



MENTAL HEALTH IN THE LEGAL PROFESSION


Virtual Seminar, October 4th, 2023

Law Society of Saskatchewan

Overview of results and recommendations

Towards a healthy and sustainable practice of law in Canada-Phase I

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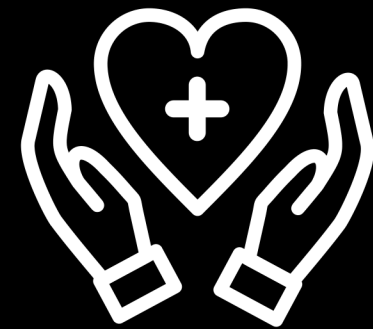


PART I
Results
overview

PART II
Recommendations
overview

PLAN

CONTEXT | A NATIONAL PROJECT



International concern for the health and wellness of legal professionals



Lack of in-depth data on health indicators and determinants



Concerted action by the Canadian legal community & mobilization of research expertise



7,305 participants
Survey included more than 100 variables from a validated instrument

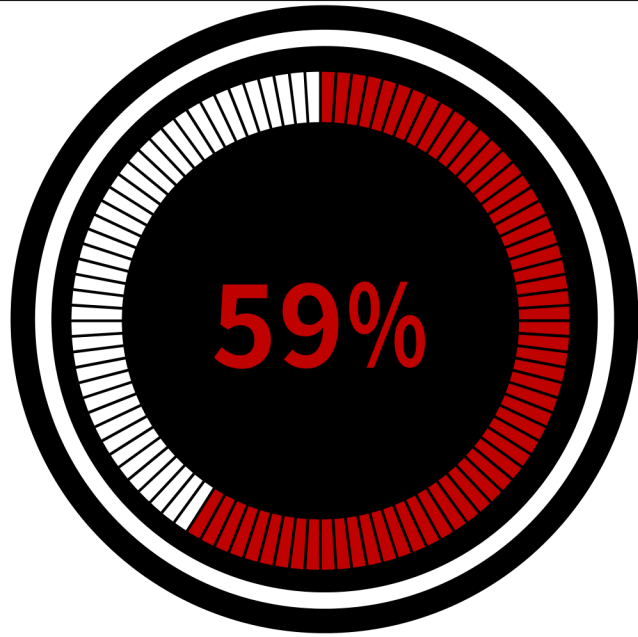
PART I

RESULTS OVERVIEW

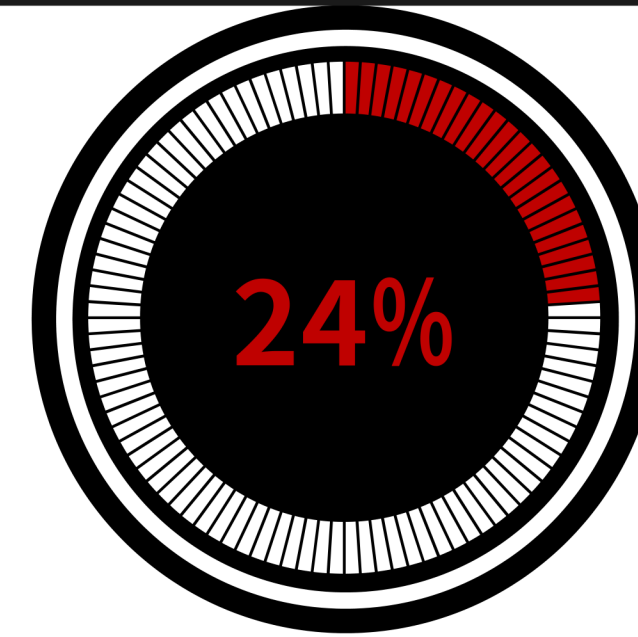


HEALTH INDICATORS AMONG CANADIAN LEGAL PROFESSIONALS

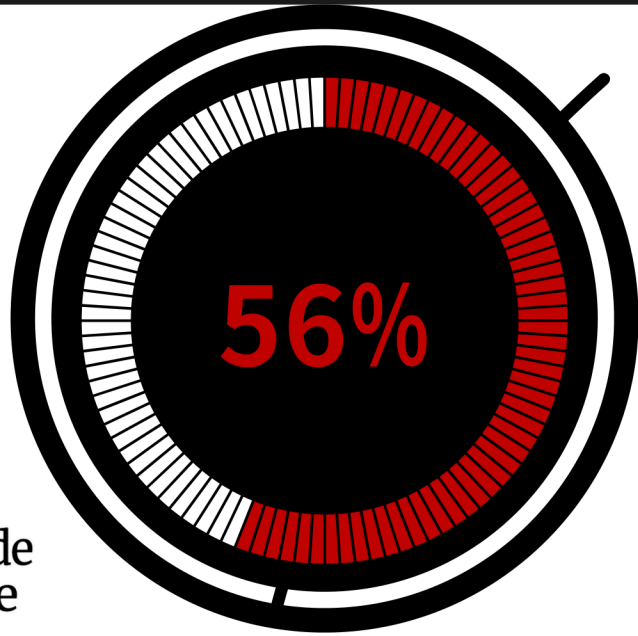
Psychological distress



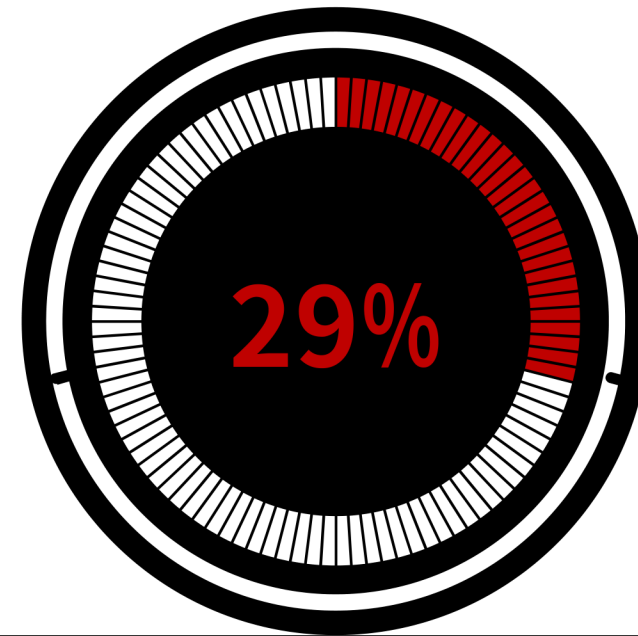
Suicidal Thoughts



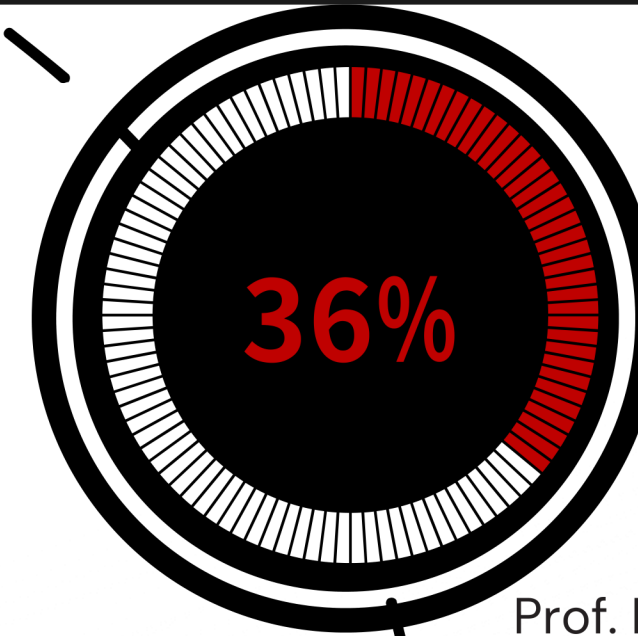
Burnout



29%



Depressive symptoms

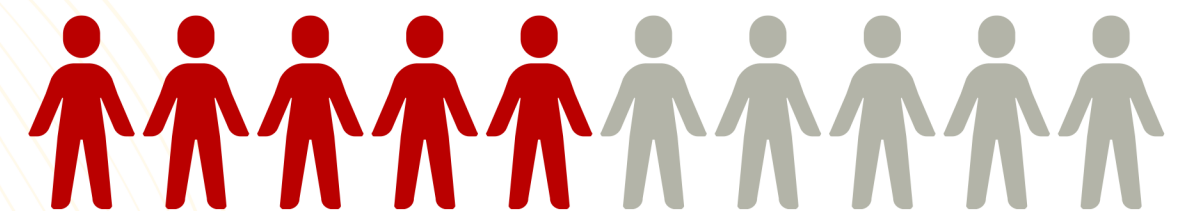


Anxiety

SEEKING HELP... OR NOT?

