



Riding the Arbitration Bicycle *

Summary

*** Please note that this summary of the panel was AI-generated and therefore has not been fully vetted for accuracy.**

Washington Arbitration Week's noon panel featured Amanda Lee, an international arbitrator and advocate for women in arbitration, as the moderator. The discussion focused on the importance of achieving balance in arbitration careers, highlighting the challenges faced by practitioners in maintaining well-being amidst a demanding profession. Lee emphasized the necessity of addressing mental health issues within the legal field, referencing personal experiences and the physical toll of stress on practitioners.

The panelists included Nikki Irish from the DC Bar, who shared insights from a survey revealing significant mental health challenges among lawyers, particularly women, who face higher rates of stress, depression, and anxiety. She discussed the importance of supportive networks and initiatives aimed at improving well-being among legal professionals.

Christine, a Singaporean solicitor, reflected on the pressures of the profession, noting the need for self-awareness and balance in personal and professional lives. She highlighted the dual roles many women face, balancing work and caregiving responsibilities.

Manuel, a member of the International Bar Association's well-being task force, presented statistics illustrating the mental health crisis in the legal profession, stressing the importance of creating a supportive work environment and breaking the stigma surrounding mental health discussions.

The panel concluded with practical advice on establishing support networks, setting priorities, and the importance of communication within firms to foster a healthier work culture. The speakers collectively underscored that mental health issues affect all genders and that addressing these challenges is essential for a sustainable legal career. They encouraged ongoing dialogue about mental health and well-being in the legal profession, advocating for structural changes to support practitioners. The session ended with a Q&A segment, allowing attendees to engage further with the panelists on these critical topics.

Authors

NO



Topics

NO

Category

WAW

Full Transcript

00:00:00

Not perhaps. Welcome to Washington

00:00:03

arbitration week, Third Edition, I

00:00:06

will have the pleasure of

00:00:07

having our noon panel of

00:00:13

our second day in Washington

00:00:16

DC. I would like to

00:00:17

thank again, Miller, and should

00:00:20

I leave for they're hosting

00:00:22

an incredible hosting. We have

00:00:24

a lovely view of Washington

00:00:27

DC from here. And we



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are joined by our panelists

00:00:32

and I will not steal

00:00:33

the Thunder of our moderator.

00:00:35

I will simply Like to

00:00:38

share in introducing her. That

00:00:41

Amanda Lee is an international

00:00:45

arbitrator. And, and he is

00:00:50

is many, many, many, many,

00:00:51

many, many things among others.

00:00:55

She's a consultant also at

00:00:58

Costigan King and she is

00:01:01

the founder of our balance

00:01:05

and careers in arbitration. Not



00:01:08

only that she is incredibly

00:01:11

talented in the use of

00:01:13

professional media, will you can

00:01:17

learn a lot from her

00:01:18

and and and she's very

00:01:22

much a force. What was

00:01:24

the related to women in?

00:01:28

Arbitration careers in arbitration and

00:01:30

now our balance Which Wich

00:01:35

Is is is focused on

00:01:37

on creating mental and Ann

00:01:41

at work balance in arbitration.

00:01:42

Which as you may have



00:01:44

experienced her, or are likely

00:01:46

to experience is, is not

00:01:48

a stress-free profession. When, when

00:01:53

we talked with, Amanda about

00:01:55

the panel, she said to

00:01:57

me, you know, there's interest

00:02:01

to do a note but

00:02:02

he has to serve guarantee

00:02:03

that you will record the

00:02:06

session and we're very happy

00:02:09

to say that all the

00:02:10

battles of Fort Washington. Arbitration,

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we are being recorded, they're



00:02:14
not only being recorded, but

00:02:16
each final will have an

00:02:19
automatic transcript. So if you

00:02:20
want to look into stress

00:02:22
Princeton in the panels of

00:02:25
day, or if you want

00:02:25
to look into jokes or

00:02:28
irony into the panel of

00:02:29
the last panel, you can

00:02:31
do that too. So you

00:02:33
will be able to use

00:02:34
it as a research. And

00:02:36
hopefully others will be seeing



00:02:37
the panel. You don't have

00:02:39
to watch the whole 100

00:02:41
minutes but you can, you

00:02:44
can do shirt with that

00:02:45
on the screen or supporters

00:02:48
and and, and also sponsors

00:02:53
we're grateful to them and

00:02:57
that weed that I will

00:02:58
give the floor to a

00:02:59
man that to address the

00:03:00
topic that that I believe

00:03:03
one of the purpose is

00:03:04
to demystified. We're very, very



00:03:07

grateful for your attendance were

00:03:10

very grateful for the attention

00:03:11

from our analysts in Paris

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and also in Spain and

00:03:16

take it away. Amanda welcome

00:03:24

to riding the arbitration bicycle

00:03:26

importance of achieving balance. In

00:03:28

your arbitration career, thank you

00:03:31

to Washington arbitration week for

00:03:32

giving us the opportunity to

00:03:34

address you today on this.

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A generous hosts Miller in

00:03:38

Chicago and behind me on



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the screen, I want to

00:03:48

explain. Why does topic matters

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to me? And why it

00:03:52

should matter to all of

00:03:54

you? So let me start

00:03:56

by saying that this panel

00:03:57

is co-sponsored by two initiatives

00:03:59

that I found it. The

00:04:02

first group arbitration enjoys a

00:04:05

following of more than 50,000

00:04:08

people in our community. It

00:04:10

helps arbitration practitioners of all

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levels from students to aspiring



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arbitrators and partners to find

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opportunities in our challenging and

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competitive field. I don't mind

00:04:21

if you angle the camera

00:04:22

so you can't see me.

00:04:22

I'm perfectly content with that.

00:04:24

Don't worry, it's probably for

00:04:25

the best and make no

00:04:29

bones about it. This is

00:04:30

a challenging and competitive field.

