

IWIL Committee Service – an Opportunity to Make a Difference

IWIL has an abundance of new opportunities within its Committee Structure, and we welcome your participation. Who are we seeking? And what's in it for you?

- **IWIL Volunteers Bring Vision.** An IWIL volunteer is forward-thinking, motivated, and willing to work to make a difference. By providing vision for goal setting, they will help lead the charge in executing our priorities.
- **IWIL Volunteers Make a Difference.** Our success on the well-being front depends on the active engagement of volunteers intent on transforming our profession. Our volunteers will be actively engaged at the epicenter of decision-making and will have a real role in determining the direction of IWIL.
- **IWIL Volunteers Are Afforded Opportunities.** You'll get to work with others across the profession who are passionate about well-being. In addition to having a professionally and personally satisfying way to "give back," know that your work will be recognized and valued.
- **IWIL Volunteers Have an Impact.** This is an opportunity to join a movement intent on creating a culture shift in the profession. You will grow and our movement will expand, positioning IWIL to bring about significant and lifechanging improvements to all legal professionals.

First and foremost, our intent, is to match your volunteer interests in the well-being space with where your passion lies. There are so many ways for you to give based on your interest, experience, or skill set.

Expectations of Committee Members:

- Attendance at regular Committee meetings, typically held monthly via Zoom
- Active participation in meetings by contributing to the discussion, brainstorming, and sharing innovative ideas
- Participation in the development and implementation of the committee work plan

An Important Word About IWIL's Commitment to Diversity, Equity, and Inclusion

Committee recruitment and selection will align with IWIL's DEI Policy, which states a belief that, "strength is derived from reflecting the population we serve." IWIL is committed to "embracing, respecting, valuing and encouraging differences in gender, race, ethnicity, national origin, age, sexual orientation or identity, language, physical and mental ability, socio-economic status, age, and other characteristics that make our profession unique."

Overview of IWIL Committees

The following is a high-level overview of each Committee currently seeking volunteers, including the skills and interests that IWIL is generally seeking:

Program Committee

The Program Committee will provide innovative education, resources, and tools to teach individuals and organizations evidence-based strategies for preventing behavioral health impairments and promoting well-being of all members of the legal profession (law students, lawyers, judges, and professional staff).

Volunteer skills, interests, and/or experiences which best correspond to the Committee's mission:

- Adult education and program design experience, particularly for members of the legal profession
- A credential in an educational program relevant to the development of well-being content
- Knowledge of behavioral health science and evidence-based strategies to promote well-being
- Effective writing and graphic design skills
- Experience in obtaining MCLE accreditation
- Creativity in content development

Note – it's neither expected nor necessary to have experience in each of the above.

Policy Committee

The Policy Committee will assist the Board of Directors with identifying, evaluating, initiating, and monitoring policies, rules, and practices that impact well-being at the state and national level. Examples of policy initiatives prioritized by this committee include promoting or commenting on state or national bar resolutions, advancing amendments to state and/or the model Rules of Professional Conduct, ensuring CLE accreditation of well-being programming, and amending character and fitness rules that enhance the stigma associated with behavioral health disorders. This committee will also support the work of state well-being task forces and initiatives through holding periodic meetings of those groups, offering training and materials to support them, and other technical assistance as requested. Finally, this committee will support efforts to establish new state and local multi-stakeholder well-being entities, as requested.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- Interest in, and experience with, advancing systemic change through advocacy, education, community organizing, and/or regulatory initiatives
- Experience in developing and advancing policy initiatives within the legal system, including those that impact the advancement of diversity, equity and inclusion of people historically underrepresented in the legal profession
- Knowledge of policies across the legal profession that impact well-being, including Character & Fitness questionnaires, Rules of Professional Conduct, Continuing Legal Education accreditation criteria, the education and support of law students, Judicial Canons, and workplace impairment policies, *inter alia*
- An understanding of the unique occupational risks of the legal profession, and a commitment to ameliorate these risks through organizational and systemic improvements

- An open-minded, non-judgmental awareness of common mental health issues in the legal profession, and an innovative, holistic spirit in addressing them collectively

Note – it's neither expected nor necessary to have experience in each of the above.

Research and Scholarship Committee

The Research and Scholarship Committee will assist the Board in promoting and supporting research and scholarship opportunities in the field of well-being by identifying topics for study and research, advancing funding opportunities, and promoting a better understanding of the well-being challenges in the legal profession based on quantifiable and scientifically derived data.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- Minimum education of a master's degree and/or evidence of academic or experiential knowledge relevant to research and scholarship in the field of well-being in the law
- An interest in advancing the depth of knowledge in this area
- Current knowledge of research relating to well-being in a certain sector of the field
- Effective research and writing skills as demonstrated by past work
- Readiness to express opinions on future prioritization of subject matter relative to a research and scholarship
- Methodology and research design expertise is recommended, but not required

Note – it's neither expected nor necessary to have experience in each of the above.

Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion Committee will identify and work with allied stakeholders focused on DEI issues within the legal profession, particularly in regard to its inherent connection to well-being. In conjunction with these allies, the committee will develop common strategies and opportunities to address these concerns profession-wide and will work to ensure that the impacted communities have a voice in well-being advancements.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- Demonstrated commitment to diversity, equity, and the practice of inclusivity
- Understanding of how the well-being of the legal profession's diverse populations are adversely and disproportionately impacted by certain policies and practices
- Experience in being a part of, or in reaching out to, systemically oppressed attorneys, judges, and law students, as well as the associations representing such interests
- Interest in working across IWIL committees to support the prioritization of DEI considerations in all of IWIL's work, including program development, research initiatives, and policy advocacy.

Note – it's neither expected nor necessary to have experience in each of the above.

Fund Development Committee

The Fund Development Committee will assist in the development and oversight of IWIL's fund development plan, working to identify and secure sources of funding to advance the organization's mission. This committee will 1) establish a fund development plan and goals in concert with IWIL board and staff to support the organization's short and long-range goals and objectives; 2) develop a stewardship plan that supports fund development goals; 3) be able to express orally and in writing the reasons for supporting IWIL; 4) work with fund development consultants; 4) take an active role in researching, developing, and executing the fund development plan to include outreach to law firms and corporate sponsors, individual donors, and grants; 5) monitor and regularly report progress to the IWIL board, donors and prospects; 6) support board members in having the training, tools, and support to effectively participate in fundraising activities.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- Direct experience in developing and implementing fundraising strategies, including major donor campaigns, individual donor solicitation programs, and grants
- Understanding of how to build a case for support for different donor and grantor prospects
- Grant-seeking and writing experience
- Understanding of sponsorship structures and opportunities
- A network of contacts interested in the well-being cause from a funding perspective

Note – it's neither expected nor necessary to have experience in each of the above.

Communications Committee

The Communications Committee is responsible for the development and execution of a robust communications plan across all platforms and mediums. Macro goals include raising awareness of the IWIL brand and messaging, identifying key stakeholders, and building systems to create and cultivate strategic relationships. Goals will be achieved through traditional and innovative strategies to expand our reach to all stakeholders and individual members of the legal profession, including lawyers, law students and judges. The Committee will work collaboratively with other IWIL Committees and be accountable to the IWIL Board.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- Individuals with public relations, communications, marketing, and technical experience
- Experience with web design and the development of website content
- Individuals with established networks in the legal profession
- Experience in writing across multiple platforms
- Willingness to develop written materials for distribution to advance IWIL goals, including raising awareness, reducing stigma, and addressing well-being issues among diverse populations
- Individuals representing state task forces and national/international legal organizations
- Individuals interested in expanding awareness of well-being in law and reducing stigma

Note – it's neither expected nor necessary to have experience in each of the above.

Governance Committee

The purpose of the Governance Committee is to ensure the IWIL board of directors and committees are functioning appropriately, efficiently, and in the best interests of advancing the mission.

Volunteer skills, interests and/or experiences which best correspond to the Committee's mission:

- A strategic thinker
- A passion for effective board and organizational governance and how to best effectuate results
- An ability to identify board needs and to recruit individuals that meet essential qualifications or perspectives (in compliance with IWIL's DEI policy)
- An ability to support leadership development among the board and committees, ensuring an effective succession strategy
- An ability to articulate and identify prerequisites for board and Committee Chair candidates, orient new members, and periodically evaluate staff, board, and Committee performance

Applying to an IWIL Committee

At the Institute for Well-Being in Law, we're driven to lead a culture shift in the legal profession to establish health and well-being as core centerpieces of professional success. To achieve our goals, we need dedicated volunteers willing to lead through committee service. IWIL has an abundance of new opportunities within its Committee Structure, and we welcome your participation.

If you wish to contribute your time and talent to IWIL and our mission, please submit the following information in an email to bree1964@att.net:

1. Contact Information:

Name
Address
Email
Phone

2. Subject Matter Expertise and Interest:

3. Reason(s) Why I Wish to Serve:

4. Committee Preference(s) (if you choose more than one, please rank your selection):

- Program Committee
- Research & Scholarship Committee
- Diversity, Equity, and Inclusion Committee
- Fund Development Committee
- Communications Committee
- Governance Committee

Questions? Email IWIL President Bree Buchanan at bree1964@att.net.