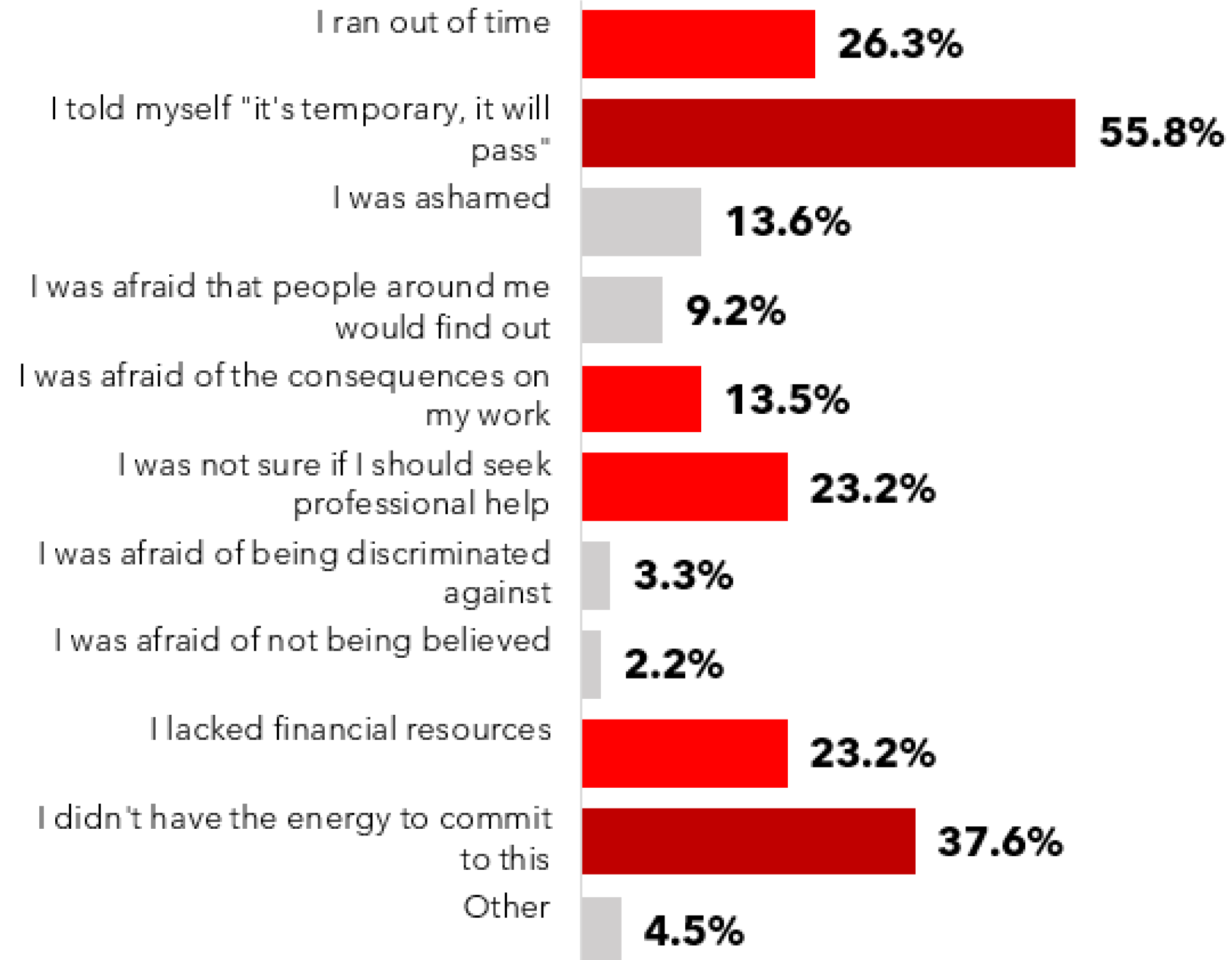
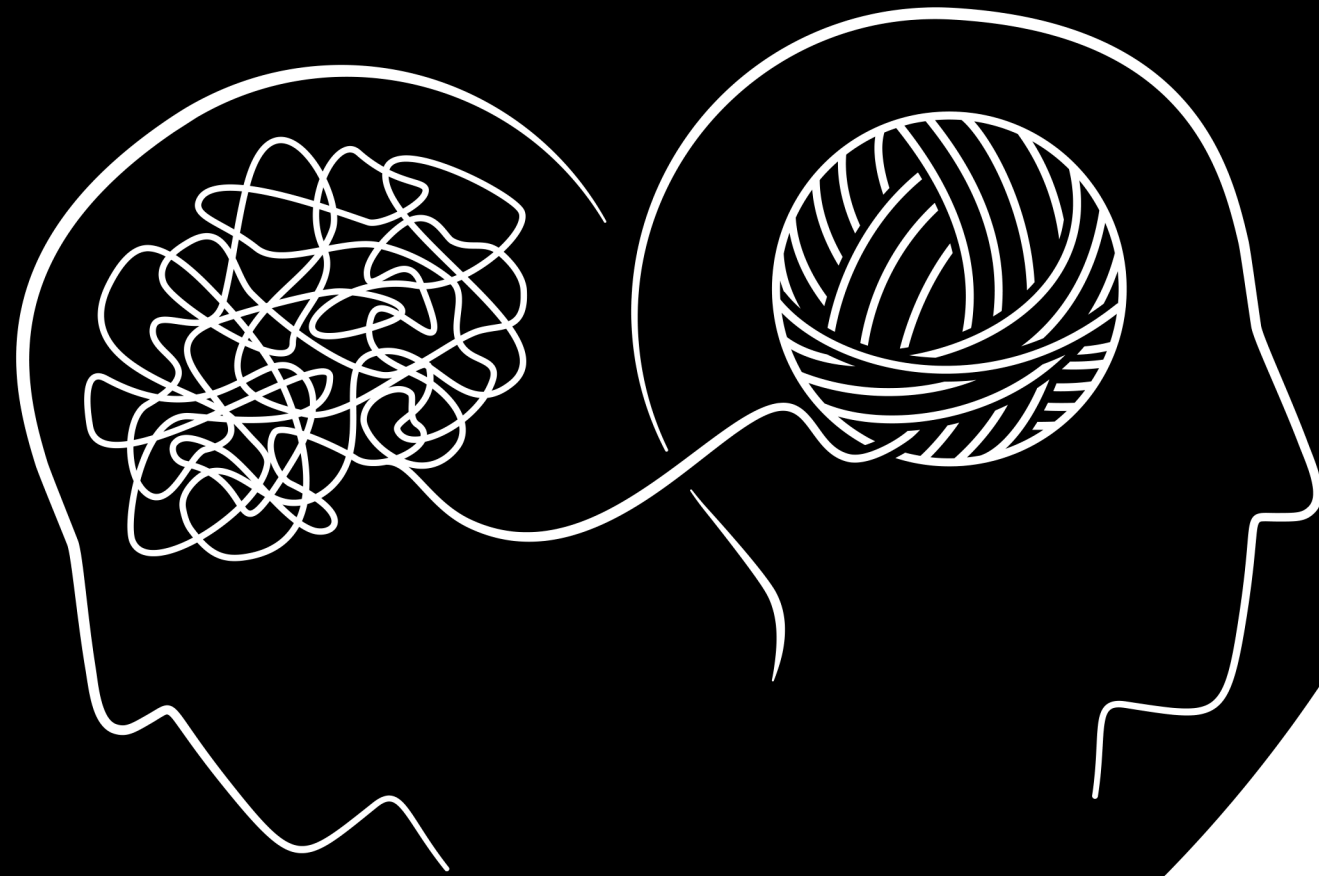
Close to half of legal professionals in Canada did not seek help when they needed it

