

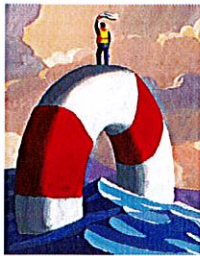
THE OTHER BAR, INC.
A California Nonprofit Corporation
Supporting Recovery In The Legal Community
(800) 222-0767; otherbar.org

The Other Bar

2020 Annual Report

Statutory Citation: Business and Professions Code Section 6140.9

March 1, 2021



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2020 Annual Report

Part One: An accounting of all receipts and expenditures of the funds, and the balance of the funds as of the end of the previous calendar year.

Statutory Citation: Business and Professions Code Section 6140.9(c)(1) and (2)

March 1, 2021

FUNDS RECEIVED

The Other Bar received the total sum of \$171,559.70 pursuant to *Business and Professions Code* section 6140.9(b) for the 2020 calendar year, which funds were received as follows:

Table 1: Receipts of Transfer Amount Funds, 2020

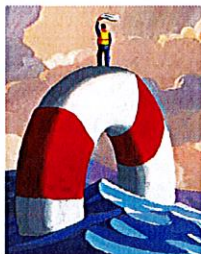
	2020 Budget
First Remittance (May 1, 2020)	\$163,777.95
Second Remittance (August 1, 2020)	\$2,456.75
Third Remittance (November 1, 2020)	\$5,325.00
Total Funds Received	\$171,559.70

USE OF FUNDS

As further described in Part Two, the funds received by the Other Bar were used in support of the Other Bar's goal and purpose to provide free, confidential, anonymous and voluntary peer support to California attorneys and law students in need of recovery and those recovering from alcohol and substance abuse.

Table 2: Expenditures of Transfer Amount Funds, 2020

	2020 Budget
Recovery Consultants	\$159,368.68
Website	\$2,055.69
Hotline	\$318.36
Events	\$2,294.26
Bookkeeping	\$6,617.10
Supplies and Equipment	\$50.00
Total Expenditures	\$170,704.09



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2020 Annual Report

Part Two: Brief narrative describing the goals of the work supported by the expenditures, and a summary of the number of clients served, the modality of treatment, and any outcome data on the impact of the treatment.

Statutory Citation: Business and Professions Code Section 6140.9(c)(3) and (4)

March 1, 2021

BRIEF NARRATIVE DESCRIBING THE GOALS OF THE WORK SUPPORTED BY THE EXPENDITURES [Section 6140.9(c)(3)]

The goal and purpose of the Other Bar is to provide free, confidential, anonymous and voluntary peer support to California attorneys in need of recovery and those recovering from alcohol and substance abuse. The Other Bar adapted to the challenges presented by COVID-19 and accomplished its ongoing mission through the following work:

COVID-19 Response

It is common knowledge by now that the appearance of the novel Corona Virus in early 2020 has significantly impacted every aspect of our lives. The California legal community and the Other Bar are no exceptions. In certain respects, consequences have been unfortunate but predictable. These include major challenges: working remotely, maintaining business and income flow, hiring slowdowns, layoffs, pay cuts, overall uncertainties, and the burden of multiple additional stressors added to the already considerable stress associated with practicing law, even under the best of circumstances. The challenges to attorney and law student well-being have exacerbated any number of problems long associated with the legal profession, most notably alcohol and other substance use.

The availability of the Other Bar's services and resources became more essential than ever. What was not foreseen or predictable was the myriad ways that meeting this crisis precipitated changes and ultimately, improvements, in our organization's ability and capacity to meet the needs of lawyers and law students in distress. It has been heartening to play a part in and bear witness to the Other Bar rising to the occasion and continuing to fulfill its stated mission of providing free, voluntary, confidential assistance to California attorneys, judges, and law students during these trying times. Some specifics:

1) The combination of working remotely and needing to isolate had the dual effect of highlighting or aggravating existing or developing problems, while also providing attorneys with the "free time" needed to seek help and address those problems. Hotline call volume increased. Attorneys were more willing and able to make room in their schedules to pursue the assistance they needed, ranging from therapy, to group meeting participation, outpatient treatment, or residential rehab.

2) What first presented as a huge obstacle, the inability to conduct our Other Bar meetings in their many locations statewide, soon proved to have significant benefits, especially to the newcomer. As the Other Bar quickly implemented Zoom technology, making 23 meetings available online weekly, the initial liability turned in to a new paradigm with many advantages. It was easier to persuade callers to attend their first meeting, because they could assuage their concerns about anonymity by being assured that it was acceptable to attend with their video off, and even use a pseudonym, if that would make them more comfortable. Additionally, the convenience of virtual participation caused an uptick in meeting attendance. The result was an average attendance increase of about thirty percent across the board, fueled in no small part by new members.

3) This “forced embrace” of new technology will have as its legacy the valuable ongoing availability of online meetings, as we have become proficient in this area and witnessed the considerable positive impact it has had on our effectiveness.

4) The presentation of MCLE’s has long provided the Other Bar with the best platform for spreading its message. At first, COVID-19 completely curtailed these presentations, but as the profession: firms, government agencies, and local bar associations, quickly adapted, they began holding more trainings and seminars than usual, due to reduced cost and increased convenience. Soon, we were presenting at these virtual events with a frequency surpassing pre COVID-19 numbers. Also, as happened with Other Bar meetings, attendance at these events rose substantially, so that the Other Bar likely reached a broader audience in 2020 than any previous year.

Recovery Consultants

The Other Bar engages the services of two highly qualified and experienced recovery consultants, David Mann in Northern California, and Greg Dorst in Southern California. They are both former practicing attorneys who understand firsthand the many and varied challenges of the profession. They are also both recovering addicts. Additionally, combined they have spent over 20 years working specifically with the unique population of attorneys suffering from substance use disorders. (See Consultant Resumes, Attachment 1.) These individuals are responsible for providing all aspects of the direct services outlined below, as well as coordinating the volunteer service component of the statewide membership.

Outreach and Education

1. MCLE’s

The Other Bar is a certified MCLE provider (#10821). Together, the consultants provide close to one hundred of the required “Competency” programs annually, emphasizing wellness, and prevention, detection, and treatment of substance abuse. (See Program Descriptions and Outlines, Attachment 2.) Recipients of these programs run the gamut from small local to very large statewide and national entities. A representative, but not exhaustive, list includes:

- Numerous small, medium, and large law firms
- Local and specialty practice bar associations
- State, county, and municipal government legal departments, e.g., district attorney, city attorney, public defender and county counsel offices
- Statewide and national professional associations, e.g., CAALA, CAOC, ADC, CPDA, etc.
- California Lawyer’s Association

We believe we are the largest single provider of competence/alcoholism and drug addiction education in the state. Based on the number of courses provided, and the size of the recipient audiences, it is estimated that thousands of California attorneys annually are exposed to critically needed education regarding the nature and scope of substance abuse in the profession. They also are provided with concrete information and insight into solutions and resources, including the Other Bar and the Lawyer Assistance Program. It is not uncommon for an MCLE to generate multiple calls and emails to the Other Bar from lawyers who have been motivated to seek advice and assistance.

2. Participation and Engagement with CLA Health and Wellness Committee

The Other Bar is committed to not only helping lawyers to effectuate necessary positive changes in their behaviors and lifestyle but also in reaching out to lawyers proactively through California Lawyers Association (CLA) collaborations. The Other Bar consultants are members of the CLA Health and Wellness Committee which is actively engaged in promoting healthy lifestyles amongst lawyers and law students. Not only has the Other Bar presented MCLE Competency materials for credit through this committee but Greg Dorst, our Southern California Consultant, authors monthly articles published by the CLA on various health related topics. In addition, the Other Bar has undertaken active participation in lawyer Book Group discussions through the Health and Wellness Committee and fostered COVID-19 related grief discussions. This participation with the CLA Health and Wellness Committee allows the Other Bar to expand prevention activities throughout the legal community and stay abreast of CLA projects and activities concerning lawyer and law student well-being.

3. CAALA Convention Presence

CAALA, the Consumer Attorneys Association of Los Angeles, with over 2,800 members, is one of the largest organizations of trial attorneys in the nation. For years, CAALA has held its annual Fall convention in Las Vegas. It is an event widely known and respected for both its scale and the quality of its programming. The Other Bar has a longstanding relationship with CAALA, including regular participation in the convention. The event was, of course, cancelled in 2020. Happily, CAALA is moving forward with convention plans for the Fall of 2021 and has scheduled the event for September 2-September 5, 2021. The Other Bar has gratefully accepted CAALA's invitation to participate, and both consultants will attend, providing two MCLE presentations, hosting a hospitality suite for those seeking respite in a safe, alcohol-free environment, and conducting three recovery meetings daily.

4. Website

The Other Bar maintains a website, **otherbar.org**, which provides valuable information and resources designed to assist and encourage those who are initially exploring the possibility that they or a colleague may be experiencing issues requiring intervention or treatment. The site also aggregates links to a wide range of articles and service providers. Perhaps most importantly, the site includes contact information for the consultants, as

well as a comprehensive statewide list of available Other Bar meetings, including their time, location and local contact person.

