

ANNUAL REPORT

2021 - 2022

LIVE WELL AND PROSPER

**A REPORT TO THE ILLINOIS
LEGAL COMMUNITY**



MISSION STATEMENT

The Lawyers' Assistance Program is a not-for-profit organization that helps Illinois judges, lawyers, and law students concerned about alcohol use; drug dependency; mental health issues including depression, anxiety, and stress; work-related issues including burnout, compassion fatigue, and incivility; and other career issues including character and fitness. Our services include assessments, individual and group therapy, training, education, peer support, and intervention.

THREE WAYS LAP TAKES ACTION

01

HELP

To help judges, lawyers, and law students get assistance with substance abuse, addiction, and mental health problems.

02

PROTECT

To protect clients from impaired judges and lawyers.

03

EDUCATE

To educate the legal community about addiction and mental health issues.

OUR HISTORY:

The Lawyers' Assistance Program was founded in 1980 by a concerned group of lawyers who saw the need for members of the profession to reach out to help colleagues impaired by alcohol use and addiction. By August of that year, Lawyers' Assistance Program, Inc. was incorporated as a 501(c)(3) not-for-profit.

CONFIDENTIALITY is guaranteed under Illinois Supreme Court Rule 1.6

A MESSAGE FROM OUR BOARD PRESIDENT

Edward T. McCarthy



Looking back on the 2021-2022 year, I am proud of LAP's progress and accomplishments as we slowly emerged from the pandemic and settled into a new routine. My thanks to the Illinois Supreme Court for their support of the Program. With the funding increase they approved, we anticipate the ability to reach more of our judges, lawyers, and clients who are experiencing challenging times and situations throughout the entire state, including those rural areas that were traditionally harder to access.

Ever mindful of the post-pandemic landscape, LAP continued providing telehealth services and forged ahead with a newly designed website, an on-demand learning management system, and an enhanced process for requesting presentations.

In the fall, we welcomed the legal community together as we hosted our first fundraiser in more than two years, at Brookfield Zoo. It was refreshing to be back in person at a new, open-air venue as we gathered with friends and colleagues and celebrated stories of recovery and the LAP community.

As we watched the demand for LAP's services continue to grow, the clinical staff responded with unwavering support for our legal community throughout the state. They delivered extraordinary educational sessions, counselling and guidance to the judges, lawyers, families, and clients in Illinois. The outreach for LAP's services steadily increased with a greater number coming from self-referrals, a testament to the confidence and trust seen in LAP.

I am grateful for the dedication and leadership of Dr. Diana Uchiyama, Executive Director, whose continued excellence keeps LAP moving forward, increasing access to mental health services throughout the State. And to the entire LAP staff, thank you for your outstanding commitment and attention to the needs of all our clients.

As we look ahead to next year, we need to continue to get the word out about LAP's services. I ask all of my fellow practitioners to support LAP and participate in its informational and training programs. I also encourage you to become even more familiar with the many resources LAP has to offer for individuals and firms and help to expand our reach throughout the state. We must stand united in our desire to increase the health and wellness of the entire Illinois legal community and support LAP now and into the future.

Edward T. McCarthy
President, Board of Directors (2021-2022)
Illinois Lawyers' Assistance Program

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dr. Diana Uchiyama, JD, PsyD, CAADC

As we all began to slowly emerge from the isolation and fear of the Covid-19 pandemic, we were continually challenged to reinvent ourselves repeatedly. Many of us were able to navigate these changes with relative ease, while others had a harder time, adapting yet again to changing expectations and rules. There was an intense struggle in the workforce to manage the expectations of a permanently changed workforce, while adhering to the old tenets and beliefs about the practice of law and the means to accomplish this.

Here at LAP, we saw a gradual increase in the numbers of people requesting help and we saw a significant number of people experiencing a myriad of problems both at work, at home, and in managing their fears and anxieties related to the uncertainty surrounding all aspects of their lives. Substance Use problems continued to be a major issue in the profession, as many people self-medicated using both legal and illegal substances, leading to work, health and mental health problems.

LAP increased educational opportunities throughout the State of Illinois by creating Covid-19 related presentations dealing with changes in the workforce, changes in people, and how to help people navigate the world more successfully despite all the uncertainty and changes thrust upon them in a short amount of time. LAP remained easily accessible to all legal practitioners, and as a result, we saw increased outreach from every Judicial District in the State of Illinois. Rule 21 allowed Chief Judges to refer judges directly to LAP, and as a result, we saw a significant increase in Judges seeking help from LAP as well.

LAP continued to be at the forefront of educating the legal professionals in the State of Illinois including judges, lawyers, and law students. We launched a new website with increased content, easier access to online CLEs and presentation requests, continued to write relevant articles for the legal community, and increased our social media outreach with practical tips and videos that were accessible to all. As a result, self-referral rates at LAP continued to climb during this time, and now 73% of outreach is the result of legal professionals reaching out directly to LAP identifying they need help.

We continued to create LAP locals in communities outside of Chicago and the collar counties, so that all had equal access to a LAP trained person. We created a new three-hour educational training program for any legal professionals who needed CLE credit or wanted to assist LAP in their mission to educate legal professionals to know what to do and how to recognize signs of distress in other professionals.

We also had our first in person event in more than two years, a fundraising and recognition event at the Brookfield Zoo. We were able to thank the many supporters of LAP, recognize those who had a huge influence on LAP, celebrate those in the legal community who benefitted from LAP services, and raise funds to support those in the legal profession who need financial support to access specialized services. The LAP Board of Directors and staff were humbled by the show of love and support from all those who attended and recognized the great work that LAP does.

The mission of LAP, as well as the commitment of the Board of Directors and Staff, is to make LAP available to all those struggling in the legal profession and provide easy access to a professional in a timely fashion. We remain committed to the concept of "Live Well and Prosper" and educating the Illinois legal community about relevant topics. "We are all in this together" and access to help is one email or phone call away.

It remains my greatest privilege to work with the LAP Board of Directors, Staff, and Clients who bravely reach out asking for assistance. LAP remains committed to easing the suffering and stigma about receiving help, and we are grateful to all those who support our agency. It requires only a moment of bravery to reach out to LAP, put your fears aside, and allow us into your lives to assist you in finding hope, recovery and a belief that can overcome the obstacles in your path to success.