47%



Prof. Nathalie Cadieux, PhD.CRHA

REASONS MENTIONED BY LEGAL PROFESSIONALS



Prof. Nathalie Cadieux, PhD.CRHA

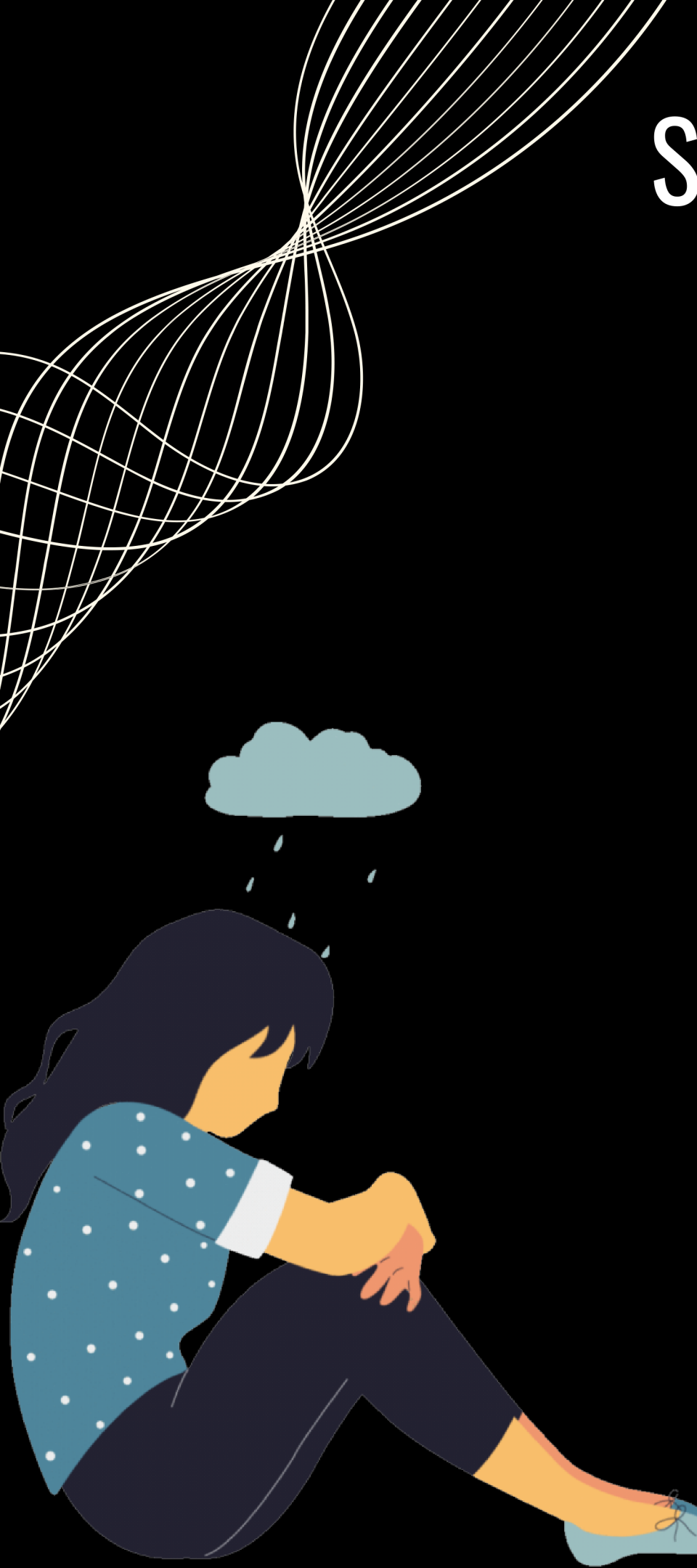
STIGMA AMONG LEGAL PROFESSIONALS



52.8%

**OF PROFESSIONALS WHO HAVE
EXPERIENCED A MENTAL HEALTH ISSUE
FEEL INADEQUATE COMPARED TO THEIR
COLLEAGUES**

Prof. Nathalie Cadieux, PhD.CRHA



+ than 40% gap between
individual and collective
perceptions

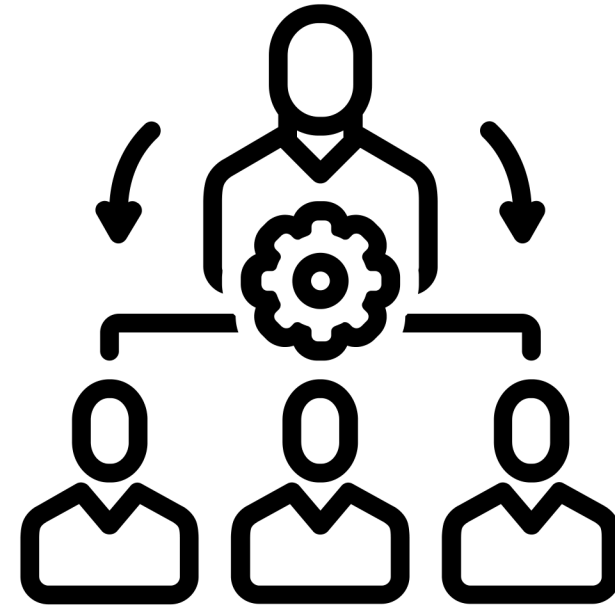


MAIN SOURCES OF STRESS AMONG LEGAL PROFESSIONALS



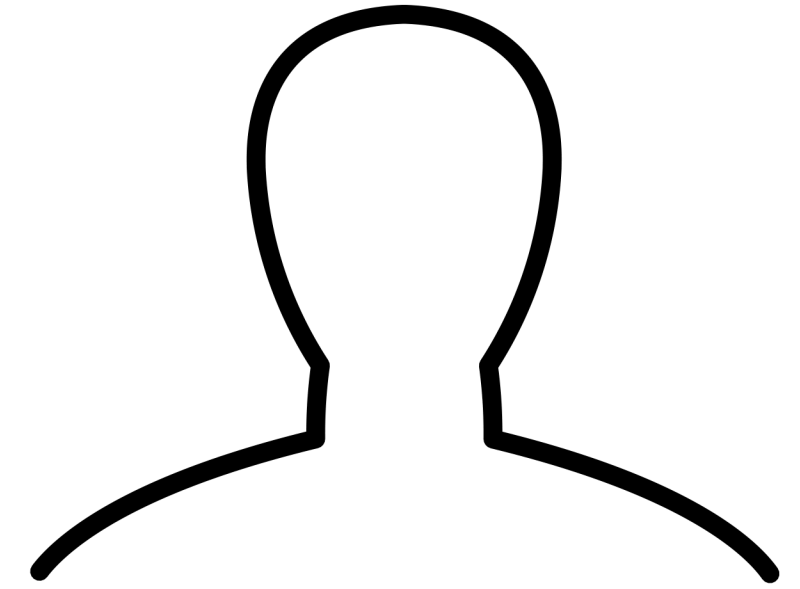