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Other distinguished panel will be

00:04:36

explained shortly riding the arbitration

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bicycle can, at the very



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least leave you with saddle

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sores, founded earlier this year,

00:04:47

with the express purpose of

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helping our community to, not

00:04:50

only secure and develop careers

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in arbitration to enjoy a

00:04:53

long happy and healthy careers

00:04:56

in arbitration. So what does

00:04:58

that mean? In reality? Is

00:05:00

it even possible to enjoy

00:05:01

a happy and healthy career

00:05:03

in arbitration? Anybody think it

00:05:05

is? I'm really worried that



00:05:08

nobody put their hand off

00:05:09

at the beginning, and I've

00:05:10

only asked that one question.

00:05:13

Albert Einstein once said, life

00:05:15

is like riding a bicycle

00:05:17

to keep your balance. You

00:05:19

must keep moving. Now, we

00:05:21

have perfected, the art of

00:05:22

constant movement in this field

00:05:24

to succeed. In addition, to

00:05:27

being great lawyers, we need

00:05:28

to Moonlight as writer speakers

00:05:31

event planners, and so much



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more. Now, where did that

00:05:35

translates into balance is another

00:05:38

matter. So who in this

00:05:41

room hand on heart thinks

00:05:44

they've achieved a good sustainable

00:05:46

balance between their work life

00:05:48

and other aspects of their

00:05:49

life. For those watching at

00:05:53

home, nobody has put their

00:05:55

hand up. Don't be shy.

00:06:01

If anybody had raised their

00:06:03

hands, I would have said

00:06:03

you're doing better than I



00:06:04

was just over 10 years

00:06:06

ago. When is route would

00:06:09

describe themselves as stressed? And

00:06:13

ideally for reasons other than

00:06:15

because I'm forcing you to

00:06:16

interact with me, okay, I

00:06:18

know audience interaction is stress

00:06:19

the body. What is stress

00:06:39

do to you? You forget

00:06:43

things. Absolutely, absolutely. Probably going

00:06:50

to start getting sick a

00:06:51

little bit more. Often does

00:06:52

your immune systems, all over



00:06:53
the place? Fundamentally it absolutely

00:07:05
does. It will kill you

00:07:07
if you're not care. So

00:07:09
let me share a few

00:07:11
insights. I'm going to tell

00:07:12
you a personal story now,

00:07:14
I'm sorry in advance. So

00:07:16
about 10 years ago, I

00:07:17
sat in a clinical psychologists

00:07:19
office and I was told

00:07:20
if I didn't slow down,

00:07:21
my body would be slowing

00:07:23
down for me and that



00:07:25
would be back in a

00:07:27
week or so later. I

00:07:28
went to see a gastroenterological

00:07:30
neurological psychiatrist. I promise that

00:07:32
is a real title. That

00:07:34
is a doctor with three

00:07:35
specializations that. You can imagine

00:07:37
his medical school Bill and

00:07:39
he explained to me in

00:07:41
medical school terminology looks like

00:07:43
a medical school lecture, the

00:07:45
witch. Yes, I did have

00:07:46
to pay but at least



00:07:47

I was getting a tiny

00:07:48

bit of medical school. Exactly

00:07:50

what was going on in

00:07:51

my body and it was

00:07:52

not a pretty picture. So,

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as you may all know,

00:07:56

we have two nervous systems

00:07:58

operating in our bodies, did

00:08:00

you know this? Anyone who

00:08:03

didn't you? Learn something today

00:08:04

when you comment on social

00:08:06

media about Washington arbitration with

00:08:08

you say I learned things



00:08:09
today. Okay, so we got

00:08:12
these two, these two systems

00:08:13
at least make up what

00:08:14
we call the Orton. Gnostic

00:08:16
nervous has the sympathetic nervous

00:08:18
system is the reason why

00:08:19
we have the fight or

00:08:20
flight response, everybody's heard of

00:08:22
fight or flight, right? You're

00:08:23
trying to resist doing it

00:08:25
now I can tell And

00:08:27
that's the system the kicks

00:08:28
into gear if we find



00:08:29
ourselves facing a saber-toothed tiger

00:08:31
or a poisonous, snake is

00:08:35
full of adrenaline and cortisol

00:08:37
in my digestive system to

00:08:40
our limbs, so we can

00:08:42
run for allies. it's probably

00:08:44
best not to do that

00:08:45
made here in however strong

00:08:46
the urge but still in

00:08:49
contrast, we have the parasympathetic

00:08:51
nervous system. That's all about

00:08:52
resting and digesting its responsible

00:08:55
for making sure I be



00:09:01

strong and it's prone to

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going, right. Little bit. Like

00:09:03

unfortunately, when we are under

00:09:07

severe stress for a long

00:09:08

time, our bodies basically lose

00:09:11

the ability to properly grade

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threats and so well, poisonous

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snakes should rightly be regarded

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as a life-threatening phone extremely

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stressed people lose the ability

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to recognize things like stalks

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excitebike knowledge, but they're nowhere

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near as long, do stocks



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and filing deadline. Are not

00:09:33

serious threat. I'm So my

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poor battered body was constantly

00:09:37

getting flooded with a load

00:09:39

of stress hormones that he

00:09:40

didn't need and I have

00:09:41

nowhere to put them and

00:09:43

the results. Rapid weight loss

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hypnosis chronic insomnia, sensory disturbances,

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brain fog hair loss, memory,

00:09:50

problems. Problems and that's no

00:09:52

laughing matter for someone who

00:09:53

already lives and ocular migraines,



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never heard of an ocular

00:09:58

migraine. Migraine where you have

00:10:01

no pain but you're sort

00:10:03

of you're trying to read

00:10:04

the things. The left of

00:10:05

your field of vision just

00:10:06

disappear like being in the

00:10:08

Matrix and there's a glitch.

