

5.2 Discussion of 2024 Lawyer Assistance Program Fact Sheet

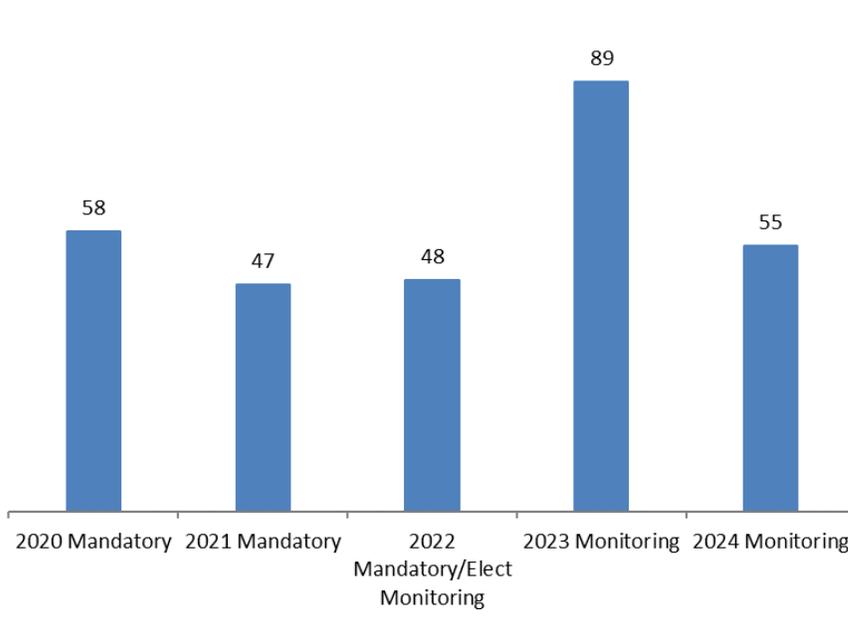


2024 Lawyer Assistance Program Fact Sheet

Monitoring

Intakes

In 2019 the LAP was organized with different offices managing either the Mandatory (required by the State Bar discipline system or Office of Admissions) participants or the Voluntary (no requirement to enroll) participants. The office was reorganized mid-2022 to divide participants by enrollment in either Monitoring or Support Services. Monitoring participants are either required to enroll or they are choosing to participate in professional monitoring. Support Services participants are accessing LAP's free and unmonitored supportive resources. The below intake numbers for 2020 and 2021 are the number of new intakes of only Mandatory participants. The number for 2022 reflects those who enrolled in Mandatory LAP from January – June, and those who enrolled in Monitoring, or switched from Voluntary to Monitoring, from July – December. The numbers for 2023 and 2024 are those who enrolled in Monitoring LAP.



2024 Reasons for Participation

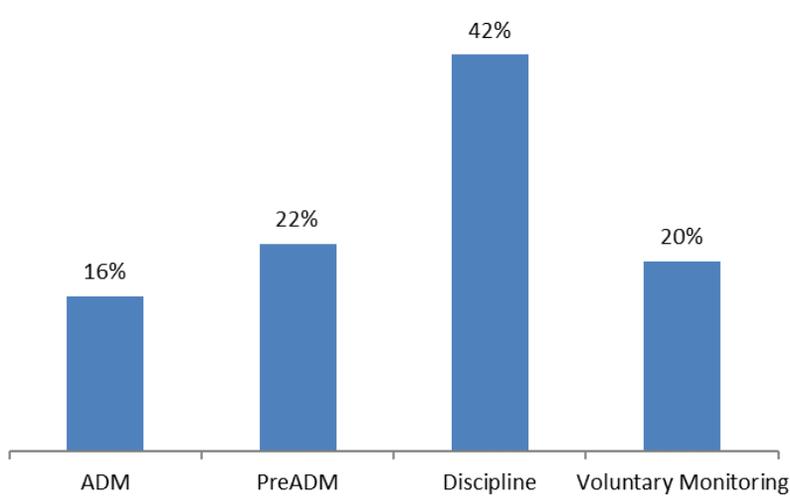
At the time of intake, participants report their reason for enrollment.