SOCIAL

- Violence & Incivility
- Stigma
- Stress from regulatory framework



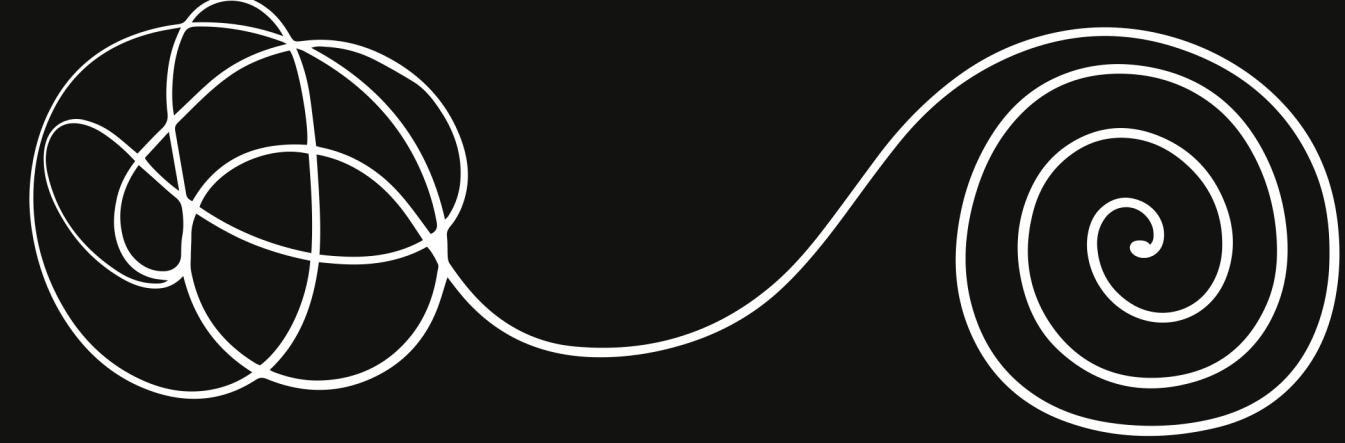
ORG

- Emotional demands
- Billable hours
- Technostress
- Teleworking
- Organizational agility



IND

- Discrimination
- Skills
- Negative coping strategies
- Work-life conflict



Predominant weight of risk factors

Very high impact of emotional demands

Importance of social relationships at work

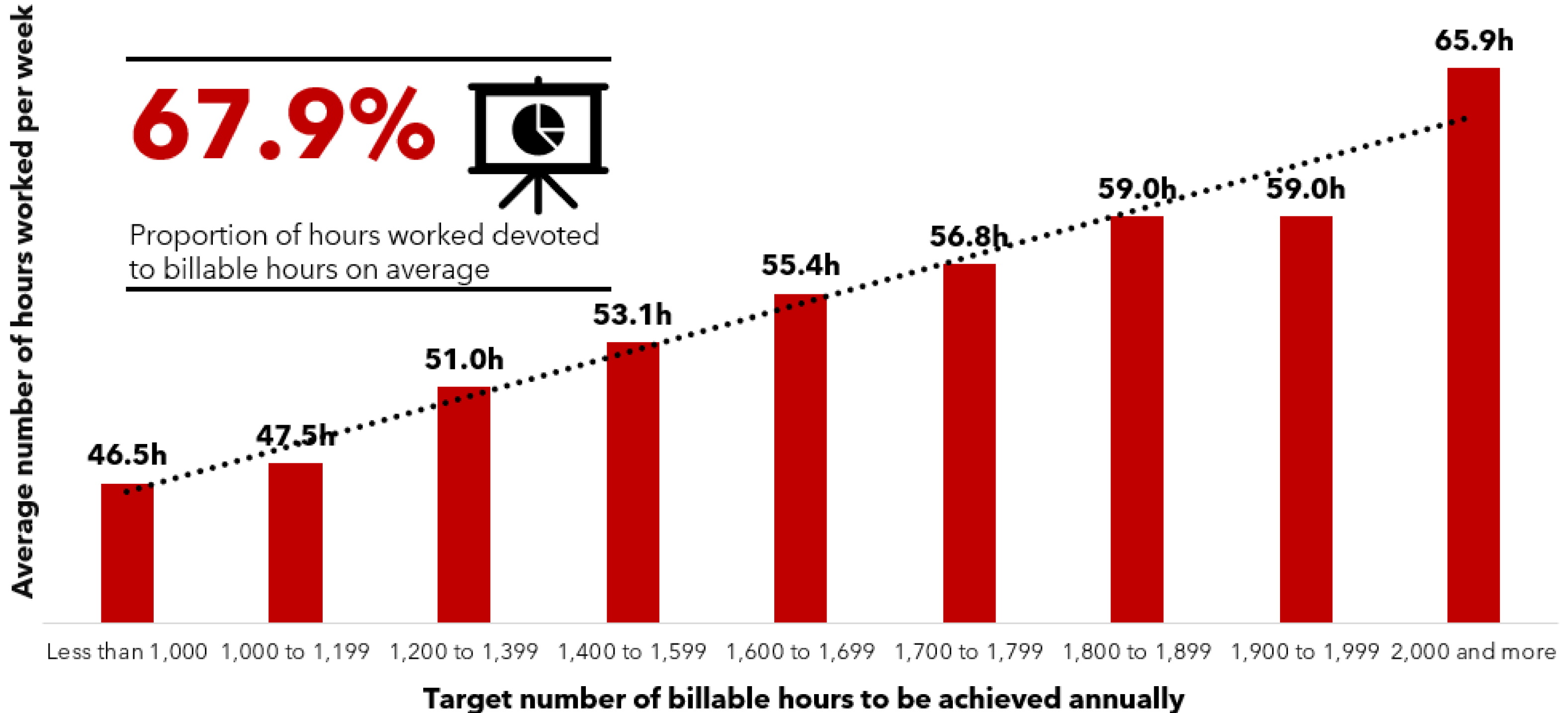
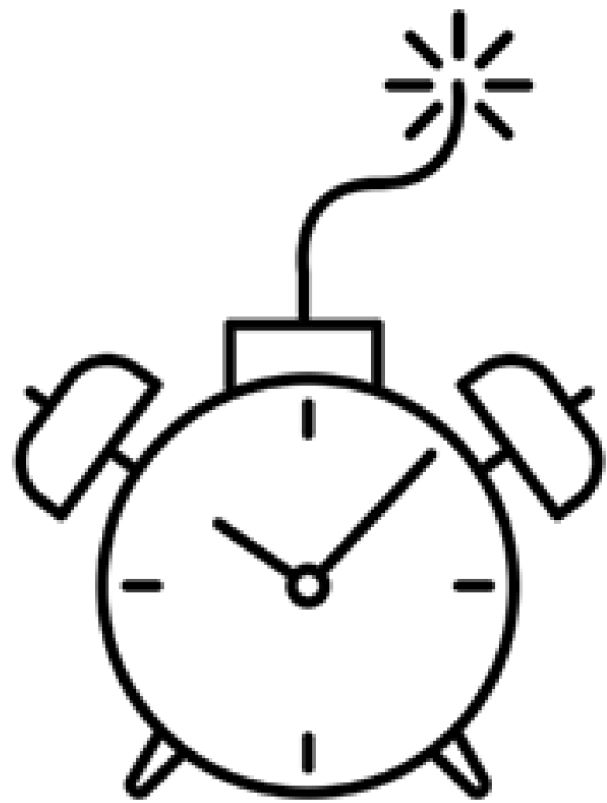
Worked hours