00:10:11

I don't recommend it and

00:10:14

I really don't recommend sitting

00:10:15

the New York bar exam

00:10:16

when you have all of

00:10:17

these symptoms. Anybody stop. The



00:10:19

New York bar exam. DC

00:10:21

bar exam, You haven't you

00:10:23

haven't to look forward to

00:10:24

unless you're one of those

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people who plays computer games,

00:10:27

you like to do everything

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at the really high difficulty.

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Level do not struggle with

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burnout, when doing a bar

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exam, all of this with

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chorus by severe prolonged stress.

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Now Frozen, so that would

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have been a very ominous



00:10:44
moments of constant deadlines Bob.

00:10:52
No vacations. I haven't had

00:10:53
one in 10 years till

00:10:55
the result, basically, in writing

00:10:57
the arbitration bicycle. When we

00:10:59
talked about burnout, when we

00:11:02
joke about being Workaholics, that's

00:11:05
what it actually looks like

00:11:06
and feels like from the

00:11:07
inside. And that's what we're

00:11:09
doing to ourselves. And for

00:11:11
the most senior people in

00:11:12
the room is probably won't



00:11:13

doing to some of our

00:11:14

Associates. It shouldn't be seen

00:11:16

as a badge of Pride

00:11:17

needs to be recognized for

00:11:20

what it is. It is

00:11:21

a form of self-harm. We

00:11:23

are doing this to ourselves

00:11:24

voluntarily people. It took me

00:11:29

two years and a hell

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of a lot of yoga

00:11:31

to reverse, all of those

00:11:33

physical symptoms, three times a

00:11:35

week. That's a lot of



00:11:35

yoga. I don't want any

00:11:37

of you. And anybody listening

00:11:39

to be like me, do

00:11:42

not follow me. I am

00:11:43

not a good example. And

00:11:46

I was ten years ago,

00:11:47

so luckily I no longer

00:11:49

having those problems, I may

00:11:51

have other problems. Now, you

00:11:53

might have concluded that based

00:11:54

on hearing me speak today.

00:11:55

This woman likes to share

00:11:57

too much information. That could



00:11:59

be one of the problems

00:11:59

today. The purpose of today's

00:12:02

panel is to try and

00:12:04

find better ways of doing

00:12:06

what we love and so

00:12:10

that brings us to all

00:12:12

of these lovely people. Do

00:12:13

we have in the room

00:12:14

today and on the screen

00:12:15

above me to talk about

00:12:18

today's talk to sometimes life.

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Makes it difficult for those

00:12:23

of us working in this



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field to develop and maintain.

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That's the stable work-life balance.

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We all need to progress

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personally and professionally and a

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pandemic, brought the importance of

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well-being, the for French research

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undertaken by the international Bar

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Association in Manila. Going to

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tell you about that but

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you never know, you might,

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and it's indicative of a

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mental health crisis in the

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legal profession. So, we need



00:12:53
to keep this topic front

00:12:55
of mine. And today, we're

00:12:57
going to look at the

00:12:58
scope of the problem of

00:13:02
balance in our personal and

00:13:04
professional lives are panelists today

00:13:07
or not. Going to be

00:13:08
telling you horror stories about

00:13:09
their experiences with burnout. They

00:13:13
say they're going to be

00:13:15
sharing some practical tips and

00:13:18
tricks to help you old

00:13:19
as you try to achieve



00:13:20
rewarding and healthy careers in

00:13:22
arbitration. So no one will

00:13:24
be falling off the arbitration

00:13:25
bicycle. We will have time

00:13:28
for questions at the end.

00:13:29
Please save your questions. We

00:13:31
look forward to answering them

00:13:32
in due course. And so

00:13:33
that's finally to do our

00:13:36
first speaker and so Nikki

00:13:39
Irish is the Outreach and

00:13:40
education coordinator at the DC

00:13:42
bar, lawyer assistance program, an



00:13:48

addiction issues, and she's going

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to be sharing some insights

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from the DC bar with

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us today. So take it

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away. And thank you for

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is called actually burn up

00:14:01

by two sisters. Their last

00:14:04

names are in the basket

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and a g o s

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k. I and it really

00:14:07

walk you through how to

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address for an odd, how

00:14:12

to address. Michael. And I



00:14:13
think it's really accessible. If

00:14:15
you have not read it,

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it's it's worthwhile to proactively

00:14:18
read or Aur when you're

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in in a deep. So,

00:14:23
when I was about that,

00:14:25
I have so many things

00:14:26
to say, I've been doing

00:14:28
this specifically with the lawyers

00:14:30
for 12 years and had

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a lot of thoughts and

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well-being. So I'm trying to

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pair down a very short



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and when I'm going to

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talk about is really the

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DC bars. So last year,

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they are actually in 2020

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with the data was collected

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last year was published. They

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partnered with the EZ bar

00:14:46
partner with the California bar

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and Patrick real to do

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a survey of members. And

00:14:51
really to look at specific

00:14:52
risk factors that contributed to

00:14:54
well-being issues. I'm going to



00:14:56
talk about three of them

00:14:56
today. There is a lot

00:14:58
more out there about it,

00:14:59
but I think the east

00:15:00
side of lay the framework

00:15:01
for the rest of the

00:15:02
conversation that the panelists are

00:15:03
going to have Joe and

00:15:06
D mystifying. I think I

00:15:07
heard earlier which I really

00:15:08
like, like, that's really the

00:15:09
goal right around the struggle.