5. Pamphlets

The Other Bar prints and distributes informational pamphlets which explain the basics of addiction and alcoholism in a manner intended to de-stigmatize the disease as well as make it relatable to lawyers. (See Pamphlet, Attachment 3.) It includes a self-diagnostic test, as well as the Other Bar website address and phone contact information for the consultants. These pamphlets are included as part of the materials packet provided to every MCLE attendee. Additionally, the consultants make efforts to see that they are available at law schools, law firm human resource departments, detox centers, and treatment facilities. Over ten thousand pamphlets are circulated annually.

6. Letters to Attorneys Undergoing Discipline

Each month, all attorneys listed as being involved in any level of state bar discipline are sent a letter making them aware of the availability of the services offered by the Other Bar and inviting them to reach out for help. The letter includes the hotline number, as well as the number for the LAP. (See Letter, Attachment 4.)

7. Publications

The consultants are occasionally invited to contribute addiction and recovery related articles to various legal publications. The opportunity to provide this service is welcomed, and the resulting work is often useful in spreading information to wider audiences. (See Articles including copy of article used by the Contra Costa County Bar Association to offer online Competency credit to its members, Attachment 5.) This article has since been incorporated into the set of written materials provided to recipients of the Other Bar MCLE's.

8. Law Schools

The Other Bar has been making a concerted effort to gain access to audiences of law school students in any way possible. This is in response to the growing recognition that many substance abuse issues start in law school, and the ABA/Hazelden Betty Ford/Patrick Krill study documenting the prevalence of the problem in the young lawyer demographic. Due to the severe time constraints of the law school curriculum, this has been a challenge, but as more schools recognize and prioritize the importance of early detection and intervention, progress has been made. While this effort has been impacted by COVID-19, the Other Bar has gained access to student audiences through presentations at orientations, wellness programs, and professional responsibility classes, and looks forward to being able to safely do so in the upcoming year. Law schools previously visited include but are not limited to:

- Golden Gate University School of Law
- UC Hastings College of the Law
- University of San Francisco School of Law
- Berkeley Law
- Stanford Law School
- Santa Clara University School of Law
- Pacific West College of Law
- USC Gould School of Law
- UCLA School of Law
- UC Irvine School of Law
- University of La Verne College of Law
- California Desert Trial Academy College of Law
- Trinity Law School

Retired Superior Court Judge Lawrence Terry is a member of the Other Bar, a founder of the drug court in Santa Clara County, and graduate of Santa Clara University School of Law. He provides this description of efforts he spearheaded at his alma mater:

The Other Bar participated in the annual first-year law student's information fair. We provided written materials and personal presentations to over 300 students. The presentations focused on "wellness" and the services available to students during law school.

Services

1. Hotline

The Other Bar maintains a twenty-four hour toll-free hotline, staffed by the consultants. This is a crucially important service that is available nowhere else. Callers can seek information and help of any kind at any time. Calls come from those who are desperate and need support and guidance, from the spouses and colleagues of afflicted individuals, and also from lawyers already in recovery or involved in state bar discipline and seeking information about available meetings. The consultant offers an empathetic ear, while soliciting information sufficient to offer guidance as to what level of treatment is called for. Frequently callers are overwhelmed and immersed in complicated situations they have never shared with others, and the consultant can assist in navigating workable solution strategies. Calls can lead to personal meetings with the lawyer, sometimes involving family and colleagues where appropriate and desired. The consultants have the unique opportunity to go wherever is necessary, immediately if necessary, and do whatever is necessary to see to it that the caller gets the help they need in a manner they can accept. The value of this resource cannot be overstated. It is not uncommon for a call to the hotline to set in motion a chain of events leading to a successful outcome that would not otherwise have been possible. The consultants can assist in interventions, transport individuals to detox, arrange for placement in outpatient or residential treatment, work with employers to help negotiate needed time off, and enlist the help of Other Bar member volunteers to assist the individual with covering court dates and other obligations during

treatment. In this fashion, careers and lives are saved, the profession is well served, and the public is protected.

2. Mutual Peer Support Groups

Aside from the critical early response work routinely performed by the consultants, Other Bar meetings are the backbone of the Other Bar's service work. It is well-documented that the most important variable associated with successful long-term recovery is ongoing, regular participation in a mutual peer support group. The Other Bar sponsors dozens of weekly group recovery meetings across the state, adapting to the challenges presented by COVID-19 by facilitating and maintaining 23 online meetings every week. These meetings provide a place where attorneys can safely go, knowing that they will be surrounded by individuals who share their education, profession, and heightened concern for confidentiality. It is a huge challenge for attorneys in recovery to find a source for the much-needed meeting component of their programs. Fearing for their reputation, many are simply unwilling, at least initially, to avail themselves of traditional and widely available public meetings such as NA and AA. The Other Bar provides an alternative with a proven track record of success. Many LAP participants attend the Other Bar to satisfy their meeting requirements. With dozens of meetings weekly, and substantial attendance at most, hundreds if not thousands of recovering lawyers statewide rely on this resource. It is a major component of the consultants' jobs to tend to the meetings: promoting participation, helping to secure rooms, developing phone and email lists, and generally working to keep meetings viable.

3. 2020 Fall Wellness and Recovery Conference

Due to COVID-19, the Other Bar's annual Men's and Women's Fall Retreats were cancelled. In lieu of these retreats, we organized and presented an all-day live virtual conference via Zoom. This event was a huge success, exceeding all expectations. A decision was made to make the conference free of charge, include several MCLE credits, and broaden the invitation to the wider community of wellness workers in the legal profession. The Zoom platform provided unexpected benefits. We were able to procure as speakers several highly credentialed and in demand individuals, including an addiction specialist in Phoenix and a former Palau Supreme Court Justice zooming in from Alabama. The combination of no fee and easy accessibility resulted in more than 150 registered attendees, more than twice the audience we traditionally host. (See Event Agenda for 2020 Fall Wellness and Recovery Conference, Attachment 6.) It is our plan to produce a similar event in lieu of our traditional Spring Networking, to be held on April 24, 2021.

4. Promotion, Development and Support of Statewide Legal Recovery Community

The Other Bar develops and maintains a statewide attorney recovery community facilitating opportunities for networking and support. We organize and host an annual meeting each spring, attended by many members, their spouses and families. Separate

three-day retreats in the fall for men and women in recovery attract members and newcomers alike. These events emphasize recovery related workshops aimed at sharpening and maintaining the tools and skills necessary for successful long-term sobriety. Additionally, members new to recovery are welcomed, and attendance serves for many as not only an introduction to the Other Bar, but also an invaluable reintroduction to the mainstream of social and professional life. For this reason, scholarships are made available to those whose financial circumstances would otherwise preclude their participation. Although these events were impacted by COVID-19, these events previously provided many California lawyers, law students and their families with an enhanced foundation for recovery and the Other Bar looks forward to organizing and hosting these events when able.

5. Recovery Presence at CLA and Other Major Statewide Conventions

Large, multi-day professional gatherings present a serious challenge to the recovering attorney. These events frequently are infused with drinking opportunities: receptions, dances, dinners and parties where imbibing is encouraged and the drinks are free. The Other Bar has long offered sober attendees a refuge and safe harbor in the form of a hospitality suite at the conference site. The suite is hosted by the consultants. All are welcome, confidentiality is respected, food and non-alcoholic beverages are provided, and three meetings a day are conducted. Attendees are provided with key cards to the suite in the event that they simply need a risk-free place to rest and relax in between their scheduled events.

6. Support, Testimony and Character References for Disciplined Attorneys

When attorneys involved in discipline become Other Bar members in good standing, they develop relationships that provide established members with the opportunity to gain valuable insight into the rigor of their recovery program, their commitment to sobriety, and the quality of their moral character. This can lead to support in the form of letters of reference, and occasional character witness testimony at state bar court and other proceedings. The consultants routinely perform this service, which gives the court valuable first-hand insight into the matters at issue. The Other Bar is known and respected by the State Bar court, as well as state superior courts and federal courts. It is not unusual for Other Bar character letters and testimony to play a significant role in affecting the disposition of discipline and criminal matters, and numerous trial transcripts include judicial statements on the record reflecting reliance on the credibility of Other Bar endorsements.

SUMMARY OF THE NUMBER OF CLIENTS SERVED, THE MODALITY OF TREATMENT, AND ANY OUTCOME DATA ON THE IMPACT OF THE TREATMENT [Section 6140.9(c)(4)]

It is not possible or appropriate to describe the “modality of treatment” utilized by the Other Bar, since the organization is not a primary treatment provider. The organization serves

first as a point of entry for attorneys needing free, confidential assistance; responding to hundreds of requests for help annually by offering guidance and feedback regarding the situation, and outlining available options; and, second, as a source for ongoing, regular mutual support peer group meetings (with statewide attendance estimated at nearly one thousand attorneys) which are universally acknowledged as instrumental to long-term positive recovery outcomes.

The Other Bar is independent, secular, and unaffiliated with any other organization, although we consider ourselves to be a bridge to other available recovery groups and practices.* The organization takes a pragmatic approach, neither endorsing nor enforcing adherence to any particular doctrine or philosophy of recovery. Members are encouraged to explore and engage with whatever available treatment options and modalities best suit their individual circumstances and needs. Years of collective experience have taught that this approach is best suited for the attorney population we serve. Due to the primacy of concern for confidentiality, no records are kept regarding individual “outcomes”, although the totality of the information included in this report should serve to provide insight into the scope, range and effectiveness of our services.