ADM = Referred by the Office of Admissions as a condition of abeyance

PreADM = enrollment for monitoring prior to formal referral from the Office of Admissions

Discipline = Referred via the Alternative Discipline Program process, or the Office of Probation

Voluntary Monitoring = no referral from Admissions or State Bar discipline system

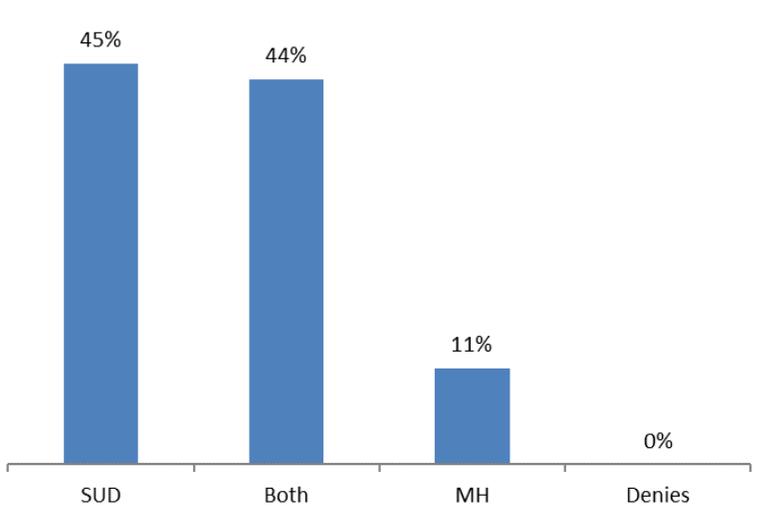


2024 Presenting Problems

Participant's self-report of problem at time of intake.

SUD = Substance Use Disorder

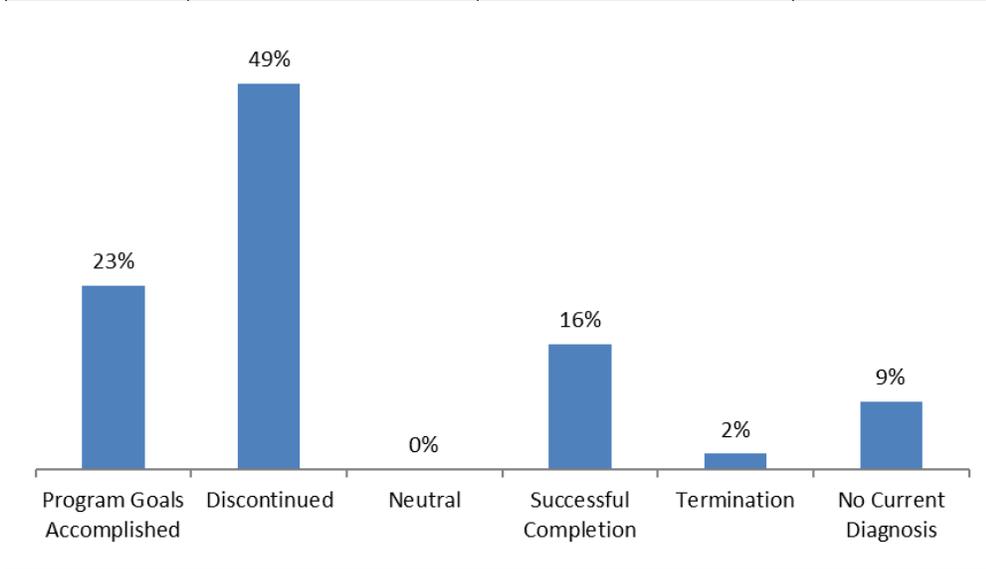
MH = Mental Health Problem



2024 Reasons for Case Closure

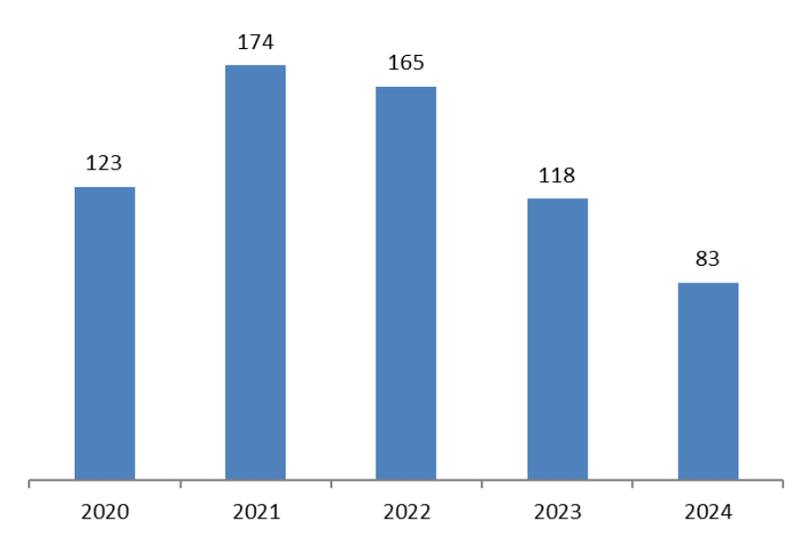
There are six categories of closed cases which can be summarized in the following way:

| | Met or actively working toward goals | Not effectively meeting goals | Neutral |
|------------------------|--------------------------------------|-------------------------------|----------------------|
| Participant Decision | Program Goals Accomplished | Discontinued | Neutral Discharge |
| Clinical Team Decision | Successful Completion | Termination | No Current Diagnosis |



2024 Closed Cases

Total number of closed cases by year.



Length of LAP Participation

Of the 83 cases that were closed in 2024, the length of enrollment in LAP (from intake date to closed case date) ranged from 6 days to 2,659 days. The average length of LAP participation for this group was 607.9 days.

2024 Enrollment

The total number of participants enrolled in the LAP at any point in time during 2024 ranged from 129 to 154.

The average number of participants enrolled in the LAP at any point in time during 2024 was 145.25.

2024 Performance Metrics

A voluntary satisfaction survey is emailed to all participants on a quarterly basis. The performance target is that 80% or more of survey participants report the Lawyer Assistance Program met their goals by responding “agree” or “strongly agree” to the following question:

“The information and services provided by LAP effectively and appropriately address my goals.”

| 2024 Satisfaction Survey Responses | |
|------------------------------------|-----------------------------|
| Quarter | “Agree” or “Strongly Agree” |
| January – March | 93% |
| April – June | 94% |
| July – September | 95% |
| October – December | 92% |

Financial Assistance

Number of participants who applied for Financial Assistance: 13

Number of participants approved for Financial Assistance: 12

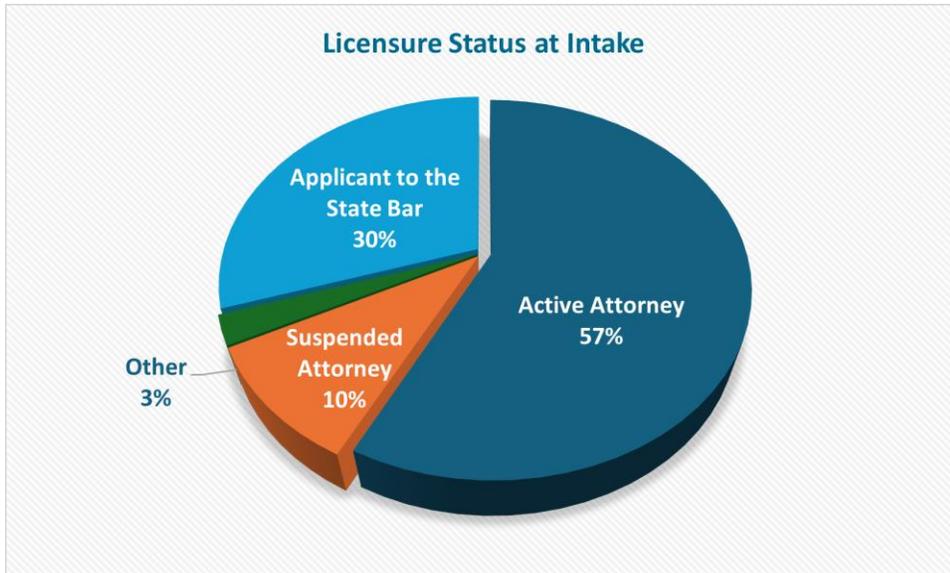
| 2024 Loan Approvals | | |
|---------------------------|------------------------|-----------------------|
| Approved for | Number of participants | Approximate max value |
| 3 months group & testing | 1 | \$1,308 |
| 6 months group & testing | 2 | \$5,232 |
| 12 months group & testing | 9 | \$47,088 |
| Total | 12 | \$53,628 |

Actual amount paid out for Financial Assistance in 2024 (this number includes payout on loans that were approved in 2023): \$31,248

