



Through the Lens of Well-Being:

Factors Impacting Sense of Belonging for our Future Lawyers

Patricia Kinney, Assistant Dean of Diversity & Inclusion, October 2022

YOU SOUP Recipe by its pronounced METROsexual.com



Ingredients:

base & broth

- race
- ethnicity
- gender
- sexuality
- disability status



early additions

- socioeconomic status
- geographic location
- education
- family structure



optional

- hobbies & passions
- religion & faith
- career
- political beliefs



secret ingredients

- personal experiences
- changes to other ingredients
- hidden identities
- misperception of ingredients



Procedure:

Combine base ingredients to create broth and bring to a boil. Add early additions and simmer over low heat for 18 - 25 years, adding optional and secret ingredients to taste. Makes one You.

“YOU SOUP”

We are more than our individual identities “ingredients”.

We may share similar ingredients, but our soups are different.

The combination of our ingredients make up our unique soup.

Today's Touchpoints:

- Factors that impact our well-being
- Disproportionate negative impact on women, people of color, and member of our LGBTQIA+ communities, and people living with disabilities
- Why it matters?

Why is the Legal Profession's Well-being in Crisis?

Some Factors Include:

- Demanding work hours
- Rigorous workloads
- Competition
- Poor work/ life balance
- High level of pressure
- Managing high levels of personal stress
- Managing clients' stress
- Stigma around mental health
- Unhealthy coping mechanisms – high rates of alcohol and substance abuse
- Burnout
- High suicide rates

Additional Tasks and Obligations

Uncompensated Tasks:

- Language interpretation
- Office housework
- Unofficial expert on DEI
- Mentor and resource for people from similar marginalized identities

External Obligations:

- Family
- Caregiver

Additional Factors That Negatively Impact Mental Health:

Some factors could include:

- Cultural Differences
- Lack of Sense of Belonging
- Code-Switching
- Pressure to Assimilate
- Feelings of Isolation and Alienation
- Imposter Syndrome
- Stereotype Threat
- Internalized Racism
- Perpetual Foreigner Stereotype
- Multigenerational (Intergenerational) Trauma



Barriers That Contribute to Disparities in Mental Health :

Some factors include:

- Stigma and Shame
- Religion and Spirituality
- Insufficient Health Insurance and Socioeconomic Status
- Immigration Status
- Language Barriers
- Lack of Culturally Competent Providers

Generations

	Years Born
Baby Boom	1946 – 1964
Generation X	1965 – 1980
Millennial (Gen Y)	1981 – 1996
Generation Z (iGen)	1997 - 2010
Generation Alpha	Born after 2010



EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



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**Clearing a path for
people with disabilities
clears a path for everyone.**

Resources for You:

Articles:

- [National Alliance on Mental Illness - Identity and Cultural Dimensions](#)
- [Mental Health America Racism and Mental Health](#)
- [10 Ways to Understand the Difference Between Millennials \(Gen-Y\) vx Gen Z](#)
- [The Costs of Code-Switching](#)
- [Feel Like a Fraud](#)
- [ABA's Well-Being Toolkit for Lawyers and Legal Employers](#)
- [ABA's National Task Force on Lawyer Well-Being: Creating a Movement to Improve Well-Being in the Legal Profession](#)

Videos:

- [The Cost of Work Stress and How to Reduce It](#)
- ["Good" and "Bad" are Incomplete Stories We Tell Ourselves](#)
- [How Microaggressions are Like Mosquito Bites](#)
- <https://www.youtube.com/watch?v=The Danger of a Single Story>

Hall Center for Law and Health: Indiana Health Law
Review Symposium
*Mental Health and the Law (CLE 6.0, including 1.3 Ethics
Hours)*
8:15 am – 3:30 pm, Friday, October 21, 2022

Lawyer Wellbeing Panel (1.3 Hours Ethics CLE)

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