00:15:12
People are much more apt



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to seek help for first

00:15:16
one, one in Four Women

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essentially up this at the

00:15:19
time of the survey were

00:15:20
contemplating seriously contemplating leaving the

00:15:23
profession related. I don't think

00:15:27
that's particularly surprising but it

00:15:29
is validating and emphasized the

00:15:32
right on what kind of

00:15:33
needs to be done. And

00:15:34
then actually, when they looked

00:15:35
at stress, depression, anxiety and

00:15:37
hazardous drinking women seated man



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in all of those categories

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so which actually was surprising

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that people often. There's a

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perception that men drink more

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than women because I think

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it is visual more men

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than in women is. But

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they, they see. But anyway,

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so women since they're struggling

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significant, there's a gender disparity

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in. Women are struggling in

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a profession. Do things that

00:16:03

the bar is doing on



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this is small-scale right but

00:16:06

we started a women's support

00:16:08

group and online group so

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every Wednesday you can meet

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with other women law students

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and lawyers who can essentially

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share the struggles of professional

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personal space and connection, finding

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women's bars at the bar

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association's Affinity groups in law

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firm, whatever that is. The

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way you can create space

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to be supported and seen



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by other women. I think

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is really important. So that

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would be one of the

00:16:31

things that I would say,

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thank you. Structural changes that

00:16:39

are really important to women,

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young lawyers, they struggle to

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24 times the rate of

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the older, their older colleagues

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and this is seen in

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surgery after survey. It was

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also seen in this DC

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bar survey. The goal is



00:16:53

to start in law school,

00:16:54

so I Heard Law School

00:16:56

here. There's a lot that

00:16:57

is actually being done. There

00:16:59

is a professional identity development

00:17:02

is now kind of a

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requirement by the ABA in

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law school and it includes

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well-being to starting in law

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school mentoring, programs outside of

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work, or essential conversations, with

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onboarding new employees. You know?

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We sometimes go into firms



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that have conversations with their

00:17:20
the incoming First Years, or

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summer Associates, about what it

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means to take care of

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yourself. How do you really

00:17:26
do that in this profession

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and have honest conversations around

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that? So the struggle of

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younger attorneys and then that

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the workplace relationships really do

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matter. So, one of the

00:17:36
things that came out from

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the study was that lawyer



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is essentially an environment where

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they wasn't surprising, but where

00:17:41
is an environment where they

00:17:42
felt valued for kind of

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their talent and skill set

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and basically being humans. And

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we're much better physically and

00:17:49
mentally and then they stayed

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at their jobs, right? The

00:17:53
attrition was seen where with

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lawyers who essentially felt that

00:17:57
they weren't transactional relationships with

00:17:59
their employees and that, and



00:18:03

that was particularly emphasized actually

00:18:05

seen in larger firms that

00:18:06

transactional relationship. And by lawyers

00:18:09

identified as not white, they

00:18:11

felt that they were not

00:18:12

valued by their employers, and

00:18:15

they weren't given feedback that

00:18:16

they wanted to meet up

00:18:17

and do your simple things

00:18:19

that colleagues and employees can

00:18:21

do, right? You can have

00:18:22

regular conversations with your employees.

00:18:25

You can check in with



00:18:26

them. You can give them

00:18:27

feedback. You can send a

00:18:28

quick one sentence email that

00:18:30

says thanks so much for

00:18:31

your help on this project.

00:18:32

I really appreciate it though.

00:18:34

Simple things over time when

00:18:36

done regularly, actually significantly improve

00:18:38

will be And then to

00:18:42

do so, right? Like that

00:18:43

connection piece. The other part

00:18:45

is, data shows that lawyers

00:18:48

who can connect to their,



00:18:49

why like why you're doing

00:18:50

the work you're doing is

00:18:52

essential for their own well-being.

00:18:54

So that's something on an

00:18:55

individual level that you can

00:18:56

do and connect with one

00:18:58

of the things, the bar

00:18:59

does because they're right there,

00:19:00

a lot of solo and

00:19:01

small firm attorneys. We have

00:19:02

at the DC bar, they

00:19:04

have a practice management advisory

00:19:05

services to focus on focuses



00:19:07

on Solon, small firm and

00:19:09

they do a lot of

00:19:10

programming and ways to engage

00:19:11

and network and find your

00:19:13

community and connectedness places. And

00:19:16

then my position actually, I've

00:19:17

been at the bar for

00:19:18

12 years, but my position

00:19:19

was created two years ago.

00:19:20

So we could really just

00:19:21

focus on having these conversations

00:19:22

showing up in places like

00:19:24

this, have somebody dedicated to



00:19:26
elevating the conversation and I

00:19:29
won't go into the sting

00:19:30
because somebody else on the

00:19:31
panel's going to do that.

00:19:32
But that was part of

00:19:32
the reason. My position is

00:19:34
fated to reduce the stigma

00:19:35
so we can increase access

00:19:37
to to help. And with

00:19:38
that, I'm going to pass.

00:19:42
Interesting insights being valued for

00:19:46
Being Human. I don't think

00:19:47
that's too much to ask



00:19:48

really as a kind of

00:19:49

bare minimum requirements for going

00:19:51

to hear from Christine. Now,

00:19:52

Chris until is a Singaporean

00:19:55

Advocate and solicitor and special

00:19:57

legal consultant at Deckers Washington

00:19:59

DC office managing commercial and

00:20:01

investment. Arbitration is especially those

00:20:03

with Asia. Thanks so much

00:20:07

Mandy and Nikki up. I

00:20:09

think the statistics are enlightening

00:20:11

and they definitely resonated with

00:20:12

me. I think it's a



00:20:14

cautionary, tale. I think it's

00:20:15

important and timely that meant

00:20:17

he has raised this issue.