*It should be noted that the Other Bar has developed an informal but mutually advantageous relationship with the Lawyer Assistance Program. The LAP frequently refers its client to the Other Bar to satisfy their meeting requirements, and the Other Bar’s consultants encourage new callers to participate in the LAP where appropriate.

ATTACHMENT 1

Gregory James Dorst, J.D., CADC II
gdorst2@gmail.com

15111 Pipeline Ave. Space 182 Chino Hills Ca 91709

(626) 222-6299

Education

Ministerial Intensives Graduate, Panel Approved, Monterey, CA, July 31, 2011

Ministerial Studies Graduate, International Centers for Spiritual Living, Simi Valley, CA, 2011

Academy for Coaching Excellence, Maria Nemeth, Ph.D. *Mastering Life's Energies*, Sacramento, CA, 2005

Certified Addiction Specialist II (CADC II) CAARR Institute, Sacramento, CA, 2003

Law Degree (J.D.) from University of La Verne, College of Law, La Verne, CA, 1983

Bachelor of Science (B.S.) from Claremont McKenna College, Claremont, CA, 1977

Diploma from Chaffey High School, Ontario, CA, 1973

Legal Experience

1993 to 1997 Law Offices of Greg J. Dorst, Sole Practitioner
Criminal and Civil Litigation with emphasis on Criminal Defense.

1988 to 1993 Law Offices of Anderson and Dorst, Partner
Focus on Corporate Law and Real Estate Litigation with associated transactional duties.

1985 to 1988 San Bernardino County District Attorneys Office
Deputy District Attorney. Misdemeanor and Felony jury trials.

1984 to 1985 Law Offices of Tracy Lowman Tibbals, Associate
Civil Litigation, Corporate Law.

1983 to 1984 Law Offices of Tracy Lowman Tibbals, Law Clerk
Pleadings, motions, discovery and research.

Treatment and Recovery Experience

April 2014 to October 2016 Consultant to Social Science Services, Inc. Provide Organizational support including CEO Interim Services, CEO training and Board oversight and development.

March 2009 to 2014 Chief Executive Officer for Social Science Services, Inc.,
Bloomington, Ca. Oversight for 21 unique programs including Cedar House, a 125
bed residential facility on 5 acres, Maple House for women and children and other
expansive in-patient and outpatient programs with an annual budget of over \$5
million.

January 2005 to 2011 and April 2014 to Present Consultant for Social Model
Recovery Systems

Present trainings and provide technical assistance to treatment providers on a variety
of TAP 21 subjects, throughout the state of California.

Training Topics:

- a) Co-Occurring Disorders
- b) Conflict Resolution (author)
- c) HIPAA and Confidentiality
- d) Ethics
- e) Sexual Harassment
- f) Boundaries
- g) Counseling Techniques
- h) Men in Recovery (author)

Technical Assistance Topics:

- a) Policies and Procedures for
 - 1) Sexual Harassment
 - 2) Confidentiality/HIPAA
- b) Board Functions

January 2005 to 2011 Consultant for CAARR

Present trainings for conferences throughout the State of California and by special
request for the Executive Staff at ADP in Sacramento, as well as writing new
trainings and providing technical assistance for programs in need.

Training Topics:

- a) Men in Recovery (author)
- b) Confidentiality/HIPAA
- c) Ethics

Nov. 2004 to December 2010 Consultant for The Other Bar, a Non-Profit
Corporation.

Work directly with alcohol and drug addicted attorneys on a confidential basis.
Present substantive materials and experience regarding alcoholism and drug
addiction to attorneys, law firms and associations for Mandatory Continuing Legal
Education Hours. Preferred speaker and trainer for:

- a) USC Gould School of Law
- b) Best, Best and Krieger
- c) District Attorneys for San Bernardino, Riverside, Orange, L.A., and San Diego Counties
- d) Public Defenders for San Bernardino, Riverside and L.A. Counties
- e) Treatment Providers and AA Conventions across the United States
- f) California State Bar Conventions
- g) CAALA Conventions
- h) Thompson and West webinar series on Addiction and Recovery

Dec. 2000 to Aug. 2004 Program Director, Mid Valley Recovery Services, Inc.
 Manage all aspects of the C.O.U.R.T. Program, the provider of services for the El Monte Superior Court's Drug Court Program. Obtained State Certification for this program and drafted all program Policies and Procedures. Worked directly with Alcohol and Drug Programs Administration and Division 2 of the El Monte Superior Court, Comm. Jose Rodriguez, presiding. Responsible for drafting program budget for submission to CEO; worked directly with staff and program participants and presented staff trainings on all aspects of drug and alcohol counseling.

Ministerial Experience

April, 2014 to Present Sr. Minister and Spiritual Director of the Claremont
 Center for Spiritual Living, Claremont, CA www.claremontcsl.org

September 1, 2011 to April, 2014 Assistant Minister, Sanctuary for Spiritual Living in
 Covina, CA (Rev. Kris Collins, Sr. Minister) Weekly speaking duties at the One Power Sunset Service, teach classes, lead retreats, Sunday morning welcome. Paid position.

May, 2013 to September 2013 First Church of Religious Science, Fullerton.
 Handle all pastoral duties of Sr. Minister while their minister was on sabbatical, including speaking engagements every Sunday morning.

Board of Director/Trustees Experience

April 2014 to Present Board of Trustees, Claremont Center for Spiritual Living,
 Claremont, CA

2012 to 2014 Vice President of the CCAPP exploratory Board of
 Directors tasked with forming the consolidated corporation CCAPP, Inc., from CAARR, Inc. and CAADAC, Inc.

April 1, 2014 to April 1, 2015 Consultant to Chief Executive Officer-Board
 Member, Cedar House Life Change Center, www.cedarhouse.org

February 2011 to present Board of Directors for California Association of Addiction Recovery Resources (CAARR) the largest certifier of addiction counselors in the state of California.

April 2011 to 2012 Executive Committee Member (Secretary) of the Board of Directors for The Other Bar, Inc. Statewide organization of lawyers and judges in recovery.

April 2010 to 2012 Member of the Board of Directors for The Other Bar, Inc. Statewide organization of lawyers and judges in recovery.

February 2004 to February 2008 Board of Trustees Member and President, Foothill Center for Spiritual Living, Sierra Madre, CA Led the Board and congregation through the process of finding and securing a new minister.

October 2004 to March 2007 Board of Directors Officer/Member for Cedar House, Bloomington, CA. Responsibilities, in conjunction with the full board, included full responsibility for the continuing financial well being of the institution, including fundraising; budget and organizational oversight.

March 2004 to 2005 C.A.S. Board Member. Chairman of Continuing Education Committee.

Related Experience

Thompson West "webinar" faculty on Substance Abuse and the Legal Profession
Inland Empire Collaborative Courts Committee, Vice Chair
Executive Committee Member for IECC, Capacity Building Academy (CBA) Alumni Collaborative through First 5 San Bernardino
Participant in Board Fundraising Workshop by Zimmerman & Lehman
Conducted Formal Interventions for attorneys and judges
Featured Guest on Rehab Radio
PBS Television-- Regular Guest on "Voice of the Inland Empire"
Clean and Sober since 10/31/97, with vast 12-Step working knowledge and experience
Awarded Certificate of Outstanding Accomplishment by Los Angeles County Board of Supervisors, 2008
Author, *Addiction: The Equal Opportunity Destroyer*, California Bar Journal, Business Section, December, 2009.
California State Bar Convention Workshop Presenter: *Substance Abuse and Ethics*
Blog Author- www.otherbar.org

2014 to 2016 Trainings for Confidentiality and Ethics

SCADP

Saturday Training Sessions Social Model Recovery Systems, Inc.

Pine Ridge Recovery (3 locations)

Clare Foundation

CCAPP Conference

Promises

NCADD

ADAP

References

Lawrence Kuhlman, Attorney and Past President of The Other Bar (909) 987-0018

Margaret L. Edwards, Director of Education and Training, SMRS (626) 332-3145

Gary Wenkle Smith, Attorney and Past President of Board of CHLCC (909) 880-9815

James Otto Heiting, Past President of the State Bar of California (951) 682-6400

Rev. Dr. Kristina Collins, Sr. Minister at Sanctuary for Spiritual Living Covina, CA
(626) 963-4608

DAVID MANN

141 F Street Petaluma CA 94952 dguymann@gmail.com / (415) 240-1599

RELEVANT EXPERIENCE: Counseling and Outreach

• The Other Bar, April 2009-Present

Northern California Recovery Consultant/Statewide Services Coordinator

Perform and coordinate all aspects of The Other Bar's work assisting California attorneys struggling with substance abuse and related issues. Start, maintain, and attend mutual peer support groups across Northern California. Answer hotline and respond as necessary with advice, referrals, personal meetings, interventions, treatment placement and transportation. Present *Competence: Substance Abuse in the Legal Profession* MCLE's statewide. Keep current The Other Bar's status as a certified provider. Maintain all MCLE records. Respond to email inquiries re Other Bar services. Plan and execute annual networkings and retreats. Write and publish recovery related articles in various legal publications.