With great respect and admiration to you all,

Dr. Diana Uchiyama, JD, PsyD, CAADC
Executive Director
Illinois Lawyers' Assistance Program



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Glen Carbon

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Chicago

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Chicago

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Chicago

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Chicago

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Appellate Court First District
Faculty, DePaul College of Law
Chicago

Judge Michael Caldwell, Ret., Emeritus

Twenty Second Circuit Court
McHenry County





Tony Pacione

Dr. Diana Uchiyama

Joe Scally

Staff

Dr. Diana Uchiyama, JD, PsyD, CAADC
Executive Director

Tony Pacione, LCSW, CSADC
Deputy Director

Joe Scally, MA, JD
Clinical Director

Shelley Sandoval, JD
Director of Development

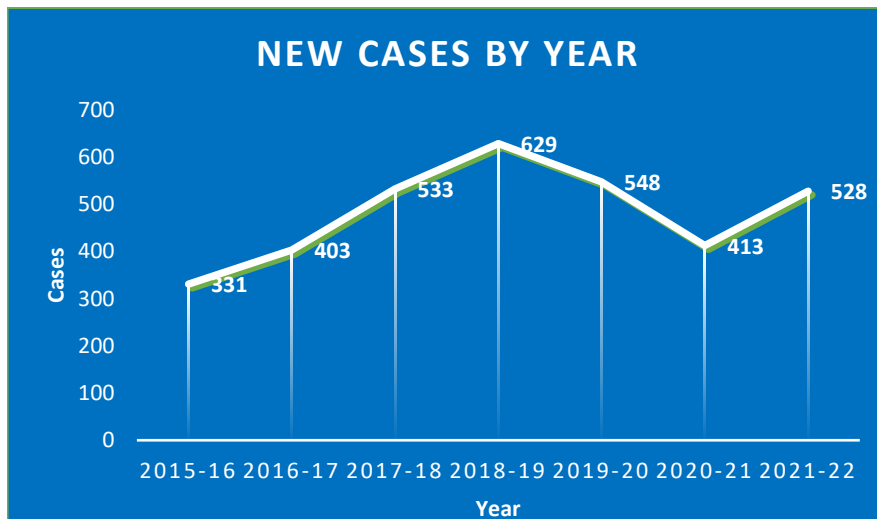
Carol Ramski, MBA
Accounting Manager

Nneka Ugwu
Intern

Jacob Klaiman
Intern

LAP ATTORNEYS BY THE NUMBERS REPORT

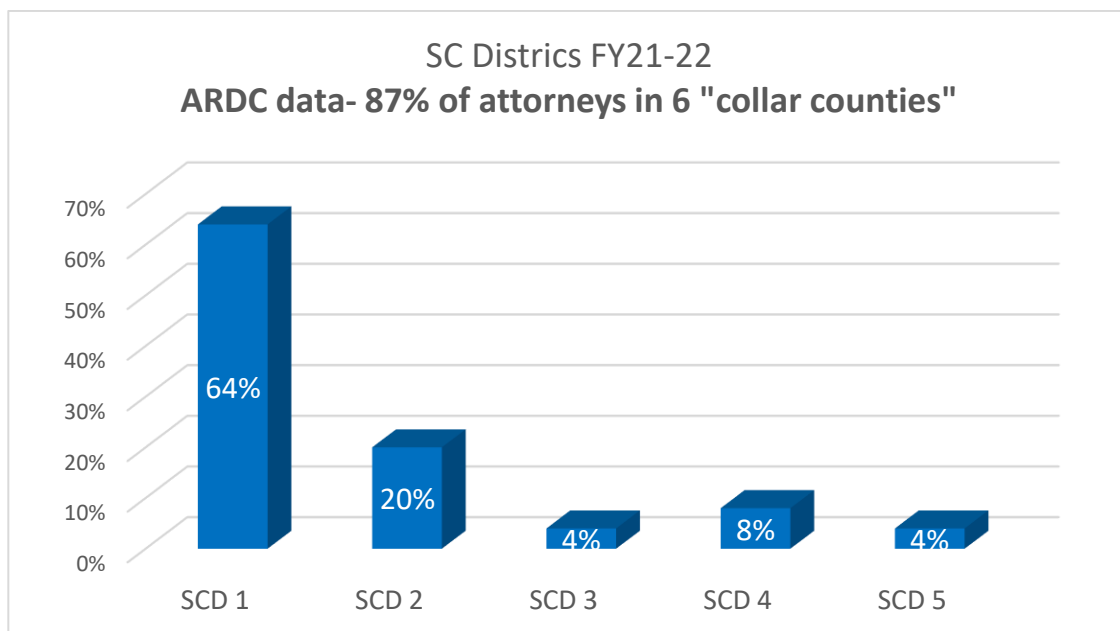
LAP Clinical staff opened **528 new** client cases in 2021-2022.