00:20:17

And every several years ago

00:20:19

when I started and practice

00:20:21

a senior associate and acquaintance,

00:20:24

and the firm had a

00:20:26

heart attack at his desk

00:20:27

at 29 and so it

00:20:30

was like a wake-up call

00:20:30

because, you know, you you're

00:20:33

working so hard but you

00:20:34

know, you don't realize what



00:20:35

you drink yourself in terms

00:20:36

of the stress levels and

00:20:37

the mental health issues can

00:20:39

be translated to manifest itself

00:20:41

into physical ailments. I think

00:20:43

it's, it's very timely that

00:20:45

Amanda has created this our

00:20:48

balance to remind us, to

00:20:49

take care of ourselves to

00:20:51

find balance and what we

00:20:52

do. And when Nikki said

00:20:53

you better keep in mind

00:20:55

why you're doing what you're



00:20:56
doing. I think it's important

00:20:57
to know that there's a

00:20:58
light, at the end of

00:20:59
the tunnel, Frances as a

00:21:01
junior associate, you'll be doing,

00:21:03
you know, the more in

00:21:03
it, security part of the

00:21:05
no. Submissions, the filings, you

00:21:08
know, when your binding when

00:21:09
you're doing research and you

00:21:11
print, the Exodus, you're asking

00:21:13
herself and be like, why

00:21:15
am I doing this, right?



00:21:15

It's like, midnight. You're still

00:21:18

up, you know, taking care

00:21:18

of the prince of your

00:21:22

not busy, enjoying it, right?

00:21:23

Cuz it's, it's the laborious

00:21:25

task of the submission, but

00:21:28

if you look ahead and

00:21:29

you know why you're doing

00:21:31

this, you'll realize this is

00:21:32

part of the training. You

00:21:34

know, you have to understand

00:21:36

that career is a marathon

00:21:37

and not a Sprint and



00:21:39

whatever you learn. Now I

00:21:40

will help you stand in

00:21:42

good stead when you get

00:21:43

more senior at your able

00:21:44

to you know do other

00:21:45

things. But it's always good

00:21:46

to know how it works

00:21:48

because on this Sunday on

00:21:51

the weekend when you have

00:21:51

to actually finalize the memorial

00:21:54

and you know, you have

00:21:55

no one to call, you

00:21:56

know, you know exactly how



00:21:57

to take care of the

00:21:58

submission. So I think you

00:22:00

got to know why you're

00:22:00

doing doesn't think that you're

00:22:02

doing it and they will

00:22:03

help you to do. So

00:22:04

to look ahead, right? Not

00:22:06

be caught up and be

00:22:07

the difficulties challenges faced. And

00:22:10

one thing that also resonated,

00:22:12

I think it shows the

00:22:15

challenges that when working women

00:22:17

face, you're playing two roles



00:22:19
everyday. You have your job

00:22:20
and then you go home

00:22:22
and you have your other

00:22:23
job, right? Cuz he still

00:22:25
have the caregiving rolls at

00:22:27
home. You have your also

00:22:28
a sibling, your child, you

00:22:31
have to take care of

00:22:31
your parents, you take care

00:22:32
of your, you know, loved

00:22:34
ones that I think that

00:22:34
there's a dual role that

00:22:36
we play. And so I



00:22:38

think I'm just curious to

00:22:41

hear how many of us

00:22:41

are like Optimal best rate.

00:22:43

We had to be focused

00:22:44

at work, if you don't

00:22:45

know if there's chaos at

00:22:46

home, like our loved ones

00:22:48

are ill and is anybody

00:22:51

cuz I focused but you

00:22:55

have things to do at

00:22:56

home. It is challenging because

00:22:57

it's sometimes, it's at the

00:22:59

back of your mind and



00:23:00

you're working. Oh, I know

00:23:01

that, you know, someone's LOL.

00:23:02

I tend to them. So

00:23:04

I think that if I

00:23:05

think that Home life has

00:23:07

to be somewhat in order.

00:23:08

I think so that you

00:23:09

can be your ultimate best

00:23:10

at work. I think most

00:23:12

of us I I also

00:23:14

don't recommend hesitancy drinking because

00:23:16

I think that's not a

00:23:17

solution is not ideal. Its



00:23:19

at the temporary fix to

00:23:21

some. One thing I did

00:23:23

learn in Stockholm, you know,

00:23:24

is this word, let go,

00:23:26

let go means balance everything

00:23:29

in moderation. And this is

00:23:30

one thing I learned from

00:23:31

the swedes that everything in

00:23:32

life has to be moderation.

00:23:33

Balance, not too much. Not

00:23:36

to little just, right? And

00:23:38

so I think that's a

00:23:39

good reminder, because we are



00:23:40

Lysol has to be in

00:23:41

moderation, it to be sustainable,

00:23:43

you know, so if you

00:23:44

want a career that's that's

00:23:46

long-lasting, that's meaningful. Don't burn

00:23:49

yourself out, you know. It's

00:23:50

it's definitely not a Sprint.

00:23:52

So I think the recommendations

00:23:54

and resources provided by the

00:23:55

DC bar, very much welcome.

00:23:56

It's it's timely that we

00:23:58

talked about this and I

00:23:59

hope that it encourages dialogue



00:24:01

like we have to date

00:24:02

would use isolation and please

00:24:04

reach out to People in

00:24:06

your community, the DC Bar

00:24:08

Association, Affinity groups, young practitioner

00:24:11

groups, your family and friends

00:24:14

because you're not alone at

00:24:15

this. And I hope you'll

00:24:18

be able to find resources

00:24:19

that can help you and

00:24:21

give you a support network.

00:24:23

That would be essential, I

00:24:25

think, but taking the job



00:24:26
up in the long run.

00:24:28
So I hope that if

00:24:31
you have any questions no,

00:24:32
please let us know. No,

00:24:33
thanks ND. Thank you very

00:24:36
much, Kristen a bit of

00:24:38
a bit of life for

00:24:39
all of us. I think

00:24:40
it is. No, no bad

00:24:42
thing. So, we turn now

00:24:44
to our next speaker, Manila

00:24:47
serious. You can't use a

00:24:48
lawyer from Barcelona and a



00:24:50

member of the international Bar,

00:24:52

Association well-being, task force. He

00:24:55

found it in chair at

00:24:56

the Mental Health Institute of

00:24:57

legal professions in Spain. For

00:24:59

3 years for those in

00:25:00

the room, you can see

00:25:01

him in the top corner

00:25:02

there. Everybody else can see

00:25:04

him on their screen to

00:25:05

and somen. L, the floor

00:25:07

is yours. Thank you very

00:25:10

much. Dear colleagues. First, they



00:25:14

want to thank Amanda, leave

00:25:16

for her invitation to participate,

00:25:19

in this, in this event.