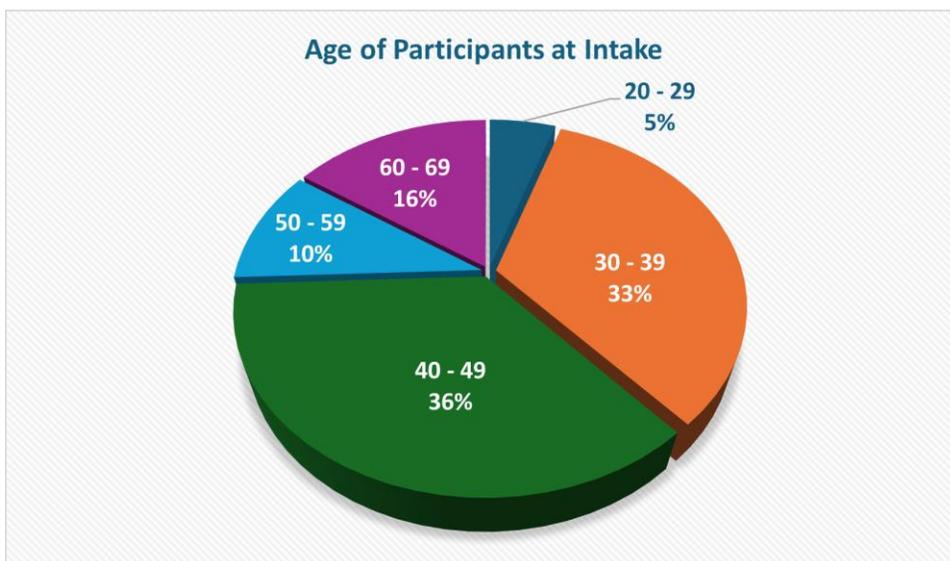
Demographics

This data was collected via a voluntary, anonymous survey. The survey link is provided at the time of intake. At the end of 2024 there were 47 responses. Numbers do not always add up to 100 because of rounding. Additionally, participants may select more than one answer to a question or may skip questions.