Pressure to perform & Billable hours when applicable

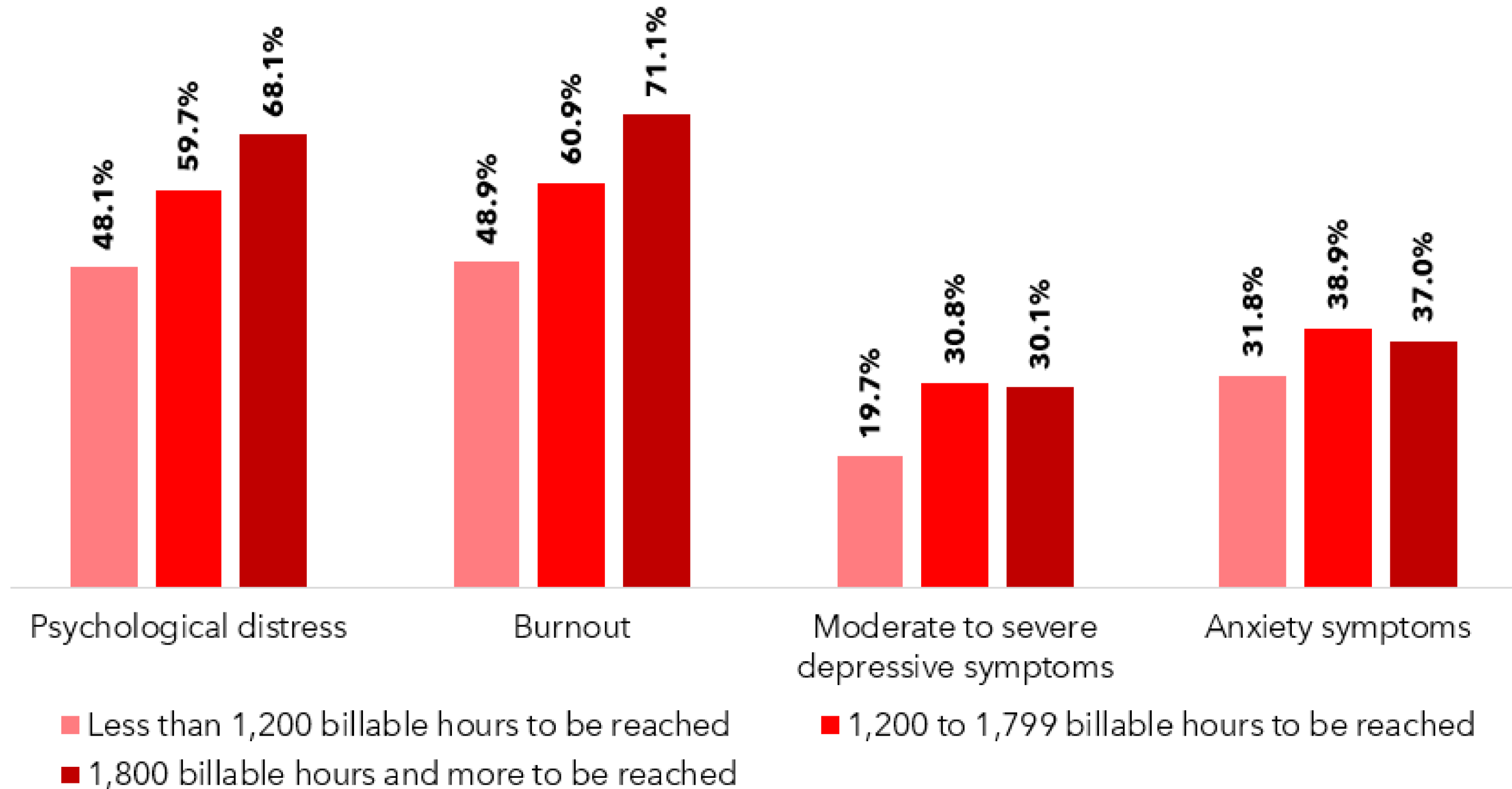
Quantitative and qualitative work overload