00:25:21

It's fantastic. That the top

00:25:23

International arbitrators like Amanda are

00:25:26

sensitive to two mental health

00:25:29

issues in the legal industry

00:25:31

challenges, International legal Community will

00:25:37

face for the following decade

00:25:40

is how legal professionals practice

00:25:43

Law, Without undermining the mental

00:25:46

health. Let me ask you

00:25:48

a question. Do you think



00:25:50

that the current legal practice

00:25:53

is sustainable and healthy? And

00:25:57

my answer is clear. No,

00:25:59

not at all. According to

00:26:01

the first Global study published

00:26:04

by the international Bar, Association

00:26:05

welding task force regarding legal

00:26:09

professionals. Mental well-being, in 2021,

00:26:12

our Collective speaking in, are

00:26:16

in the broad sense is

00:26:18

at the stake speak for

00:26:22

themselves. First ass to the

00:26:25

World Health Organization, hyphen, five,



00:26:28
mental well-being, index averaged over

00:26:32
the score of legal professionals.

00:26:34
I was 51%. It should

00:26:37
be noted that a score

00:26:40
below. 52% is an indicator

00:26:45
for a health, professional to

00:26:47
screen for depression. This is

00:26:50
score is a Stihl Blower

00:26:52
at if we classify these

00:26:55
legal professionals depending on their

00:26:58
HR gender, Ethnicity and visibility,

00:27:03
for instance, while women's and

00:27:07
ethnic minorities. The scores were



00:27:09

47%, people with disabilities and

00:27:14

young lawyers, 23 to 29,

00:27:17

45 and 43%, respectively. Second

00:27:29

concerning mental health, stigma 41%

00:27:35

Budin, discuss, mental, well-being, concerns

00:27:38

with dear employer for fear.

00:27:42

It may harm their professional

00:27:44

career. The main reasons for

00:27:47

legal professionals. Wouldn't be willing

00:27:51

to speak out about this.

00:27:54

Condition are three fear of

00:27:57

being treated differently as a

00:28:00

result 32. 1%, employer employer



00:28:05
doesn't sufficiently recognize mental well-being,

00:28:09
Eastridge 24, does 1% of

00:28:14
not being released or taken

00:28:17
seriously, 17.1 per cent. In

00:28:21
addition to these dates. I

00:28:23
want to emphasize another phenomenon.

00:28:26
That provokes mental health problems

00:28:29
in the legal Community. I'm

00:28:31
referring to bullying and sexual

00:28:34
harassment. In 2019, the international

00:28:38
Bar Association published a report

00:28:40
under which one in two,

00:28:43
females and One in three,



00:28:46

males are bullied in legal

00:28:49

workplaces. And one in three,

00:28:53

females, and one in 14,

00:28:56

males have been sexually Harace

00:28:59

in a ward context. Considering

00:29:03

this results at work task,

00:29:06

force enacted, the mental well-being,

00:29:11

principles, for legal, professionals included

00:29:16

in the report that I've

00:29:17

just added and in the,

00:29:21

in the chat. You can

00:29:26

you can access the report?

00:29:29

Mainly, I want you to



00:29:34

mention some some of these

00:29:35

principles, okay? First of all,

00:29:38

raising awareness is essential to

00:29:42

Breaking the stigma surrounding mental

00:29:44

health in recent years, some

00:29:47

bar associations, like the American

00:29:51

Bar Association commission, or later

00:29:53

distance programs at Canada, UK,

00:29:57

and Ireland has carryout awareness-raising

00:30:02

campaigns to promote seeking behaviors

00:30:07

among lawyers suffering from mental

00:30:09

health conditions. The main idea

00:30:13

of these campaigns is clear,



00:30:17

is Easter. Send a strong

00:30:19

message and say, seeking help

00:30:23

is a sign of strength,

00:30:25

not weakness. Another principal Lisa

00:30:32

days on sharing, good practices

00:30:34

and learning from others. Bar

00:30:37

Association law, firms and corporate

00:30:40

legal departments, and other organizations

00:30:43

should shared be in a

00:30:44

mental well-being, initiatives and policies

00:30:48

and know-how with the legal

00:30:50

community. And all that, another

00:30:54

issue is adopting a mental



00:30:57
well-being. Policy is urgent for

00:30:59
every legal institution in the

00:31:03
report. According to our study,

00:31:05
82% of Institutions institutions Bar

00:31:10
Association law firms. Okay? Say

00:31:12
they take mental health seriously

00:31:17
nonetheless, only 16% provide training,

00:31:22
for Senior Management, maybe it's

00:31:27
a, I don't know in

00:31:28
the US at, for instance,

00:31:29
in the United Kingdom, there

00:31:33
are some law firms which

00:31:35
are providing Mental Health, First



00:31:38

Aid, training, the USA. Do

00:31:42

you have this program? But

00:31:44

I don't know to what

00:31:45

extent to, what. Extend the

00:31:48

American law firms are implementing

00:31:50

this kind of training. It

00:31:53

seems to me that is

00:31:55

a very powerful tool to,

00:31:57

to raise awareness of the

00:31:59

importance of taking care of

00:32:01

our mental health and to

00:32:02

provide to add with lawyers

00:32:06

to manage different situations in



00:32:12

Spain. Well, my country did

00:32:17

the situation is completely different

00:32:19

and I created a Mental

00:32:22

Health institution, thousand thousand exist

00:32:31

but I don't know, but

00:32:34

I think that in the

00:32:35

u.s. do you have become

00:32:36

a lawyer assistance program? Each

00:32:41

each Bar Association and the

00:32:44

UK, for instance, they have

00:32:46

locker and nonprofit organization which

00:32:49

was founded in 1997, it

00:32:53

was nice. So what you



00:32:55

are doing in this field,

00:32:57

I'm in very jealous because

00:33:00

I think I'll come on,

00:33:01

we we can do a

00:33:03

lot of things. We need

00:33:06

to change the legal culture.