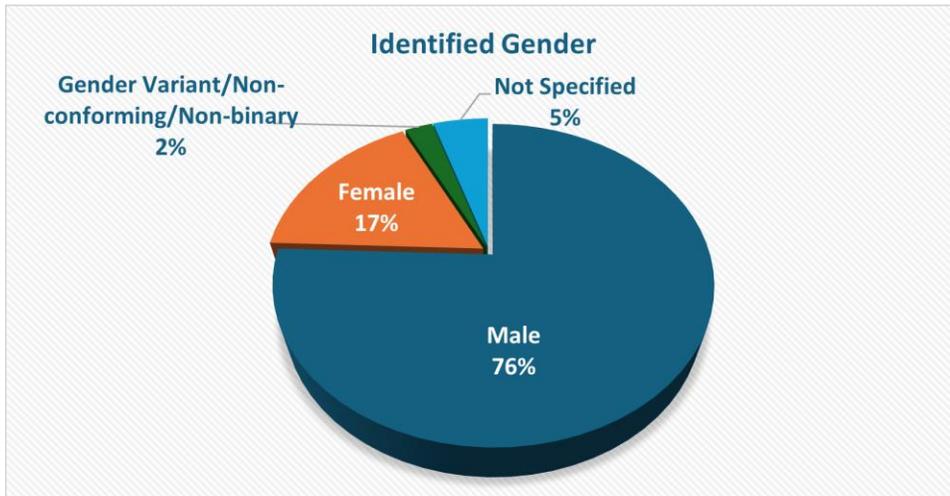
Licensure Status



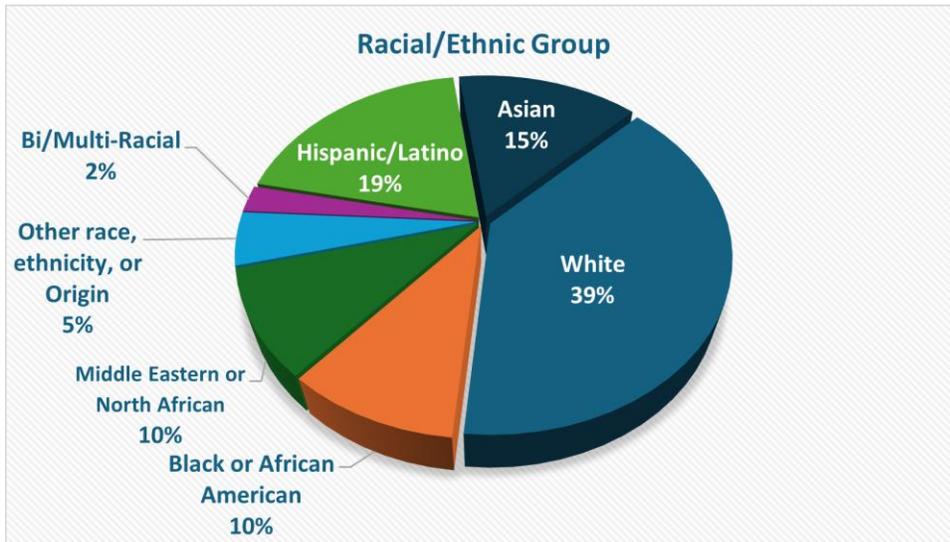
Age of Participants



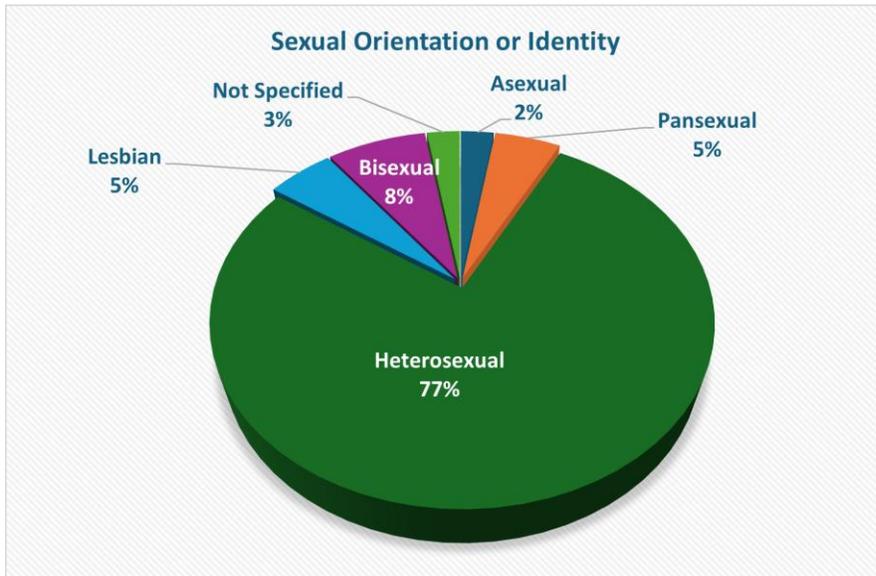
Identified Gender



Racial/Ethnic Group



Sexual Orientation or Identity



Support Services

The Support Services LAP offers free, short-term counseling services to attorneys, law students, and applicants to the State Bar who are facing personal or career-related challenges.

In 2024, the program received 173 requests for career counseling assistance and 89 requests for individual therapy, primarily from active attorneys who were single, between 30 and 39 years old, female, white, and heterosexual. The program provides up to two free sessions with either a local therapist specializing in legal professionals and/or a career counselor experienced in working with newly licensed and provisionally licensed attorneys.

Support Services cover a wide range of issues impacting attorney competency including work productivity, stress, burnout, depression, career concerns, and relationship issues. Most participants learned about the program through the State Bar website, with the highest number of referrals occurring in June and the lowest in December. The program also conducts outreach through mass emails, law school events, and MCLE presentations.

2024 Outreach

In 2024, LAP conducted more than 81 presentations, reaching a diverse audience of over 4,000 legal professionals. These presentations included 22 regular Ethics and CTA School sessions, attended by 566 participants, 10 "Impaired Colleague" presentations to various organizations, reaching 174 attendees, 15 "Wellness" presentations with 1689 attendees, the *Reset* bar retaker support program, with 663 attendees, the *Refocus* ADHD support program, with 1,003 attendees, and a Spring Mindfulness Series,

attended by approximately 60 participants. Other presentations included those given at orientations, conferences, and specialized events, with State Bar Law School Day (approximately 500 attendees) as notable examples. The program offered presentations in online, in-person, and hybrid formats, and tailored content to different audience types, including practicing attorneys, law students, and bar applicants. LAP's outreach efforts spanned across California, reflecting its commitment to addressing competency issues within the legal profession on a broad scale.

Demographics

Demographic data shows that the program serves a diverse population and has expanded its reach through programs such as the *Reset* bar retaker program, serving a population made up disproportionately of members of historically marginalized communities, and the *Refocus: ADHD Strategies for Success in Law* program, assisting neurodiverse members of the California legal community. LAP continues to adapt its services, with remote offerings proving successful and increasing in usage. The program remains committed to identifying and reaching those in need of its services.