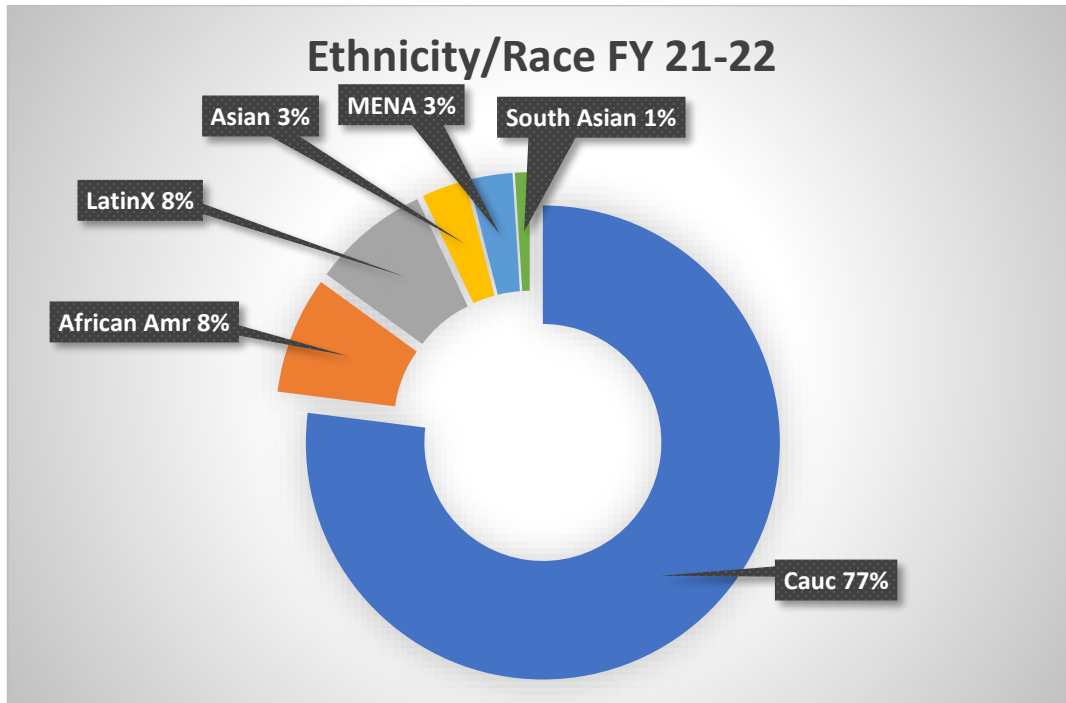
42% identified as
female clients

58% identifying as
male clients

LAP's outreach is throughout the state, serving legal professionals in all 5 Illinois Supreme Court Districts with **84%** being in the Greater Chicagoland area comprised of the counties of highest concentration, including Cook, DuPage, Kane, Lake, McHenry, and Will Counties.



LAP Clients in 2021-2022 Ethnicity/Race



Self-referrals to LAP continued to increase significantly. This is due to increased education and training throughout Illinois and the recognition that LAP has valuable staff and resources to assist on the road to recovery.



Other referral sources:

10% Colleague or Employer

7% Attorney Registration & Disciplinary Commission

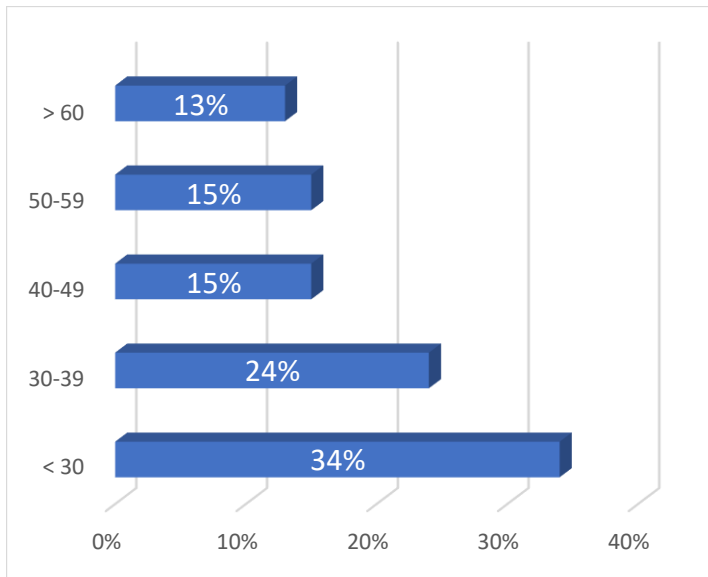
4% Family/Friend

1% Professional

1% Judicial

1% Law School

LAP Client Age Range



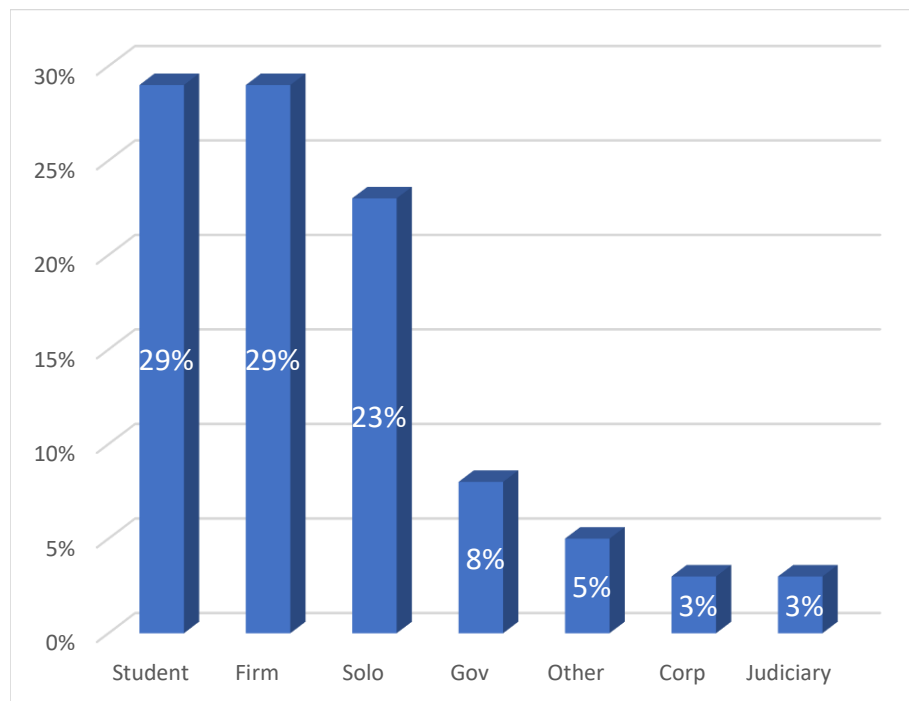
58% of clients are **under 39**

The **50+ group** represents **28%** of LAP clients

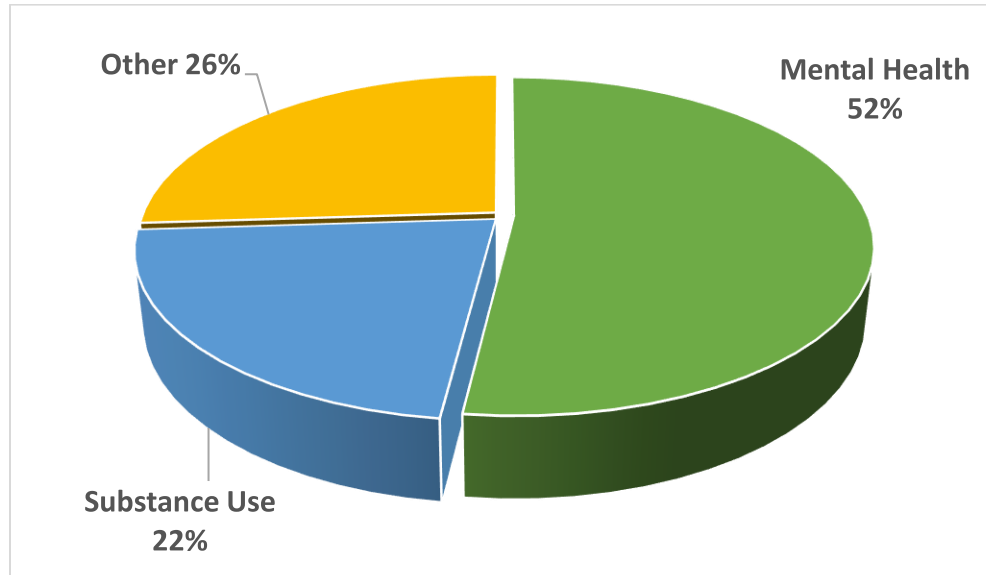
LAP Client Work Setting

52% of clients are attorneys in a solo or firm practice setting

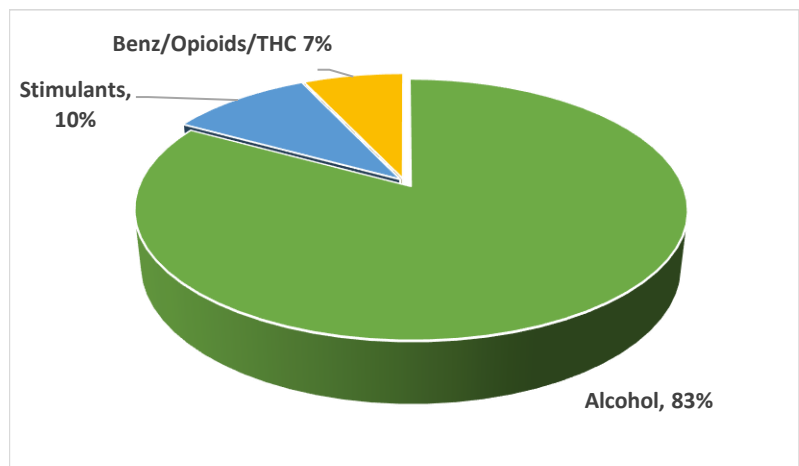
29% of LAP clients are Law Students



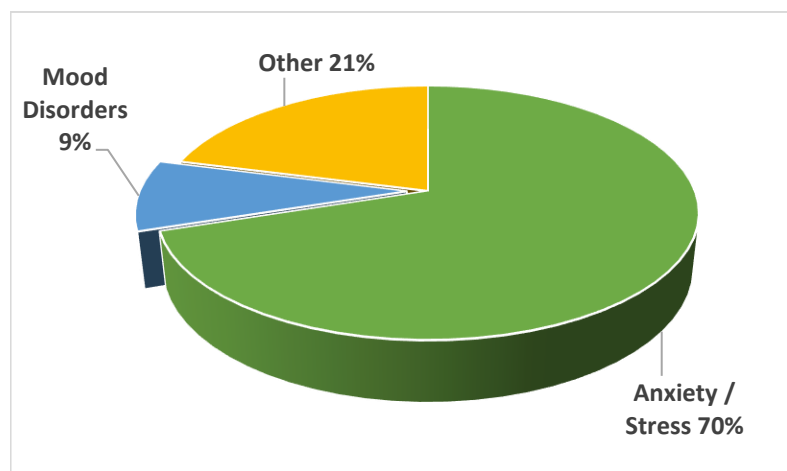
Breakdown of Presenting Primary Issues



Substance Use Category



Mental Health Category



IT'S A JUNGLE OUT THERE!

LAP Annual Fundraiser at the Zoo

On September 29, 2021, the Lawyers' Assistance Program welcomed the Illinois legal community to **Take a Walk on the Wild Side**, at our Fall Fundraiser event. Guests enjoyed a beautiful evening including a reception, animal experience, food stations, networking & guest speaker, Congressman Krishnamoorthi.

This annual event is a longstanding tradition, however, this was the first time LAP hosted the fundraiser at Brookfield Zoo. As our first in-person event following the pandemic, the decision to pivot to this unique and open-air venue was a direct response to help ensure guests would be comfortable returning to a public gathering. LAP followed all CDC, State and Brookfield Zoo guidelines, mandates, & COVID capacity limits.

In many ways, this choice symbolizes LAP's emphasis on being adaptable and responding to the various needs of those we serve in the Illinois legal community.



Congressman Raja Krishnamoorthi



LAP was honored to present the following awards to those who have contributed greatly to our organization in the past year:

Honorable John Powers Crowley Award

This award is presented to members of the judiciary who have contributed to the goals and mission of LAP, one of which is to educate the Illinois Legal Community

Illinois Supreme Court

Chief Justice Anne M. Burke

Justice Rita B. Garman

Justice Mary Jane Theis

Justice P. Scott Neville, Jr.

Justice Michael J. Burke

Justice David K. Overstreet

Justice Robert L. Carter



Chief Justice Anne M. Burke & Justice P. Scott Neville, Jr.
Accepting on behalf of the Illinois Supreme Court
Judge Daniel J. Kubasiak presenting



Carl H. Rolewick Award

This award is given to an attorney who has contributed significantly to the goals and mission of LAP.

Daneen Fitzpatrick Berres



Michael J. Howlett Jr. Award

This award is given to individuals or organizations in recognition of their promotion of LAP within the Illinois Legal Community.

Jerry Larkin

THANK YOU! To our Platinum Sponsors and ALL our sponsors for your continued support!