00:33:07

To me, this is the

00:33:09

main point. Thank you. Much.

00:33:21

Is the start of well-being

00:33:22

issues. And if you do

00:33:24

have the opportunity to do

00:33:25

mental health, first aid or

00:33:26

training, I strongly recommend. It's



00:33:28

one of the first things

00:33:29

I did, when I got

00:33:30

to the states, I spent

00:33:31

four afternoons, doing Mental Health,

00:33:33

First Aid training, and it

00:33:35

really, it really is. Very

00:33:36

interesting helps you to have

00:33:38

conversations. You may not otherwise

00:33:40

be accustomed to have it.

00:33:42

So, what's your now from

00:33:45

media media? Alharthi Alonzo is

00:33:47

all Council in international arbitration

00:33:49

at robalino, lower base, in



00:33:52

Quito, in Paris, and a

00:33:53

PhD applicant at Universidad complutense.

00:33:55

I apologize for all to

00:33:58

all the Spanish speakers or

00:33:59

traumatizing the pronunciation of that

00:34:02

particular Institution. Thank you, Mandy.

00:34:11

And that I would say

00:34:12

good, good for Nancy ation.

00:34:14

So thank you for the

00:34:19

work you've been doing for

00:34:20

years and for talking about

00:34:22

it. And I was staggered

00:34:24

by a statistics of the



00:34:26

latest International Bar, Association young

00:34:29

lawyers report that indicates that

00:34:32

33% of young lawyers years,

00:34:34

15 will be leaving law,

00:34:36

firms. For another fields are

00:34:38

not laterally for a firm,

00:34:40

but just going through another

00:34:42

field in law and 1/5,

00:34:45

leaving law altogether, and this

00:34:48

report identifies, the billable hour

00:34:50

metric for lawyers performance, among

00:34:53

other factors as highly problematic.

00:34:55

I think it's for Paramount



00:34:58

importance, for younger years to

00:34:59

be cognizant of those Trends

00:35:01

and issues. And also for

00:35:03

the profession of large, mainly

00:35:06

leaders and, and seniors, even

00:35:08

those hearing us today, too.

00:35:09

we think certain modes of

00:35:11

Randy that is causing an

00:35:13

important concern over within the

00:35:16

profession, so that that was

00:35:17

my comments on the stigma

00:35:21

and everything that my nail

00:35:22

talks about that is very



00:35:23

inviting Thank you very much,

00:35:26

sweetie. So we now turn

00:35:28

the floor, light to Kristen,

00:35:30

we're going to move now

00:35:31

from some of the ferry

00:35:33

to some more practical insights

00:35:35

from practitioners. The benefit of

00:35:37

hindsight and 11 years of

00:35:39

practice. She will explore the

00:35:43

challenges to practice and their

00:35:45

potential impact on mental well-being.

00:35:47

And Josh are some top

00:35:49

tips to keep you all



00:35:51
are balanced. So Kristen over

00:35:53
to you. I said Lee

00:35:54
hope I can meet them

00:35:55
and has expectations on these

00:35:58
topics. But you know, when

00:36:00
many students I think I'll

00:36:01
ask we'd like to, you

00:36:04
know, know why you're an

00:36:06
arbitration be done. Also, like

00:36:07
to join up with Tracy,

00:36:08
and I think, I think

00:36:09
what many don't realize as

00:36:11
the exact things that are



00:36:14

imposed on us and practice

00:36:17

and that's what I wanted

00:36:18

to share with. With those

00:36:20

who are interested to know

00:36:22

more about the practice. But

00:36:23

you know, I'm not sure

00:36:24

exactly what what's going to

00:36:26

happen to consequences of. And

00:36:28

and I know many a

00:36:30

joining us online and here.

00:36:31

And there, you know, that

00:36:33

International arbitration is by nature

00:36:34

cross-border, which means that we



00:36:37

work across different jurisdiction, different

00:36:39

time zones. It also means

00:36:41

it's a 24-7 practice, there's

00:36:44

no such thing as weekends,

00:36:45

you know, sometimes you have

00:36:46

to put in the office

00:36:47

over the weekends during holidays.

00:36:49

The first seven years, I

00:36:51

worked every weekend, every holiday,

00:36:52

and it, it, that's, that's

00:36:53

part of the work. And

00:36:55

I think that's, that's why

00:36:58

I think the stress level.



00:36:59

Is that some of us,

00:37:00

a face can be tremendous.

00:37:03

And I'm sure that many

00:37:05

of you understand that, you

00:37:07

know, filing, deadlines, during preparations,

00:37:09

require us to put in,

00:37:11

do you know the effort

00:37:13

to meet up with sometimes

00:37:15

all-nighters? I needed. I just

00:37:17

completed a hearing. I think

00:37:20

we were up 22 hours

00:37:21

a day with an hour

00:37:24

break so sometimes you have



00:37:26

to put in the office

00:37:27

because you know what's needed

00:37:27

is required. That's part and

00:37:30

parcel of the arbitration practices

00:37:32

especially when you have earrings

00:37:33

and some missions that are

00:37:35

too many of you know

00:37:37

that with cross-border transactions and

00:37:41

arbitration. Sometimes the other side

00:37:43

is in another continent. Currently,

00:37:46

there's a sestina our time

00:37:48

difference of Singapore so that

00:37:49

needs every time I have



00:37:50

to schedule, Paul, it has

00:37:51

to be early morning or

00:37:52

very late at night for

00:37:53

me, but I think it's

00:37:55

important to be adaptable. Be

00:37:57

flexible. So the work hours

00:37:59

are not strictly 9 to

00:38:00

6. It's no longer possible

00:38:02

to keep within those hours.

