideas and experiences that diversity provides, whether grounded in gender, race, the spectrum of sexual orientation and gender identity, disability, cultural background, religion, economic position or age.

We believe diversity and inclusion create a broader, richer environment that enhances creative thinking, innovation and problem solving. Inclusive organizations attract and retain top talent.

We will therefore encourage greater diversity and inclusion in our own law departments, businesses and co-operate to foster these same values throughout the legal profession and the larger Canadian business community.

We undertake to practice and advance diversity and inclusion by:

- Promoting diversity within our own departments;
- Considering diversity in our hiring and purchasing practices;
- Working with Canadian law firms, law schools and others to advance these values;
- Promoting diversity initiatives at all levels in the legal and business community;
- Measuring the effectiveness of our efforts.

We, as advocates for diversity and inclusion, will demonstrate our commitment through specific actions including one or more of the "Be an Advocate" initiatives.



# What can we do?

## 1. Develop a supportive culture

- Build awareness/understanding of mental health issues
- Engage leaders to tell their stories
- Create a feeling of ‘safe to talk’ – importance of people networks
- Identify different needs -  
Veterans/Boomers/GenX’ers/Millennials
- Acknowledge challenges - speed of life, pace of work and accelerated change



# What can we do?

## 2. Educate leadership and staff

- Visible and knowledgeable leadership
- Training
  - CBA online program and EAP/LAP resources
  - Workplace Mental Health Leadership™ Certificate Program (Queens/Shepell/Bell)
  - Mental Health First Aid for leaders on the front lines
- The importance of people networks

## What can we do?

### 3. Maintain a respectful and considerate workplace

- Changing nature of work and the importance of collaboration in a diverse workforce
- Recognition of contributions
- The role of lawyers in workplace investigations and finding solutions
- Psychological Health & Safety Workplace Standard
  - 16 criteria

## What can we do?

### 4. Appreciate the value of wellness and balance

- Value is in the humane case AND the business case
- Workplace of the future and its place in creating wellness
- Keeping technology in its place - personal ownership and the role of leaders

# Resources

## Resources for the Legal Profession

Mental Health and Wellness in the Legal Profession: An online course

(available in English and French)

[www.cba.org/wellness](http://www.cba.org/wellness)

Lawyer Assistance Program by region

[www.cba.org/CBA-Wellness/Wellness-Programs](http://www.cba.org/CBA-Wellness/Wellness-Programs)

Articles, research and wellness links on mental health and lawyer wellness

[www.cba.org/CBA-Wellness/Resources](http://www.cba.org/CBA-Wellness/Resources)

Mental Health Briefs – Ontario Bar Association

[www.oba.org/openingremarks/Mental-Health-Briefs](http://www.oba.org/openingremarks/Mental-Health-Briefs)

## National Standard

National Standard for Psychological Health and Safety in the Workplace

[www.csa.ca/z1003](http://www.csa.ca/z1003)

Assembling the Pieces - An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace

[www.csa.ca/z1003](http://www.csa.ca/z1003)

## Training

Mental Health First Aid (MHFA)

[www.mentalhealthcommission.ca/MHFA](http://www.mentalhealthcommission.ca/MHFA)

Workplace Mental Health Leadership™ Certificate Program

[www.shepell.com/publicworkshops/](http://www.shepell.com/publicworkshops/)

# Resources – continued

## Books / Guides / Websites

*The Power of Full Engagement: Managing Energy, Not Time, Is the Key to High Performance and Personal Renewal*

by Jim Loehr and Tony Schwartz

*Leadership in Law Firms: An Expert Guide*

by Dr. Larry Richards

[www.managingpartner.com/sites/default/files/LeadershipContents.pdf](http://www.managingpartner.com/sites/default/files/LeadershipContents.pdf)

LawyerBrain

[www.lawyerbrain.com](http://www.lawyerbrain.com)

## Surveys and Research

*The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys*

[http://journals.lww.com/journaladdictionmedicine/Fulltext/2016/02000/The\\_Prevalence\\_of\\_Substance\\_Use\\_and\\_Other\\_Mental.8.aspx](http://journals.lww.com/journaladdictionmedicine/Fulltext/2016/02000/The_Prevalence_of_Substance_Use_and_Other_Mental.8.aspx)

*Causes and Consequences of Work-Related Psychosocial Risk Exposure A Comparative Investigation of Organisational Context, Employee Attitudes, Job Performance and Wellbeing in Lawyers and Non-Lawyer Professionals*

[http://media.wix.com/ugd/a8d830\\_08ea2117408c4b3a9ae1b628f8d0d9ee.pdf](http://media.wix.com/ugd/a8d830_08ea2117408c4b3a9ae1b628f8d0d9ee.pdf)

Ipsos Reid Survey of Lawyers on Wellness Issues  
[www.nationalmagazine.ca/Articles/June\\_2013/Lawyers\\_stress.aspx](http://www.nationalmagazine.ca/Articles/June_2013/Lawyers_stress.aspx)



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# Questions



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# Next Workplace Webinar

**Date:** April 27, 2016 at 12:00pm to 1:00pm ET

To watch our past webinars, visit our website at:  
[www.mentalhealthcommission.ca/English/workinar](http://www.mentalhealthcommission.ca/English/workinar)



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## How did we do?

Please fill out the survey  
that opens **after** you leave  
the webinar





# Thank you

**Mental Health Commission of Canada**

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