Interactions between many risk factors

BILLABLE HOURS AND HOURS WORKED



HEALTH INDICATORS BY BILLABLE HOUR TARGETS



VIOLENCE AND INCIVILITY IN THE LEGAL PROFESSION

58.7%
EXPOSED TO INCIVILITY OR
VIOLENCE

72.2%
PROPORTION OF VIOLENT OR INCIVIL
ACTS COMING FROM THE LEGAL
ENVIRONMENT

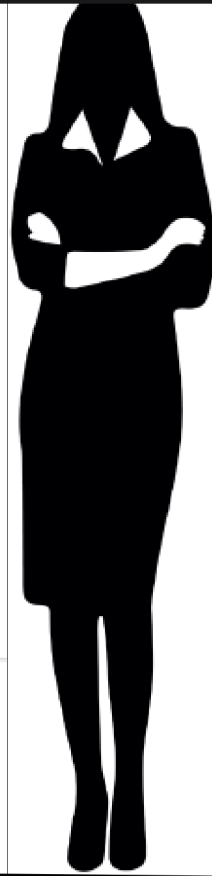
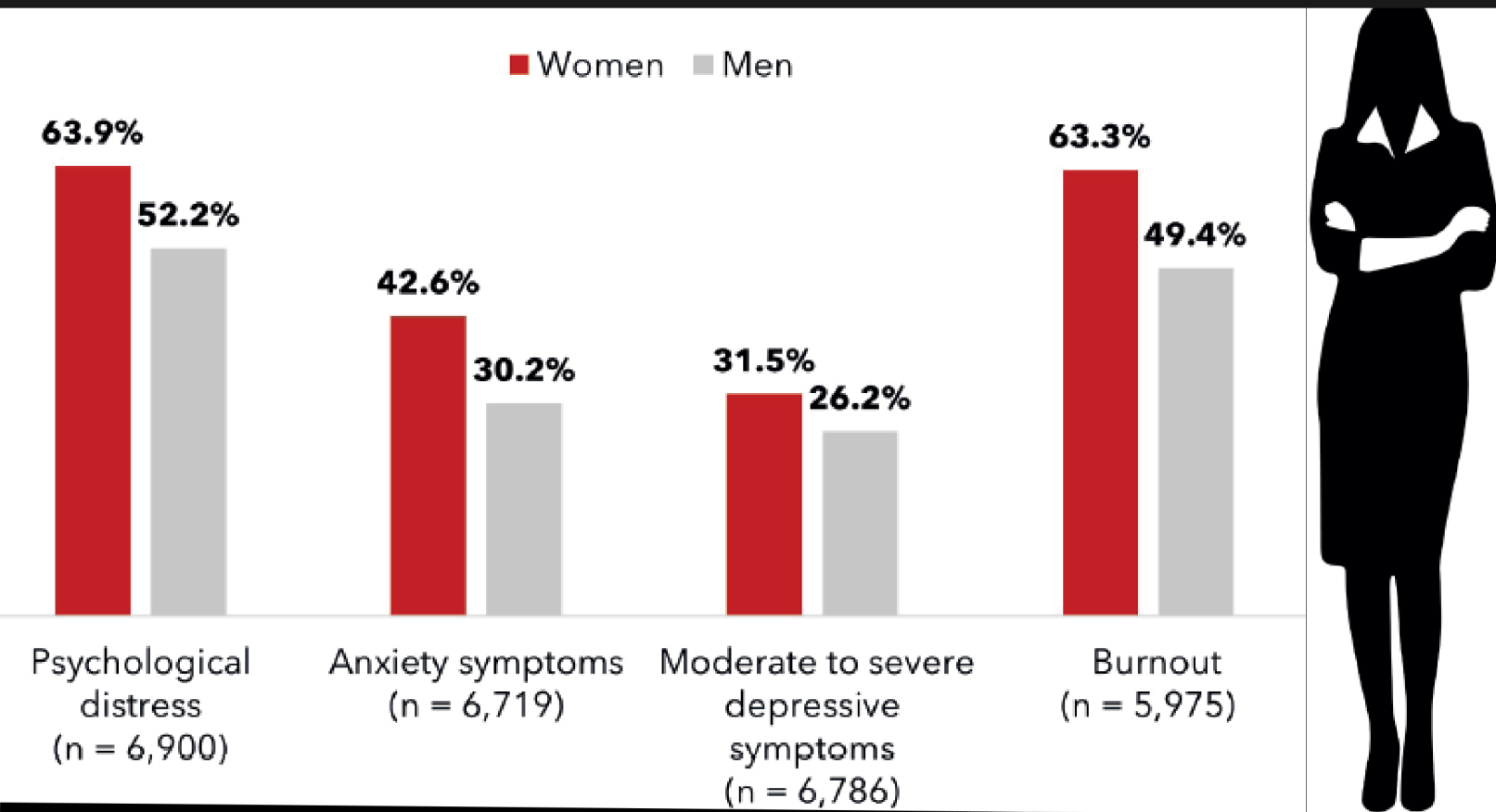
UNCIVIL BEHAVIOR AND VIOLENCE
ARE ASSOCIATED WITH A
SIGNIFICANT INCREASE IN HEALTH
PROBLEMS



DIVERSITY VS INCLUSION

Inclusion is perception-based (in contrast to diversity, which is based on numerical representation) and is defined as "the degree to which an employee perceives that he or she is an esteemed member of the workgroup through experiencing treatment that satisfies his or her needs for belongingness and uniqueness" (Shore et al., 2011, p. 1265).