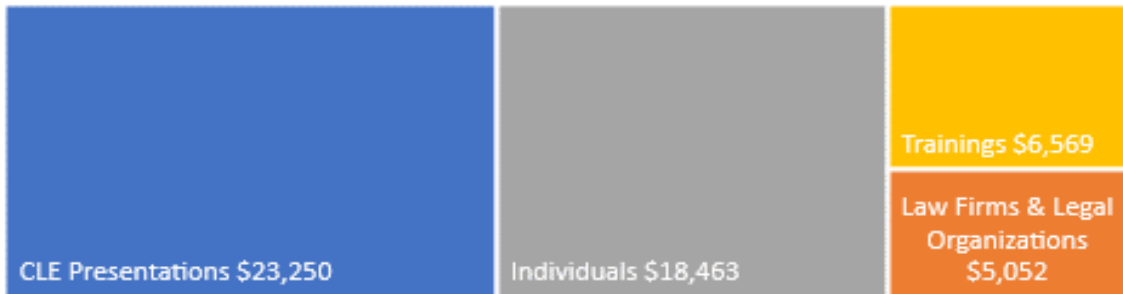
**HEYL...
ROYSTER**

ISBA **MUTUAL**
INSURANCE

Francis D. Wolfe, Jr

DONATIONS REPORT

Total Donations Received for FY2022 \$53,334



I started to think about "lawyer wellness" three years ago. Depression and anxiety had slowly risen to a level in my life that became difficult to manage. I felt hopeless and helpless. I could not return to substance abuse to salve my pain, so I looked into ILAP as my last hope for some relief and a return to "normal". Like many of us, it was difficult for me to admit that I could not manage my "problems" alone. I am a strong person, and I am a problem solver - I did not need anyone else to help me with my own problems. Yet I reached out. I approached my first meetings with Dr. Diana with great skepticism - how could this person really understand what I was going through? I learned that the therapists at ILAP, better than anyone else, know and truly understand the lawyer personality and the particular mental health challenges lawyers face. I thank God for leading me to ILAP and Dr. Diana. ILAP not only saved my life, but it has helped me to make my life and career more fulfilling and meaningful and continues to do so to this day. Thank you to all who support ILAP.

--- Anonymous Attorney ---

ANNUAL DONOR RECOGNITION PROGRAM

ANNUAL DONOR RECOGNITION PROGRAM

CHAMPION \$75,000
 CLE Presentation
 100% of the CLE Presentation will be dedicated to the benefit of the ILAP program.
 Our thanks to you
 ILAP will be honored to have you as a Champion donor. Your contribution will be recognized in the ILAP program and on the ILAP website.

BENEFACTOR \$25,000
 CLE Presentation
 50% of the CLE Presentation will be dedicated to the benefit of the ILAP program.
 Our thanks to you
 ILAP will be honored to have you as a Benefactor donor. Your contribution will be recognized in the ILAP program and on the ILAP website.

PATRON \$10,000
 CLE Presentation
 25% of the CLE Presentation will be dedicated to the benefit of the ILAP program.
 Our thanks to you
 ILAP will be honored to have you as a Patron donor. Your contribution will be recognized in the ILAP program and on the ILAP website.

Our Annual Donor Recognition Program exists for donors interested in year-round recognition for their contributions.

Thank you to our
CHAMPION SPONSOR



WHAT DOES YOUR DONATION DO?

Every Donation Counts

\$250

A \$250 donation will help provide one week of sober living for an attorney!

\$600

A \$600 donation will help give 10 attorneys in recovery a place to stay connected and supported!

\$1200

A \$1200 donation will help provide confidential mental health assessments for 3 attorneys!

\$2500

A \$2500 donation will help bring a wellness presentation to a group of law students preparing for the bar exam!

Clinical Services: Emerging from the Pandemic

"In today's splintered world, LAP is perhaps the most important resource for the legal community because it saves lives. There has been a recent tsunami of awareness of mental health concerns facing our society as a whole and the practicing legal community with the acknowledgement of an acute shortage of mental health care providers. LAP has therefore become an extremely critical resource to address the mental health concerns of the bench and bar in Illinois. For me, it has been a godsend to help deal with the stress inherent in the active practice of law. LAP has transformed every aspect of my life for the better with compassionate counseling with the important understanding of the pressures and stresses of a career in the law. "

--- Anonymous Attorney ---

A flyer for LAP Weekly Support Group Meetings. The background is blue with two white hands reaching towards each other. In the top right corner is the LAP logo: a green outline of Illinois with the text 'LAWYERS' ASSISTANCE PROGRAM' and the tagline 'Real Problems. Real Help. Real Experts.' below it. The title 'LAP WEEKLY SUPPORT GROUP MEETINGS' is in white. Below the title, meeting times are listed for Men's, Women's, Law Students & Young Lawyers, Daily AA, and Women's AA groups. A green box on the left contains contact information for joining the groups.

LAWYERS' ASSISTANCE PROGRAM
Real Problems. Real Help. Real Experts.™

LAP WEEKLY SUPPORT GROUP MEETINGS

MEN'S GROUP:
Monday's @ 12:15 p.m.
Thursday's @ 4 p.m.

WOMEN'S GROUP:
Wednesday's @ 12 p.m.

LAW STUDENTS & YOUNG LAWYERS:
Friday's @ 12:15 p.m.

DAILY AA GROUP (LAWYERS, JUDGES, LAW STUDENTS)
@ 8 p.m.

WOMEN'S AA GROUP:
Friday's @ 12 p.m.