State Bar of California Lawyer Assistance Program, April 2008-April 2009

Peer Consultant

Duties included: Develop "Substance Abuse in the Legal Profession" MCLE course content and present to bar groups statewide; receive referrals from LAP case managers and initiate contact with attorneys in crisis; arrange for treatment; transport attorneys to treatment facilities, visit and support them during treatment, and assist with transition into their local recovery community following treatment; regularly attend numerous Bay Area LAP support groups with membership totaling 80-100 participants, and remain available to provide specific support services as needed.

• Homeward Bound of Marin, February 2005 – October 2007

Resource Counselor

Comprehensive case management focusing on locating appropriate community resources for residents. Duties included: facility oversight, weekly individual counseling meetings with a caseload of 10 families, including children of all ages, writing treatment plans, progress notes and related documents, individually running the office, problem solving, conflict resolution, and data collection and analysis in accordance with funding providers' requirements. Supervised childcare facility and conducted ongoing teen youth groups. Facilitated recovery group relapse prevention meetings for adult residents with substance abuse issues.

• Walden House, San Francisco, 2000-2002

Placement Coordinator / SASCA (Substance Abuse Services Coordinating Agency)

Reviewed exit files of parolees leaving state prison treatment centers, and arranged for transition and placement in community treatment facilities. Maintained contact with counselors at over a dozen prisons, and worked closely with program directors and intake managers at over 40 community-based treatment facilities statewide. Counseled

individual clients experiencing difficulty transitioning into the community. Served as liaison between treatment counselors, parolees, and parole agents. Traveled Northern California giving presentations to regional parole offices regarding treatment options as alternatives to incarceration for drug-related parole violations.

• **Jelani House, San Francisco, 1999-2000**

Residential Rehabilitation Counselor

Provided individual and group counseling and case management services to residents of a 15-person men's residential treatment facility, using therapeutic community modality. The facility primarily served clients referred from the state parole board and county probation office. Duties included maintaining charts in compliance with these agencies' specifications.

• **Mission Rock Homeless Shelter, San Francisco, 1998-1999**

Counselor

Participated in all aspects of day-to-day operation of harm-reduction model facility, from performing intakes and assessments to monitoring the floor.

RELEVANT EXPERIENCE: Legal

• **Lexington Law Group, San Francisco, 2003-2005**

Paralegal

Performed all required work in support of busy public-interest complex civil litigation caseload. Investigated factual and legal issues, wrote complaints, answered and propounded discovery, drafted motions and other pleadings, and participated in negotiations and meetings with public-interest groups, the California Attorney General's Office and large corporate law firms statewide.

• **Murphy & Associates, San Francisco, 2002-2003**

Private Investigator

Served as the lead investigator and research coordinator for criminal defenses attorneys preparing serious felony cases for trial.

• **Deputy Public Defender / Private Law Practice, San Francisco, 1983-1995**

Criminal Defense Attorney

Handled all aspects of legal representation for large misdemeanor and felony caseload. Represented countless clients charged with DUI and/or drug offenses, working with prosecutors, probation officers and treatment providers to facilitate rehabilitation efforts wherever possible.

EDUCATION

• College of San Mateo, 2001: 40% of credits toward CADAC (Alcohol & Drug Counseling Certificate)

• J.D. Stanford Law School, 1983

• B.S. Environmental Sciences, Ohio State University, 1979

VOLUNTEER WORK

●Marin Services for Men, San Rafael, 2005-2010

Group Facilitator

Facilitated once weekly tool-based group recovery meetings in-house at 15 person sober living environment.

●San Francisco AA Teleservice, 2003-2010

Covered a once-monthly, eight-hour shift answering AA hotline calls from individuals requesting support, advice and referrals to appropriate alcoholism and addiction recovery groups.

●Image for Success, San Rafael, 2006-2018

Assisted in advising, dressing and providing clothing to clients reentering the job market after periods of incarceration, drug treatment, or homelessness.

●Ozanam Detox Center, San Francisco, 2003-2012

Conducted a once monthly H&I AA meeting for 20-30 clients currently in residence at detox center.

PERSONAL

Clean and sober since July 24, 1998. Recent LAP graduate. Very active in Marin and San Francisco recovery community, as well as The Other Bar. Extremely dedicated to recovery and related service work.

References available upon request

ATTACHMENT 2

MCLE

Competence: Substance Use Disorders, Mental Health and the Practice of Law

Presenter: Greg Dorst JD, CADC II Consultant to The Other Bar

In this compelling presentation, you will learn about the harmful physical and mental effects of alcohol and drug abuse and addiction. How do we recognize use and abuse of alcohol and other substances? Why are legal professionals prone to alcohol and drug abuse and addiction? What are the impacts to family, friends, employers, clients and colleagues of alcohol and drug abusers? When is it time to get professional help to intervene and preserve one's health and career? Mr. Dorst will use his own personal journey and experience to bring these important issues to the forefront. He will provide resources for your consideration, and highlight the role that The Other Bar can play in the recovery process. You will receive 1.0 hour of general participatory Competence Issues MCLE credit for this presentation.

Substance Abuse in the Legal Profession: Prevention, Detection, and Treatment

MCLE Program Description

In this presentation, Mr. Mann provides a review of the brain chemistry of addiction and alcoholism, as well as a discussion of the behavioral and health consequences of the disease. Insights are offered into the personality traits of attorneys and the qualities of the legal profession that combine to make lawyers significantly more susceptible to addiction, and more difficult to treat, than the general population. The presentation includes a case study of an addict attorney, as well as a self-diagnosis exercise for attorneys to utilize if they are concerned that they may have a problem which needs to be addressed. Concluding remarks are directed towards both systemic and individual solutions to the problem, with references to specific strategies and resources available to attorneys. Mr. Mann approaches this very serious topic in a manner that incorporates humor and irony and invites attorneys to engage in a bit of sometimes much-needed self reflection.

Outline

1. Introduction: Scope of Problem
 - a. Statistics
 - b. Professional Consequences
 - c. Difficulty of Solution
2. The Disease of Addiction
 - a. Symptoms
 - b. Traits
 - c. Brain Chemistry
 - d. Treatment
3. The Legal Profession: Why?
 - a. Lawyer Personality
 - b. Hourly Billing/Time Scarcity = Use of Chemical Shortcuts
 - c. Adversarial System = Desirability of Performance Enhancing Drugs
 - d. Advocacy for Client's Goals = Cognitive Dissonance
4. Case Study: The Addicted Lawyer
5. Conclusion: Prevention and Detection

ATTACHMENT 3

THE OTHER BAR CAN HELP

Among the services which the Other Bar can offer to an impaired lawyer, judge or law student are:

Assessment and Referral: When you, a family member, or other concerned person calls the Other Bar, one of our staff consultants will evaluate the situation and outline available options.

Treatment: Through our network of community resources, The Other Bar can help to obtain counseling, and in-patient or out-patient rehabilitation. Under certain circumstances, we also provide matching funds in the form of loans to qualified individuals not able to pay the full cost of treatment.

Peer Support Network: When drugs or alcohol are involved, mentors, who are themselves recovering lawyers and judges, are available to talk and listen.

Support Groups: The Other Bar sponsors regular, anonymous peer support groups statewide for individuals concerned about their drinking, drug use, or other addictive behaviors.

Education and Prevention: The Other Bar works with law firms, bar associations, the courts and law schools to provide education concerning chemical dependency and recovery. We offer MCLE accredited panels, workshops and retreats that are tailored to meet the needs of the specific participants.

A TREATABLE ILLNESS

Chemical dependency is not a moral issue; it is, instead, a treatable illness which causes a deterioration of moral and ethical values. The stigma is not in having the illness but in failing to seek treatment once its presence is recognized. Seeking treatment is perfectly acceptable social behavior. Free confidential help is available to any legal professional who may be having problems with alcohol or other substances. If you or someone you care about is suffering from such a problem, professional and peer assistance is available through the Other Bar to help bring about a positive change.



The Other Bar

Can Make a Difference

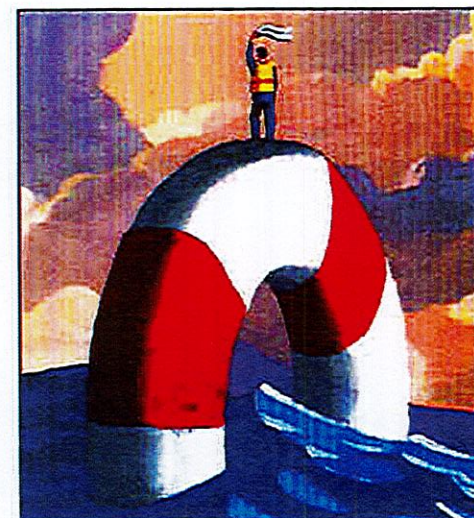
**Call Our Toll - Free Information
Hot Line 24 Hours a Day at:**

1-800-222-0767

website: www.otherbar.org

The Other Bar

*Help For Alcoholism, Drug Abuse
and Related Personal Problems*



**A Confidential Counseling and
Referral Resource For California
Lawyers, Judges, Law Students
and Their Families**

1-800-222-0767

THE OTHER BAR

Is a network of recovering lawyers and judges throughout the state, dedicated to assisting others within the profession who are suffering from alcohol and substance abuse problems. We are a private, non-profit corporation funded by member contributions and private donations.