INCLUSION CHALLENGES



40.2%



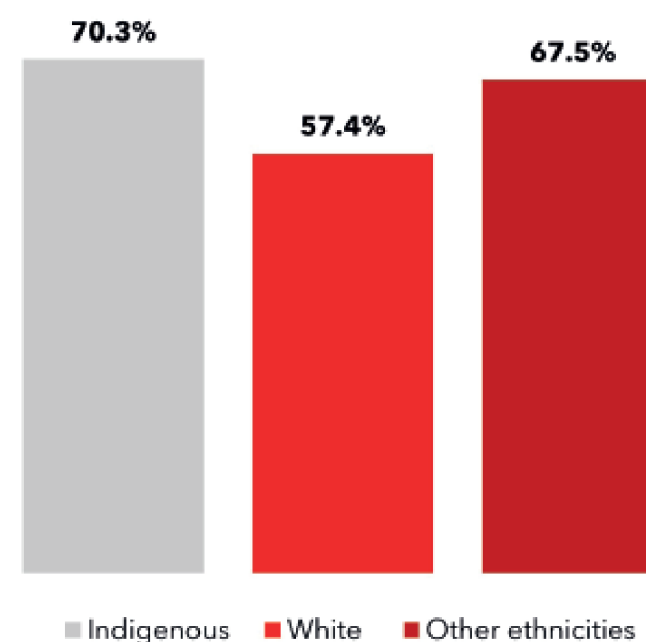
Proportion of LGBTQ2S+ legal professionals mentioning that their colleagues do not know that they identify



49%

Proportion of professionals experiencing work-life conflict

Proportion of Indigenous, White and Other-ethnicity legal professionals experiencing psychological distress (n = 6,990)



"I found the courtroom inaccessible because of my physical disability."



"It's appalling, and the profession needs to do as much awareness raising about disability as it has about mental health."



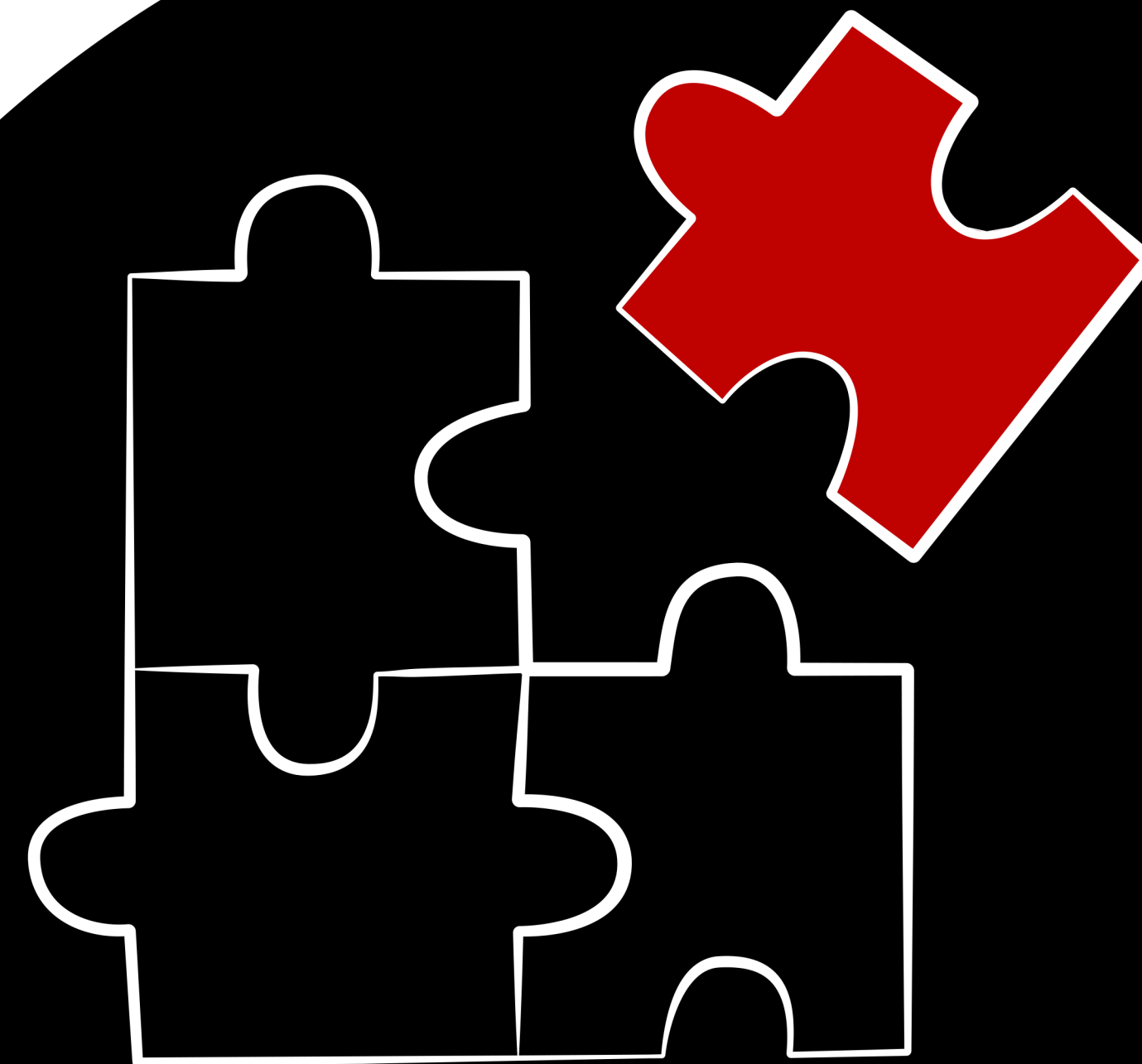
"I think it is a complete travesty that I have had to hide my issues for my whole life. I am a fully capable person who is unique because of my disability and have much to offer."



"My stamina and stress tolerance were greatly reduced, so I stopped practising law."



PART II RECOMMENDATIONS OVERVIEW





10 main recommendations from which 35 secondary recommendations are derived

These recommendations target actions for each stakeholder in the Canadian law and justice system including: law societies, professional associations, government, law schools, organizations, partners, assistance programs, professionals

They aim to achieve actions that will have short, intermediate and long term impacts to initiate a cultural shift within the profession and support a healthy and sustainable practice of law in Canada

TAKE CARE OF YOU !



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QUESTIONS