CONTACT US TO JOIN:

EMAIL:
gethelp@illinoislap.org

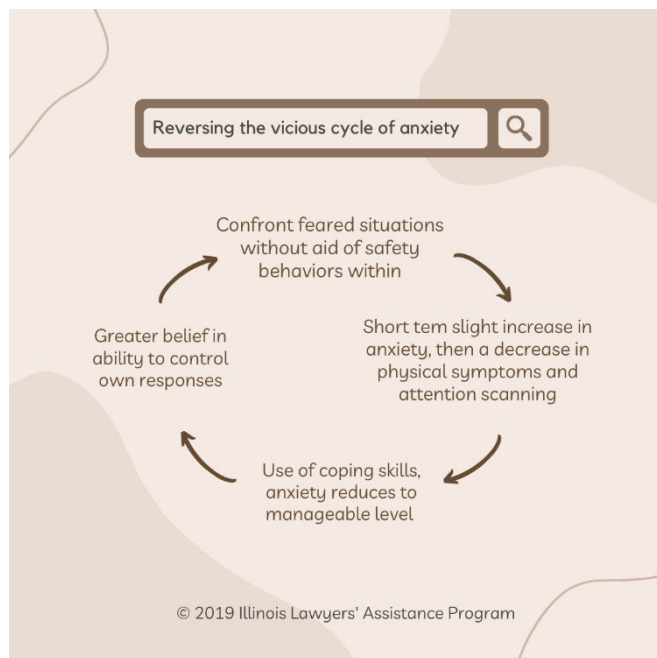
PHONE:
312-726-6607

- Continued virtual clinical services utilizing a HIPPA compliant, confidential platform
- Continued Nightly AA virtual meetings
- In-person Weekly Support Groups in a virtual format
- Peer-support expanded services via LAP Locals
- Law student services resumed virtually

LAP Presentations

Continued virtual format with partial return to in-person.

CHANGE IS POSSIBLE



Total presentations delivered in
FY 2021-2022: **86**

Total individuals reached: **6,500**

Outreach by Group:
Attorney's: 4,783
Law Students: 1,371
Judges: 281
Legal Administrators: 65



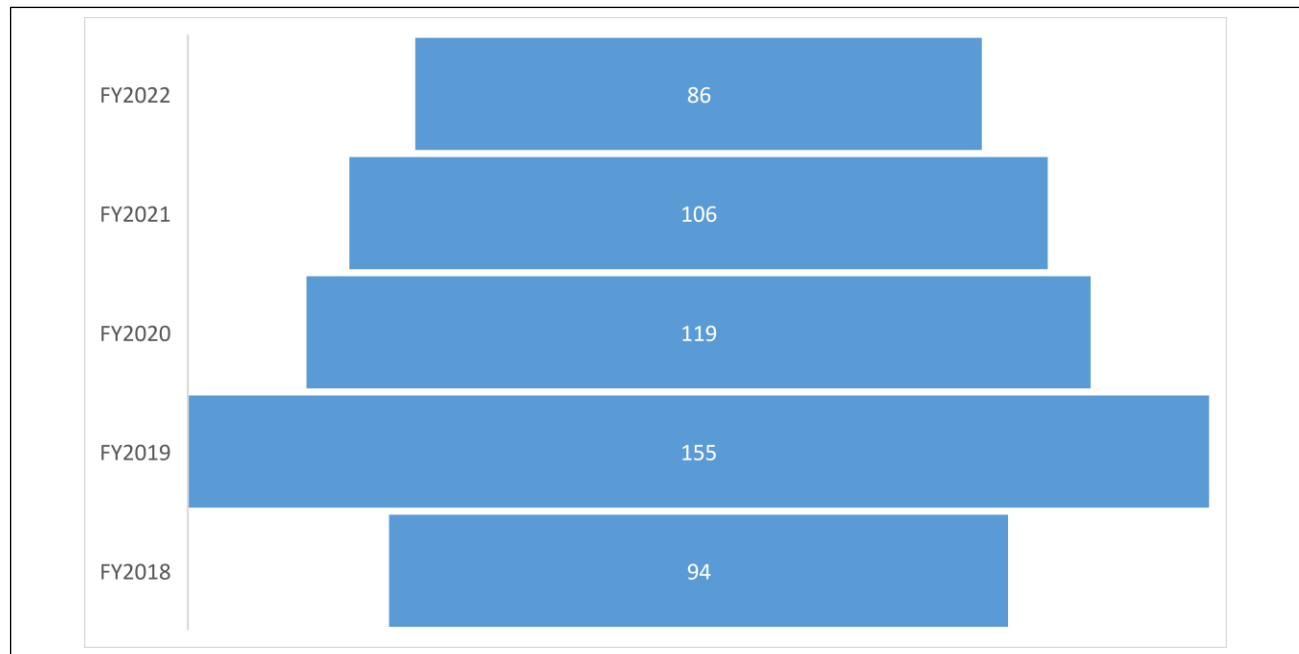
Dr. Diana's presentation was hugely informative and helpful to me in my practice. It was so nice to know someone has evaluated these issues and can impart guidance that is useful.

**The presenter was incredible.
5/5 for presentation all around!**

--- Anonymous Attorney ---



LAP Presentations Delivered



LAP Launches New Presentations Request Form



ILLINOIS LAWYERS' ASSISTANCE PROGRAM

Presentations

The Lawyers' Assistance Program provides speakers for judges, law firms, bar associations, law schools, and other organizations.

All LAP CLEs meet the criteria, unless noted, for the new Illinois Continuing Legal Education Mental Health and Professional Responsibility credit requirement.

You can choose from any of the in-person training options listed below. If you are looking for a specific presentation not on our menu, LAP can tailor its presentations to fit your organization's needs or increase CLE length and credits. If requesting a customized presentation, we ask that you take into consideration the time required to develop the specialized training when reflecting on your donation.

LAP PRESENTATION MENU

1. The Mindful Attorney (1 Credit Hour)
2. The Jaded Judge (1 Credit Hour)
3. The Jaded Lawyer: Compassion Fatigue & Burnout (1 Credit Hour)

REQUESTS FOR PRESENTATIONS

Please allow up to 7-10 days for response to presentation request.

Name of Organization/Law Firm/Bar Association/ Law School

Contact Person Requesting Event (Required)

- Choose from over 20 presentation topics on our menu
- Request a customized training
- All meet CLE criteria unless noted

Law Schools – Hybrid Schedules

Presentations resumed at law schools virtually and in person.