Our organization is founded on the principle of anonymity and provides services in strict confidentiality. The program is voluntary and open to all California lawyers, judges and law students. Our consultants and volunteers stand ready to assist their colleagues in all areas of recovery.

THE NATURE OF CHEMICAL DEPENDENCY

Over 20 million Americans suffer from alcohol or drug dependency. However, it is generally accepted that the prevalence of chemical dependency within certain professions, including the legal profession, is higher than among the general population. It has been estimated that as many as 50% to 70% of the lawyers who are respondents before bar disciplinary committees are chemically dependent.

BATTLING ADDICTION

Like all people in all walks of life, lawyers tend to deny their symptoms. Their attempts to find solutions or tough it out alone are usually in vain. By acting omnipotent, they jeopardize all that is meaningful

in their lives and many find their careers and families slipping away as they grow more desperate. Chemical dependency is a progressive disease—it never gets better by itself.

A SELF TEST

Use this questionnaire to assess alcohol and/or chemical dependency problems

1. Are my associates, clients, or support personnel alleging that my alcohol/drug use is interfering with my work?
2. Do I plan my office routine around my alcohol/drug use?
3. Am I fooling myself into believing that drinking at business lunches is really necessary?
4. Do I ever feel I need alcohol/drugs to face certain situations?
5. Do I frequently use alcohol/drugs alone?
6. Because of my alcohol/drug use, have I ever had a loss of memory when I was apparently conscious and functioning?
7. Has my ambition or efficiency decreased since I began to drink or use drugs?
8. Do I ever use alcohol/drugs before meetings or court appearances to calm my nerves, gain courage, or improve performance?
9. Do I want, or take, alcohol/drugs first thing in the morning?
10. Have I missed or adjourned closings, court appearances or other appointments because of my alcohol/drug use?
11. Due to my use of alcohol/drugs, have I ever felt any of the following: fear, remorse, guilt, real loneliness, depression, severe anxiety, terror, or a feeling of impending doom?
12. Is alcohol/drug use making me careless of my family's welfare or of other personal responsibilities?
13. Does my alcohol/drug use lead me to questionable environments or acquaintances?
14. Have I neglected food, hygiene, health care?
15. Have I ever neglected my office administration or misused funds because of my alcohol/drug use?
16. Am I becoming increasingly reluctant to face my clients or colleagues in order to hide my alcohol/drug use?
17. Have I ever had the shakes, the sweats, or hallucinations as the result of my alcohol/drug use?
18. Do I lie to hide the amount I am drinking or using drugs?
19. Could disturbed or fitful sleeping be the result of my alcohol/drug use?
20. Have I avoided important social, occupational or recreational activities as a result of my alcohol/drug use?

If you have answered **YES** to more than one of the above questions, it is time to seek help. You do not have to manage it alone. Don't put off calling while you are trying to decide whether things are bad enough. You do not have to lose your license, reputation or family before reaching out for assistance.

ATTACHMENT 4



The Other Bar

Supporting Recovery in the Legal Community

David Mann, J.D.

Consultant/Services Coordinator

800.222.0767

<http://www.otherbar.org>

[Date]

Dear: [Name]

You are receiving this letter because of the recent disciplinary action taken against you by the California State Bar and reported on the state bar website. I am the Statewide Consultant and Services Coordinator for The Other Bar. The Other Bar is a voluntary recovery organization for those in the legal profession. ***We are not affiliated with the California State Bar Association or the Lawyer Assistance Program.***

Both my experience and State Bar statistics support the proposition that a majority of attorneys undergoing discipline proceedings are doing so at least in part due to underlying problems with alcohol or other substance abuse. If this is the case in your situation, please feel free to contact me ***at no cost and in complete confidentiality***, at The Other Bar. I welcome the opportunity to be of service to you in whatever manner possible.

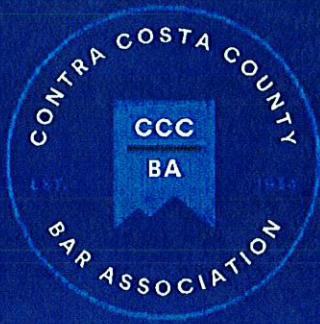
The Other Bar has a proven track record of success in helping attorneys and law students achieve and maintain sobriety. We have been in existence for over thirty years and have hundreds of members statewide. Our members are from all walks of the profession, and include judges, prosecutors, defense attorneys, large firm partners, solo practitioners and law students. Our purpose is to provide strength and support to attorneys who are recovering from problems with alcoholism, drug abuse, or other addictions. To this end we conduct regular mutual support meetings in dozens of cities and towns across the state. We also do education and outreach in the form of Continuing Legal Education Seminars. I invite you to visit our website and/or call me at **800.222.0707** if there any questions you wish answered. I have also enclosed an Other Bar pamphlet for your review. You will be warmly welcomed should you decide to attend any of our meetings. (You may also wish to call the Lawyer Assistance Program at **877.527.4435**.)

I wish you the best during what is no doubt a difficult time for you. Please consider calling on us for assistance. Many of our members (me included) have experienced disciplinary proceedings and the attendant financial, personal, and family problems; and we received much-needed support from the Other Bar. Once again, be assured that your involvement with The Other Bar is ***strictly confidential, voluntary, and at no cost.***

Sincerely,

David Mann
Consultant/Services Coordinator
The Other Bar

ATTACHMENT 5



MCLE Self-Study Article

Competence: Substance Abuse in the Legal Profession; Bad and Getting Worse

by David Mann, J.D., Northern California Consultant, The Other Bar*

Published November 2019, for the MCLE Spectacular

Note: The information in this article is based both upon the sources cited and the empirical observations and insights gained by Mr. Mann over the course of his 13 years of full-time experience working with California lawyers, judges and law students suffering from substance use disorders.

The legal profession has a reputation for many things. Perhaps because of the role lawyers and the legal system play in the frequently unpleasant business of resolving disputes and regulating behavior in society, the public's perception of the profession is wrought with uncomplimentary stereotypes. Is there another profession that has its own genre of jokes? The local bookstore is likely to have a small section devoted to books containing lawyer-centric "humor," virtually all of which evinces a negative and derogatory view of lawyers and the law. One of these stereotypes is that of the drunken trial lawyer, whose origins can be traced at least as far back as Shakespearean times. Unfortunately, this stereotype has a real and worsening basis in fact. Substance abuse in the legal profession, a long-recognized problem, has recently been well-documented as a phenomenon that is getting progressively more widespread, with serious consequences for practitioners and the public. Lawyers who are impaired by drugs or alcohol, almost by definition, cannot be relied upon to provide competent legal services to their clients. Accordingly, this issue needs to be prioritized and addressed.

It is no coincidence that the California State Bar Association's continuing legal education requirements have long included a mandatory unit on this

subject. Additionally, the State Bar administers a legislatively established Lawyer Assistance Program, ("LAP"), largely to address this problem. Unfortunately, it has recently become apparent that much more must be done. A clarion call for action went out in 2016 with the publication of an article entitled *The Prevalence of Substance Use and Other Mental Health Concerns Among American Attorneys*. (Addiction Medicine, Volume 10, Number 1, January/February 2016). This research, conducted by Patrick R. Krill, JD, LLM, et. al., was co-sponsored by the Hazelton Betty Ford Foundation and the American Bar Association, and made a number of findings which shocked the profession.

The study utilized a sample of 12,825 licensed, employed attorneys across 19 states. They comprised all walks of the profession and reflected a high level of diversity regarding demographic categories such as race, gender, and age. Each attorney completed a survey, the results of which were subjected to pre-existing and well-established evaluation protocols. The overall conclusion was that "attorneys experience problem drinking that is hazardous, harmful, or otherwise consistent with alcohol use disorders at a higher rate than other professional populations." Some specifics:

1. 20.6% of participants screened positive for potentially alcohol-dependent drinking.
2. Surprisingly, respondents 30 years of age and younger were more likely to have a higher score than their older peers.
3. Levels of depression, anxiety, and stress were significant, with 28%, 19%, and 23% of attorneys, respectively, experiencing symptoms.

Who are these attorneys, and why do they suffer these symptoms? It seems counterintuitive that attorneys should be so afflicted. Well-educated, usually well-compensated, and generally respected (if grudgingly) they are not the type of people commonly perceived as alcoholics or addicts. So, what is going on?

It turns out that an examination of the nature of addiction, especially the manner by which it first gains its grip on its victims, alongside a look at some central and unique traits of the legal profession, sheds some light on this question. Addiction, which includes alcoholism, is widely regarded as a chronic, progressive and fatal brain disease characterized by craving of the substance involved, escalating and eventual compulsive use in spite of negative consequences, and ulti-

Continued ►

mately an inability to control or stop using. It is not a choice, or a malady inflicted from outside the sufferer, but rather the result of a process, which begins when an individual first uses a chemical to change the way they feel. Drugs and alcohol are chemical shortcuts, ways to artificially and quickly achieve a desired result. These can be generally characterized as "up"; more energy and focus (stimulants from coffee to Adderall to methamphetamines), "down"; relaxation and stress relief (depressants from alcohol to tranquilizers to opiates), "around"; temporary escape (perception changers such as marijuana and psychedelics), and "off"; (sleep medications). Often, initial use is quite effective and is perceived as providing a benefit. Usually there are no immediate negative consequences. This encourages repetition of the behavior. The attraction is that the substances usually work better than any natural way of achieving the desired state. The problem is that the substances are addictive, which means that users become habituated and then dependent on them and they eventually stop working, causing the use of higher doses, with the attendant negative side effects. In short, every drug has its desired effects, and its unwanted side effects. With addictive drugs, the side effects include impaired thinking and memory, personality changes, behavioral deterioration, and eventual dysfunction, negatively impacting every facet of life.