2021-2022: LAW SCHOOLS - BY THE NUMBERS

- 9 Illinois Law Schools served
- 1,371 students reached through presentations at the law schools
- 29% of LAP clients are students

Confidentiality
is
Guaranteed

WE CAN HELP WITH

- Stress - Anxiety - Grief
- Depression
- Career - Bar Exam
- Addiction - Substance Abuse
- & Much More**



CONTACT US
gethelp@illinoislap.org
312-726-6607
illinoislap.org





@illinoislap

We are here for you; You are not in this alone. Some of LAP's Services + Resources:

- › Law School Weekly Support Group meeting virtually
- › LAP AA Meetings Nightly
- › One-on-one clinical appointments available virtually around your schedule
- › LAP website, videos+ Articles on topics like:
 - › The Resilient Lawyer
 - › Your Best thinking in the Worst Situations
 - › Improving Decision-Making Under Stress
 - › Mindful Combat
- › Support for supporting a colleague or friend through a tough time

University of Illinois
College of Law

University of Chicago
Law School

Northwestern Pritzker
School of Law

DePaul University
College of Law

Loyola University
Chicago
School of Law

Northern Illinois
University
College of Law

University of
Illinois Chicago
School of Law

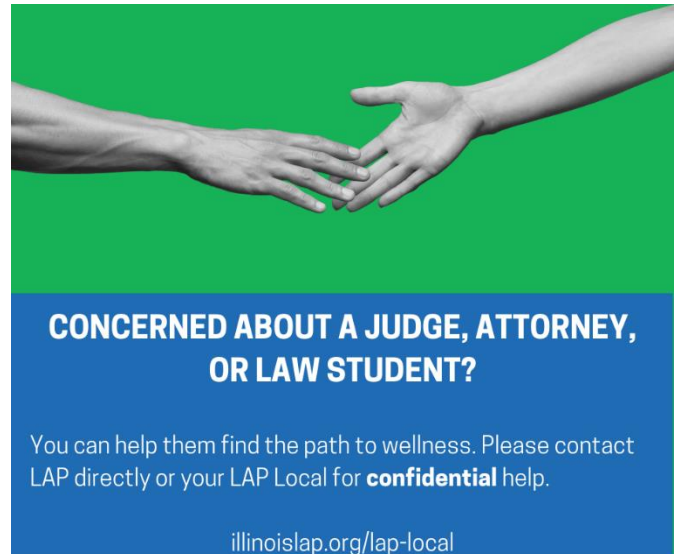
Southern Illinois
University
School of Law

Chicago-Kent
College of Law
Illinois Tech

LAP's Clinical Director, Joe Scally, worked with Law Schools to ensure clinical services were delivered including 1L virtual orientations and other law school presentations.

LAP Locals

LAP Locals exist to create a statewide network of trained Judicial and Attorney volunteers. The program assists Judges, Attorneys, and Law Students seeking confidential support for mental health and substance use issues.



LAP Locals Expanded:

3rd Circuit: Madison & Bond Counties

6th Circuit: Champaign & Douglas Counties

7th Circuit: Jersey & Sangamon Counties

10th Circuit: Peoria County

12th Circuit: Will County

21st Circuit: Kankakee & Iroquois Counties

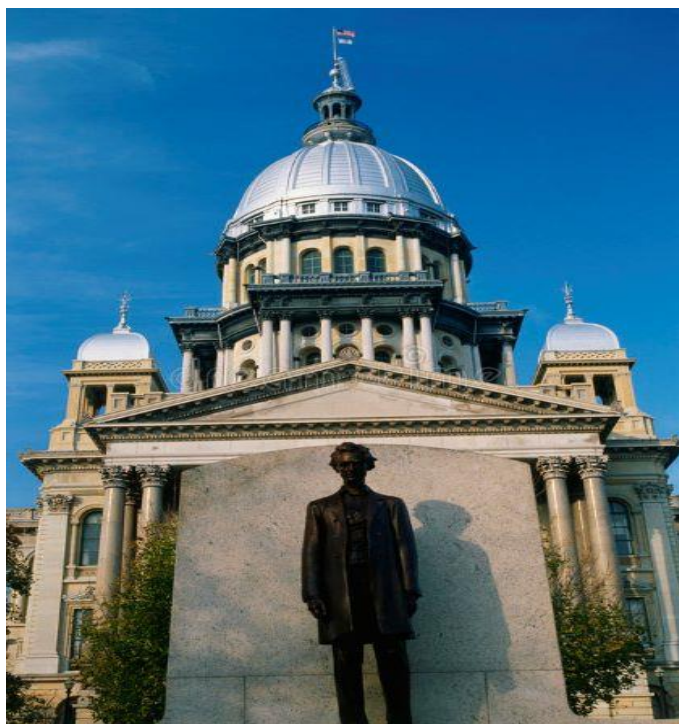
Posters are placed in courthouses, firms, local bar associations and other prominent sites throughout the state.

Tony Pacione, Deputy Director, worked directly with Board Member Mike McElvain to expand LAP Locals.

LAP's Second Virtual Annual Training

June 17, 2022

Live Well and Prosper The Power of Collective Knowledge: Helping Yourself and Others



Agenda Included LAP Clinical Team Presentations:

The Power of Collective Knowledge: Helping Yourself and Others

Dr. Diana Uchiyama, JD, PsyD, CAADC
Mental Health

Tony Pacione, LCSW, CSADC
Addiction and Compulsive Disorders

The Tired Attorney: Compassion Fatigue and Burnout

Joe Scally, MA, JD

Pathways to Health and Recovery
Dr. Diana Uchiyama, JD, PsyD, CAADC

SPECIAL THANK YOU TO OUR PRESENTING SPONSOR



Recovery Centers *of* America

In addition to our Presenting Sponsor, 3 other sponsors were
recognized throughout the program raising \$6000



91 Virtual
participants

3 hours of MCLE Credit
for course completion

New LAP Website Launched

New Website Unveiled - August 2021

Our website redesign reflects LAP's new branding including a modern layout and new features to better serve our clients. These updates were designed to make the platform more user-friendly for those we support -- Judges, Lawyers and Law Students within the legal profession.

- All-new Presentation request form
- On-demand CLE website
- Updated information and resources on substance use, mental health, and wellness issues

The website is a well-used resource among legal and judicial professionals in Illinois and beyond.



Virtual CLE's: On-demand Website Launched

February 2022

CLE content was re-produced making a total of 5 CLE credits available through LAP's website:

Your Best Thinking in the Worst Situations
Compulsive Gambling A Bad Bet for Lawyers
The Resilient Lawyer
Civility: Difficult Conversations and People in the Workplace
The Mindful Attorney



Welcome! LAP's On-Demand CLE's is the Expert Clinical source for the Mental Health Professional Responsibility credit in Illinois. Our CLE's address topics such as substance use, addiction, mental health and wellness.