The legal profession is fertile ground for sowing the seeds of substance use for a multitude of reasons too numerous to cover in a short article. They include the following:

1. The "lawyer personality."

There is general agreement among those who have studied the psyche of lawyers that many share

a common profile of personality traits. (See, e.g., *Lawyer Know Thyself: A Psychological Analysis of Personality Strengths and Weaknesses*. Susan Daicoff, 2004). A partial list of these personality traits includes people that are: controlling, ego-driven, competitive, judgmental, pessimistic, argumentative, anxious, self-centered, grandiose, and compulsive. Some of these seem to inhere in those who select law as a career. Additionally, it is well-documented that the traditional law school educational style and socialization process greatly reward and exacerbate these traits. It turns out that this profile is uncanny in the degree to which it overlaps with the consensus "addict personality" profile. This means that many lawyers are predisposed by personality to be susceptible to addiction.

2. High compensation and hourly billing.

Most people who are compensated as well as attorneys simply do their jobs and receive their paychecks. Lawyers bill by the hour, in increments of 6 minutes. They are under tremendous pressure to bill hours, and the time is expensive and must be justified. This creates for many lawyers a strange perception and a chronic shortage of time, which spills over into their personal life. When there is never enough time, shortcuts become attractive. A stimulant can substitute for a nap, a drink for meditation or other natural means to relax, a joint for a vacation, or an Ambien for proper sleep habits.

3. The adversarial system.

Many advanced professions involve congenial cooperation towards common goals (think medicine, architecture, engineering), but lawyers often do battle with each other in a public forum, with great consequence. The pressure

to win is enormous. Who else does this? Professional athletes do. In both cases, whether it's the Super Bowl or a five million dollar verdict, the temptation to gain an advantage with performance enhancing drugs is enormous, and both athletes and lawyers succumb at problematic rates. However, athletes get tested, get caught, and are compelled to quit, or forfeit their careers. Lawyers are not tested, with the result that the problem usually goes on for longer and becomes much worse before it is addressed.

4. Advocacy for others.

Attorneys represent the interests of their clients, which they are duty-bound to pursue, whether they agree or disagree with the result sought or the effects caused. They are told to divorce themselves from moral responsibility for the outcome, as long as they follow the law and adhere to the code of ethics. This is not always an easy task.

People generally want to feel good, and people of substance want to do this by feeling they are good people who do good things for good reasons. Playing an instrumental role in achieving an outcome that is inconsistent with one's personal values can cause cognitive dissonance; a discomfort with conflicting values or with reconciling behavior that is not consistent with held values. If one has a fundamental value conflict with a result worked for and achieved, it is often of little consolation that the effort was "for the client" and the law and rules of ethics were followed. The law and the rules of ethics are minimum standards, not morality. They are not aspirational but represent that below which we cannot go without getting into trouble. This conundrum makes attorneys particularly susceptible to quieting the dissonance in their brain with alcohol.

Continued ►

The result of the pressure exerted by the legal profession is, per the Krill report discussed above, a lot of lawyers in trouble with drugs and alcohol. The problem is aggravated by the barriers to getting the needed assistance. First, lawyers are problem solvers. They are not in the habit of asking for help or showing weakness. They solve other people's problems; they don't have problems! They are called counselors; they don't need counseling! Next, the stigma of addiction is pervasive. Although a disease according to no less an authority than the AMA, addiction is still widely considered a moral failure, and lawyers often perceive their most valuable asset to be their reputation, which they are terrified of sullying with the stigma of addiction. Further, many attorney personality traits (see above) cause major challenges to embracing new ways of thinking associated with successful recovery. Finally, the pressures of work and the inflexibility of schedules often raise significant strategic obstacles to allocating the time off necessary to go to treatment.

How to identify the alcoholic or addict lawyer? This questionnaire, adapted for lawyers from a longstanding and widely used treatment assessment tool, is designed to identify a level of alcohol or other substance use which is adversely affecting professional competence, and likely to require treatment.

1. Are my associates, clients, or support personnel alleging that my alcohol/drug use is interfering with my work?
2. Do I plan my office routine around my alcohol/drug use?
3. Am I fooling myself into believing that drinking at business lunches is really necessary?
4. Do I ever feel I need alcohol/drugs to face certain situations?
5. Do I frequently use alcohol/drugs alone?

6. Because of my alcohol/drug use, have I ever had a loss of memory when I was apparently conscious and functioning?
7. Has my ambition or efficiency decreased since I began to drink or use drugs?
8. Do I ever use alcohol/drugs before meetings or court appearances to calm my nerves, gain courage, or improve performance?
9. Do I want, or take, alcohol/drugs first thing in the morning?
10. Have I missed or adjourned closings, court appearances or other appointments because of my alcohol/drug use?
11. Due to my use of alcohol/drugs, have I ever felt any of the following: fear, remorse, guilt, real loneliness, depression, severe anxiety, terror, or a feeling of impending doom?
12. Is alcohol/drug use making me careless of my family's welfare or of other personal responsibilities?
13. Does my alcohol/drug use lead me to questionable environments or acquaintances?
14. Have I neglected food, hygiene, health care?
15. Have I ever neglected my office administration or misused funds because of my alcohol/drug use?
16. Am I becoming increasingly reluctant to face my clients or colleagues in order to hide my alcohol/drug use?
17. Have I ever had the shakes, the sweats, or hallucinations as the result of my alcohol/drug use?
18. Do I lie to hide the amount I am drinking or using drugs?
19. Could disturbed or fitful sleeping be the result of my alcohol/drug use?
20. Have I avoided important social, occupational or recreational activities as a result of my alcohol/drug use?

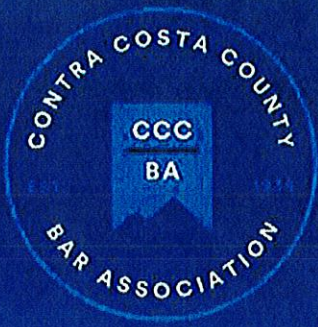
If you have answered YES to more than one of the above questions, it may be time to seek help.

Fortunately, the Krill study was instrumental in starting a significant movement within the profession to acknowledge the magnitude of the problem and put in place some systemic solutions. Most notably, The ABA's National Task Force on Lawyer Well Being, published a comprehensive report in 2017 entitled: *The Path to Lawyer Well-Being: Practical Recommendations for Positive Change*. This

groundbreaking and excellent report is required reading for anyone who professes concern about the state of the legal profession. Among other astonishing observations, the report notes a decrease in civility contributing to the toxicity of practicing law and finds that the current state of affairs is "incompatible with a sustainable legal profession." It demands that every sector of the legal community acknowledge the problem, take responsibility, and implement concrete measures to make positive change, and provides detailed recommendations for all the stakeholders. It is a truly impressive, meticulous and inspiring piece of work, and provides some long overdue reason for optimism regarding the possibility of a future populated by healthy, happy, and well-adjusted lawyers.

** The Other Bar is a California 501(C) non-profit whose mission is to provide confidential, free assistance to attorneys suffering from substance abuse issues. For assistance, call 1.800.222.0767 or go to otherbar.org.*

David Mann, J.D., is a graduate of Ohio State University and Stanford Law School. He served as a Deputy Public Defender in San Francisco before becoming a solo criminal defense practitioner. After 12 years of practice, substance abuse-related issues caused him to resign from the bar with disciplinary charges pending. Following a relentless battle with addiction which included numerous hospitalizations and periods of homelessness, he succeeded in getting clean and sober in 1998. Since then he has worked as a drug and alcohol rehabilitation counselor. After completing the State Bar's five-year LAP (Lawyer Assistance Program) he was employed for a year as a peer counselor for that program. Since 2008, he has served as the Northern California Consultant to The Other Bar, a statewide organization of recovering attorneys, judges, and law students. In this capacity, he spends his time providing outreach and education to the legal community (presenting over 50 CLE's on this topic annually), and assisting attorneys as they struggle with substance abuse and related challenges that threaten their ability and/or eligibility to practice law.