After you have completed a program, you must complete the short quiz, scoring at least an 80%. You may take the quiz as many times as needed. A certificate of completion will be issued and your credit will be reported to the MCLE Board.

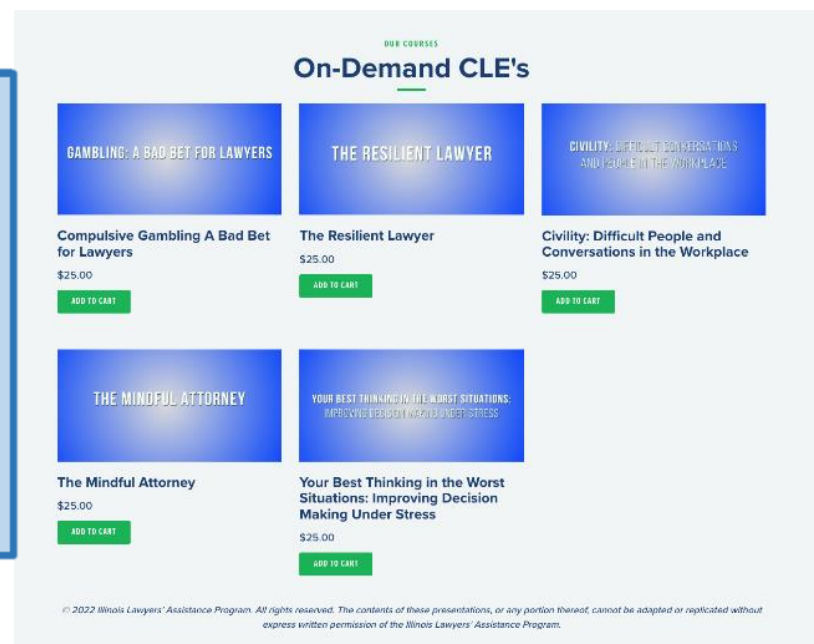
Please be sure to use your name and license number registered with the Attorney Registration and Disciplinary Commission when creating your user profile. We value your feedback on our CLE offerings. Please email your comments about the program(s) you completed to tpacione@illinoislap.org. Thank you!

Check back for monthly specials, new content and more added year-round!

Questions?

[CONTACT US](#)

- 71 online training courses taken
- 40 attorneys trained
- Certificate issued online upon successful completion of course & quiz
- Credit hours were reported to the MCLE Board.



Marketing & Communications

PUBLICATIONS

Integrity Leads the Way in Difficult Times, Dr. Diana Uchiyama, Chicago Law Bulletin—Law Day Letter, **May 2022**

PERSONAL JURISDICTION PODCAST - Mental Health and Substance Use Issues in the Law and State of Lawyer Health, Dr. Diana Uchiyama, **May 2022**

To Sleep Perchance To...Enhance, Joe Scally, Decalogue Society Tablets, **Spring 2022**

Pandemic Fatigue: Why am I so tired and what can I do about it? Dr. Diana Uchiyama, Illinois Bar Journal, **March 2022**

Social Isolation and Bullying in the Workplace: Is your Agency encouraging Microaggressions against an Aging Workforce? Dr. Diana Uchiyama, Illinois Bar Journal, **December 2021**

Strength from Adversity: Emerging from a Pandemic, Dr. Diana Uchiyama, Tony Pacione and Joe Scally, ABA Young Lawyers Division Journal, **Fall 2021**

Gambling: Risky Business for Lawyers, Joe Scally, Decalogue Society Tablets, **Fall 2021**

Women, the Workforce, and COVID-19, Dr. Diana Uchiyama, Illinois Bar Journal, **September 2021**

Marketing & Communications

PRESS RELEASES & PROJECTS

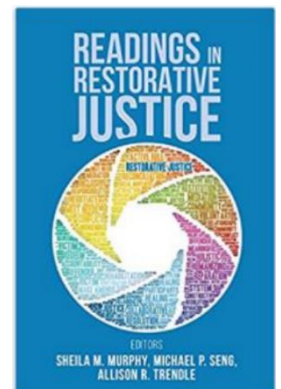
ABA Section of Litigation

LAP EXECUTIVE DIRECTOR APPOINTED & RE-APPOINTED TO ABA TASK FORCES

In addition to being re-appointed as Co-Chair to the American Bar Association (ABA) Section of Litigation **Mental Health and Wellness Task Force**, **Dr. Diana Uchiyama** has been appointed to the ABA **Practice Renewal & Reintegration Task Force**. Dr. Diana Uchiyama's competence, experience and commitment to the legal community is essential for our continued success.

LAP Board Member Judge Sheila M. Murphy Co-Authors Important Work Shedding Light on the Stark Effects of Trauma within our Legal Community Pointing to LAP's Legacy of Success as a Roadmap Towards a Better Future

Contributing author, **LAP Executive Director, Dr. Diana Uchiyama** brings her expertise as an attorney, Doctor of Psychology, and Certified Advanced Alcohol and Drug Counselor, to direct her chapter speaking to trauma, mental health needs, and the needs of substance abusers. Focus on these important issues will lead to intellectually vibrant solutions as we work to challenge conventional norms moving past the massive issues that persist.



LAP CONSULTING PROJECT PROGRAM

LAP was asked to consult with an Illinois government agency experiencing significant workforce related issues including an increase in mental health and substance use problems and suicidal behaviors.

After initial discussions with the agency, LAP was asked to do a workplace evaluation to identify problems in their workforce, identify areas of strength and areas needing improvement, and then create short and long-term strategies and recommendations to increase employee wellbeing and resilience factors.

RACE JUDICATA

LAP joined forces with the Illinois Judges Association, Illinois Judges Foundation, Attorney Registration and Disciplinary Commission, Illinois Supreme Court Commission on Professionalism, and the MCLE Board for an evening of food, fun, and fitness at the best summer 5K walk/run/party.

Our Tent Team:
Illinois LAP, 2Civility, IJA, IJF, ARDC and the MCLE Board