MCLE Self-Study Test

Competence: Substance Abuse in the Legal Profession; Bad and Getting Worse

by David Mann, J.D., Northern California Consultant, The Other Bar*

Published November 2019, for the MCLE Spectacular

1. Drug and alcohol abuse in the legal profession is a problem that:
 - a. Is statistically insignificant.
 - b. Is on par with other professions.
 - c. Has been improving in recent years.
 - d. Is worse than other professions and is only recently being addressed on an institutional level.
2. The California State Bar Association's continuing legal education requirements have long included a mandatory unit on the subject of substance abuse.
 - a. True
 - b. False
3. The State Bar administers a legislatively-established Lawyer Assistance Program, ("LAP"), largely to address substance abuse, anxiety, depression, and other well-being issues.
 - a. True
 - b. False
4. Recent evidence for the existence of a serious mental health crisis in the legal profession:
 - a. is non-existent.
 - b. is largely anecdotal.
 - c. has been seriously discredited
 - d. is largely derived from a highly-regarded study that utilized a sample of 12,825 licensed, employed attorneys across 19 states.
5. In this study, the number of participants who screened positive for potentially alcohol-dependent drinking was:
 - a. not measured.
 - b. under 10 percent.
 - c. over 30 percent.
 - d. over 20 percent.
6. In the Krill study, respondents 30 years of age and younger were more likely to have a lower score than their older peers.
 - a. True
 - b. False
7. Addiction, which includes alcoholism, is classified as a disease by the AMA, and is widely regarded as:
 - a. chronic, progressive and fatal.
 - b. characterized by craving of the substance involved, and escalating and eventual compulsive use in spite of negative consequences.
 - c. an inability to control or stop using.
 - d. all of the above.
8. The eventual side effects of addictive drug or alcohol use include impaired thinking and memory, personality changes, behavioral deterioration, and eventual dysfunction, negatively impacting every facet of life.
 - a. True
 - b. False

Continued ►

9. A common profile of attorney personality traits does not include the following trait:

- a. controlling
- b. ego-driven
- c. pessimism
- d. humility

10. Attributes of the legal profession that challenge mental health include:

- a. High compensation and hourly billing.
- b. The adversarial system
- c. Advocacy for client's interests.
- d. All of the above.

11. The AMA's official classification of addiction as a disease has largely eliminated the legal profession's treatment obstacles of stigma and concern for damage to reputation.

- a. True
- b. False

12. The ABA's National Task Force on Lawyer Well Being reports a decrease in civility contributing to the toxicity of practicing law and finds that the current state of affairs is "incompatible with a sustainable legal profession."

- a. True
- b. False

**Competence: Substance Abuse in the
Legal Profession; Bad and Getting Worse
by David Mann, J.D.**

**HOW TO RECEIVE
ONE HOUR OF MCLE CREDIT**

Answer the test questions, choosing the one best answer to each question. Mail this Self-Study and your payment* (\$30 per credit hour for CCCBA members/\$45 per credit hour for non-members) to CCCBA at the address below. Certificates are generally issued within two weeks of the day this form is received. ***The fee is waived for MCLE Spectacular 2019 participants with a Full Day Package.** (ID# 13616)

Name

State Bar #

Firm Name

Address

City, State, Zip

Phone

Email

☐ Visa ☐ MasterCard ☐ Amex ☐ Check (payable to CCCBA)

Cardholder Name

Card Number

Expiration Date

Signature

November 2019 MCLE Spectacular - 1 Hour Competence Issues MCLE Credit

Return this form to:

CONTRA COSTA COUNTY BAR ASSOCIATION
2300 Clayton Road, Suite 520, Concord, CA 94520

San Bernardino County Bar Association

Alcoholism: Lawyers Need a Confidential “Hand-Up”

By: Greg Dorst JD, CADC II, Consultant to the **Other Bar**

Fact: *"Attorneys experience problematic drinking that is hazardous, harmful, or otherwise consistent with alcohol use disorders at a higher rate than other professional populations. Mental health distress is also significant. These data underscore the need for greater resources for lawyer assistance programs, and also the expansion of available attorney-specific prevention and treatment interventions."*

The above is a direct quote from original research published in the **Journal of Addiction Medicine**: January/February 2016 - Volume 10 - Issue 1 - p 46–52; the research was conducted and reported by Patrick R. Krill JD, LLM; Ryan Johnson, MA; and Linda Albert MSSW.

We all know lawyers who drink to excess, smell like alcohol or show signs and symptoms of the negative effects of alcohol and/or other drug usage. On June 8, 2018 the **American Bar Association** published a list of symptoms characteristic of various stages of alcohol dependency:

"An alcohol use disorder may be mild, moderate or severe depending on the number of symptoms. Symptoms may include:

- Being unable to limit the amount of alcohol you drink
- Feeling a strong need or compulsion to drink
- Developing tolerance to alcohol so that you need increasing amounts to feel its effects
- Having legal problems or problems with relationships, employment or finances due to drinking
- Drinking alone or in secret
- Experiencing physical withdrawal symptoms — such as nausea, sweating and shaking — when you don't drink
- Not remembering conversations or commitments, sometimes referred to as "blacking out"
- Making a ritual of having drinks at certain times and becoming annoyed when this ritual is disturbed or questioned.

- Losing interest in activities and hobbies that used to bring you pleasure
- Irritability when your usual drinking time nears, especially if alcohol isn't available
- Keeping alcohol in unlikely places at home, at work or in your car
- Gulping drinks, ordering doubles, becoming intoxicated intentionally to feel good or drinking to feel 'normal'."

This list is by no means exhaustive and could include "drug seeking" behavior which is characterized by "doctor shopping" and multiple prescriptions as well as unhealthy relationships with street drug users. All of these signs and symptoms appear over the course of time rather than suddenly and frequently get worse, without help. The disease of addiction is characterized as a chronic and progressive disease which rarely gets better on its own.

The question that I ask attorneys who find that they are experiencing negative consequences around alcohol and/or drug usage is, "Is it okay with you if your life gets better?" Thousands of struggling attorneys need to know that they do not have to live as they have been living. The practice of law is stressful enough without the constant pressure of not feeling well, broken promises to clients, family and friends and the fear that someone will find out what the attorney is doing and how it is affecting him/her both personally and professionally. Since lawyers make their living by and through their reputation, many feel that they must hide what is going on. This is not an effective strategy. Moreover, trying to solve the problem of addiction all by oneself is a recipe for disaster both personally and professionally. So, where does one start the process of change?

Frequently, a thorough assessment by a professional, such as an MD, social worker, or psychologist is an important step as consequences of quitting "cold turkey" may begrave and can include suicidal ideations, seizures and death. Some, however, want to begin with an anonymous group; there are groups that are specifically designed for professionals. These groups are confidential and support professionals in their recovery. Confidential groups create a community of support which has long been known to increase a person's chances of recovery.

The **Other Bar** is just such a community of support. As a private, nonprofit network of recovering lawyers, law students and judges throughout the state of California, the **Other Bar** is dedicated to assisting others within the legal

profession who are suffering from alcohol and substance abuse problems. All participants in the Other Bar adhere to principles of confidentiality and anonymity. What is shared in meetings and who attended is held in the strictest of confidence. The program is voluntary and open to all California lawyers, judges and law students and is not aligned with the State Bar of California. No information is shared with any person or organization.

This network of "lawyers helping lawyers" comprises over 30 peer support meetings throughout the state, most of which meet every week. This network serves thousands of lawyers throughout the State of California each year. Its members support each other in recovery and assist others in becoming and staying sober. For many, the Other Bar serves as a bridge to the larger community of recovery options. All lawyers, judges, and law students are welcome regardless of their recovery model: 12-steps, medical, therapeutic, religious, secular, etc. The **Other Bar** also provides MCLE programs, both online and live, focused on recovery. Through its Shot of Sobriety Loan Program, it assists with the costs associated with hospitalization and residential treatment for those who need it. Finally, it provides two retreats in the fall, one for men and one for women, and a statewide Networking Conference each spring, where lawyers, judges, law students and their families come together to share their experience, strength and hope.

A community of recovering lawyers can do wonders for one's sense of well-being and support. Recovery is hard; working toward change with others helps to alleviate loneliness and depression. The cycle of secrecy and aloneness must be interrupted and not reinforced. It is nice to be a part of a community of friends and colleagues who help one another to stay sober one day at a time.

The **Other Bar** website can be accessed at www.otherbar.org; their confidential 24-hour hotline number is **(800) 222-0767**. The website offers resources including contact information for consultants here in Southern California as well as in Northern California.

Again, I ask, would you like a hand-up? Is it okay with you if your life gets better?

ATTACHMENT 6

SUMMARY EVENT SCHEDULE

9:15-9:30 a.m.

Introduction to The *Other Bar* and Conference Guidelines

Welcoming Remarks: Michael Razo, Current *Other Bar* President,
Conference Guidelines/Zoom Info/Instructions: Andrew S.
Other Bar Mission/Services: David Mann Northern California Consultant, The *Other Bar*

9:30-10:30 a.m.

Justice R. Ashby Pate
Be the Light: The Power of Human Connection in the Criminal Justice System

10:30: Break (*Other Bar* Testimonial: Roya R.)

10:45-11:45 a.m.

Attorney Samuel C. Bellicini
*Ethics in the Time of Coronavirus**

11:45: Break: Lunch

1:30-2:30 p.m.:

Mark Lundholm
HUMOR Begins & Ends with HR

2:30: Break (*Other Bar* Testimonial: Past President Jim H.)

2:45-3:45 p.m.

Roland Williams, MA, MAC, LAADC, NCACII, CADCII, SAP
*Staying Clean, Sober and Sane During These Trying Times***

3:45: Break (*Other Bar* Testimonial: Hillary B.)

4:00-5:00 p.m.

Attorney Francine Ward
Lessons Learned in Dealing With COVID-19 ... and Everything Else!

5:00: Break: Dinner

6:30-8:00 p.m.:

Other Bar Meeting (closed: members and invitees only)

Secretary: Greg Dorst, Southern California Consultant, The *Other Bar*
Speaker 1: Mike R. Current *Other Bar* President
Speaker 2: Jerry B. Past President, The *Other Bar*
Open Discussion
Closing Remarks

* One MCLE Credit: Ethics in the Legal Profession

** One MCLE Credit: Mental Competency/ Substance Abuse in the Legal Profession

The *Other Bar* is a certified MCLE provider (#10821) and a California 501(c)(3) non-profit whose mission is to provide confidential support to attorneys struggling with addiction to alcohol or other substances. For more information, please visit our website at www.otherbar.org

CONTACT US: www.otherbar.org (800) 222-0767

FULL PROGRAM DESCRIPTION

(1)

SPEAKER: Justice R. Ashby Pate

TITLE: *Be the Light*

DESCRIPTION:

In this presentation, Justice Pate illustrates the power of human connection through his unique “story,” which includes his own experience in the criminal justice system as a young man, all the way to his appointment to serve as an Associate Justice of the Supreme Court of Palau, a remote—and disconnected— island nation in the western North Pacific. Weaving stories of his time in Palau, where he helped bring an end the nation’s practice of solitary confinement, he shares how the power of human connection changed his own life and illustrates what can happen when lawyers and judges realize that the law’s highest calling is not to disconnect, but to reconcile, not to lock people up, but to set them free.

BIOGRAPHY:

R. Ashby Pate is an attorney at Lightfoot, Franklin & White, LLC in the firm’s Birmingham, Alabama office. He maintains a general commercial defense practice, while routinely taking on some of the firm’s most important and controversial matters, including co-prosecuting former Alabama Supreme Court Chief Justice Roy Moore in a widely-publicized judicial ethics trial. Pate also formerly served as Associate Justice of the Supreme Court of Palau, where he helped design the island nation’s first-ever jury-trial system and was the youngest justice appointed in Palau’s history.

Pate is also a sought-after public speaker. His speech, *Be the Light*, highlights the importance of human connection in the practice of law. He has spoken across the country, including giving the keynote address, alongside Justice Anthony Kennedy of the United States Supreme Court, at the Ninth Circuit Court of Appeals’ Law Clerk Orientation in San Francisco, as well as presentations to the American College of Trial Lawyers’ in Savannah, Maui, and Wilmington.

(2)

SPEAKER: Attorney Samuel C. Bellicini

TITLE: *Ethics in the Time of Coronavirus (1 MCLE Credit Legal Ethics)*

DESCRIPTION:

As we navigate our way past the half-year mark of the COVID-19 pandemic, it should have occurred to all of us by now that the practice of law has changed to accommodate the various shelter-in-place orders, and that many of these changes may become permanent as an accommodation to an overcrowded and under-funded court system. This one-hour Ethics MCLE presentation will explore the professional responsibility and competency issues peculiar to the pandemic, both in our professional, and in our personal lives.

BIOGRAPHY:

Attorney Samuel C. Bellicini is a solo practitioner in San Rafael, California. His primary practice emphasizes defense of State Bar cases, admissions, and general ethics advice. Mr. Bellicini is the 2015 and 2016 past President of the Association of Discipline Defense Counsel. He is a member of several local Bay Area Bar Associations, and is a member of The Other Bar. Mr. Bellicini has presented MCLE programs to many of these local bar associations and Inns of Court.

(3)

SPEAKER: Mark Lundholm

TITLE: *HUMOR Begins & Ends with HR*

DESCRIPTION:

This 45 minute stand-up comedy presentation is quicker than a 4-legged B&E perp, more seductive than oxycodone and more original than the Declaration of Independence. Check your ego at the door and hold on to your rear end because this show is not PC or PG. It is real, it is funny, it is recovery. Real. Funny. Recovery.

BIOGRAPHY:

From the mean streets of Oakland, California, to stages, theaters, prisons, and arenas all over the world...former convict and recovering homeless drug addict Mark Lundholm has entertained U.S. Presidents, CEO's, inmates, soldiers, judges, families, students, inpatients, physicians and healers of all kinds. Mark's very unique style blending heart, hope and healing is the core message of every keynote, comedy show and corporate workshop he delivers. Lightning fast and straight to the point of it all, no one does what he does the way he does it.

Creator of the Clinical/Comical Process Group Day for treatment centers, Mark works with primary clients, families, IOP patients and adolescent populations. Issues and answers addressing shame reduction, relapse prevention, 12 step tools, co-occurring disorders, shortcuts to reintegration and to lowering ATA rates and improving client extensions and referrals are only a few of the topics tackled during this 6 hour day of original programming.

Credits include:

Showtime, Netflix, ABC, Disney, CBS, A&E, NBC and Fox Network and every social media outlet in existence. *Caution: not all content on the internet has been approved by MLE, inc.* Recorded products (comedy AND clinical) are too many to mention but may be found at

www.recoverybookstore.com

For more info, please go to:

www.wholehearted.org www.marklundholm.com addictedplay@gmail.com 408.464.0726

(4)

SPEAKER: Roland Williams, MA, MAC, LAADC, NCACII, CADCII, SAP

TITLE: *Staying Clean, Sober and Sane During These Trying Times (1 MCLE Credit Competency/Substance Abuse)*

It's Easy When it's Easy and it's Hard When it's Hard, The Trick to Longevity in Recovery is Being Able to Do it When it Gets Hard.

DESCRIPTION:

This solution-oriented presentation will offer practical suggestions and usable coping strategies for managing our recovery during these very uncertain times. Achieving and maintaining long term recovery is dependent on us being able to "use our tools" even and maybe especially during the hard times. You will often hear in the meetings that "life shows up". Well actually life has been here all along; what actually happens is "we show up". Its easy to stay spiritual, grateful and engaged in recovery when things are going well, but everybody will come to a time and place where things get really, *really* hard, and then what are you going to do? Is your faith and gratitude still there? Are you still practicing these principals in all your affairs? Are you reaching out to others? Are you asking for and offering support?

Well here we are in 2020 and all of us are facing unprecedented levels of stress, fear, anxiety and uncertainty. And it may get worse before it gets better.

This presentation will offer support, encouragement and validation. It will be a reminder for those of us fortunate enough to be in recovery that we have been groomed to deal with chaos and uncertainty our whole lives and we have repeatedly demonstrated that we have what it takes to get through hard times.

BIOGRAPHY:

Roland is an interventionist, author, trainer, counselor and consultant specializing in the treatment of Substance Use Disorders. He is President and Founder of Free Life Enterprises an international counseling and consulting firm that provides consultation, clinical training, program development, interventions and staff supervision, worldwide. He is the Founder and Director of the United Auburn Indian Community Recovery Program. He is the past Coordinator of Chemical Dependency Studies at Cal State East Bay. Roland is the past Director of Clinical Operations for DARA Thailand, and Clinical Director for Lionrock Recovery. He is the co-founder and former Executive Director of Alta Mira Recovery Programs, in Sausalito, California, as well as co-founder and former Clinical Director of Bayside Marin, in San Rafael, where he designed the initial clinical model for each facility. Roland worked at Good Samaritan Hospital in San Jose, CA. for 15 years, where he was the Director of Behavioral Health Services, and was responsible for the psychiatric and chemical dependency programs. Roland was one of the first Licensed Advanced Addiction Counselors in the State of California, a member of the Department of Alcohol and Drug programs advisory board, he sat on the oral examination board of CAADAC, (California Association of Alcohol and Drug Counselors), and is a member of the NAADAC Trainers Academy. He has provided counseling and consulting services to individuals and treatment facilities worldwide. Roland works with the Offender Mentorship Certification Program teaching

CAADAC classes to incarcerated inmates. He also works with impaired legal and medical professionals and facilitates weekly support groups. He has published 3 books related to Relapse Prevention from a cultural perspective and written numerous articles on addiction and recovery. He is a frequent conference lecturer and workshop presenter. However, he is most proud of the fact that he has been in recovery himself since June 10, 1986.

www.rolandwilliamsconsulting.com

(5)

SPEAKER: Attorney Francine Ward

TITLE: *Lessons Learned in Dealing With COVID-19 ... and Everything Else!*

DESCRIPTION:

"Accept the things we cannot change" sounds great in theory, but what if we are faced with a pandemic that impacts our livelihood? What if we are faced with the loss of a loved one? What if our lives are turned upside down? What if?

When times are tough it's easy to think that we have no choices. When you are dealt a rotten hand it's easy to think that you have to just roll over and take the hit. And in fact, the acceptance of conditions, whatever they are, is a start, but it's just one of many tools useful for weathering life's storms. No one knows this better than Francine Ward, lawyer, recovering person, and survivor of life's challenges. Join her in this last session as she shares strategies for not only coping, but effectively managing, and actually thriving during this perfect storm of conditions.

BIOGRAPHY:

A 1989 graduate of Georgetown University Law Center, Francine is an intellectual property and estate planning attorney with a focus on copyrights, trademarks, publishing, social media law issues, and estate planning. She is also the author of *Esteemable Acts: 10 Actions for Building Real Self-Esteem* and other books, as well as a highly-regarded motivational speaker and life coach.

And, she's got 41 years of continuous sobriety!