00:38:03

If you join International Patrician

00:38:06

and many of us, you

00:38:07

know, can understand. So I

00:38:08

think it's being flexible adaptable



00:38:10

to the needs and finding

00:38:13

ways to sort of take

00:38:14

a break when you can

00:38:15

because you know a litigation

00:38:17

and arbitration is cyclical. So

00:38:19

some It's really busy and

00:38:21

sometimes you can take a

00:38:22

break, you don't have to

00:38:23

put in those old, that

00:38:25

is. So that's part of

00:38:28

the challenge of, you know,

00:38:29

being in practice. And I

00:38:31

think but Nikki might be



00:38:32

shared about the attrition rates

00:38:33

being the highest between years

00:38:35

1 through 5 is it's

00:38:37

true. I think across do

00:38:38

you know many countries in

00:38:40

Singapore, we have most most

00:38:42

attrition you know most people

00:38:43

leave in the first three

00:38:44

years. I think this might

00:38:46

be part of a Nikki

00:38:47

said like, you got to

00:38:48

know why you're doing this,

00:38:49

right? Because it's for the



00:38:50

first four years. It's the

00:38:51

hardest is the toughest you're

00:38:52

learning how to do, you

00:38:54

know. But the bundles together

00:38:55

and you like why am

00:38:56

I drink this? You know,

00:38:57

it's so mundane. What's the

00:39:00

purpose of this. But I

00:39:01

think you look ahead beyond

00:39:02

the three years and you'll

00:39:03

realize that, okay? It's part

00:39:05

of the training process and

00:39:06

then from there you can



00:39:07

go on to other things.

00:39:08

You don't substantive work. Is

00:39:13

there are other challenges? I

00:39:14

think it's it's that cuz

00:39:17

you're so caught up at

00:39:18

work. Something's got to give,

00:39:20

right? So you're less of

00:39:22

your last at home. I

00:39:25

think for me personally and

00:39:27

it up his own. I

00:39:29

think the wake-up call was

00:39:30

when I think my mother

00:39:32

passed away because I spent



00:39:34
so much time working the

00:39:36
seven years for a 7-year

00:39:38
that I didn't spend time

00:39:39
with her, and she passed

00:39:40
though it was a, it

00:39:41
was a wake-up call Soph.

00:39:43
For me, I felt that

00:39:44
I, I I sacrificed a

00:39:46
lot in a personal level

00:39:47
to turn back time to

00:39:49
get that time with her,

00:39:50
so I guess all of

00:39:52
us is different. Maybe it's,



00:39:54

you know, it's okay to

00:39:55

put in those, you know,

00:39:56

you're is a Hot Wok

00:39:59

and somehow I am also

00:40:00

have to learn how people

00:40:02

manage a both family life

00:40:04

and work life, but I

00:40:05

think it's important to note

00:40:06

that you got to set

00:40:09

priorities and that's where I

00:40:11

I'll come to you right

00:40:13

after I discuss the potential

00:40:14

impact involved in. So many



00:40:16
and the kid and Manila

00:40:17
also, shared about burnout, I

00:40:20
think it's real, it's severe.

00:40:21
I didn't realize until it's

00:40:26
a shock to the system.

00:40:26
So when a friend had

00:40:28
the heart attack at 29,

00:40:30
I was like, oh my

00:40:30
God. I think that's that's

00:40:32
down the road from me.

00:40:33
So you either Crash and

00:40:35
Burn. Are you find a

00:40:36
way to adopt and take



00:40:37

care of yourself? Because if

00:40:39

you don't take care of

00:40:40

yourself, then you cannot do.

00:40:41

You know what's expected of

00:40:42

you at work? Cuz you

00:40:44

just you're just not physically

00:40:45

able to. And I think

00:40:46

another aspect to our well-being,

00:40:50

as anxiety attacks panic attacks

00:40:53

because you know, o deadlines

00:40:54

are coming up or how

00:40:56

many of you have had

00:40:57

applications urgent interim applications every



00:41:00

Friday night? Every Friday night.

00:41:03

It's like gosh, like that.

00:41:05

Sometimes you'll be looking forward

00:41:06

to the weekend. You like,

00:41:07

something's going to happen on

00:41:08

Friday night. So I think

00:41:12

this could affect not just

00:41:15

mental well-being but also caused

00:41:17

physical ailment that I think

00:41:18

that is a vicious cycle

00:41:19

and that I think contributes

00:41:21

to the Hyatt Rishon rates

00:41:22

so I don't want to



00:41:23

set up proposed recommend, maybe

00:41:27

brainstorm with you. What are

00:41:29

some of the top tips

00:41:30

and in doing so? I

00:41:31

hope that before you do

00:41:33

a support network here, you

00:41:34

know, those of us online

00:41:36

and in-person each other's support

00:41:39

networks. And your New York

00:41:41

Amanda had acronym pie for

00:41:44

personal branding. So here, I

00:41:46

will suggest three piece to

00:41:49

be our balance. So the



00:41:51

first pee is setting priorities

00:41:53

for your life at home

00:41:55

and at work, I think

00:41:56

you need to take time

00:41:57

to reflect and tell her

00:41:58

to recalibrate us needed. Maybe

00:42:01

you're at a stage where

00:42:02

you need to spend more

00:42:02

time at work, sometimes you

00:42:04

need to spend more time

00:42:05

at home, so I think

00:42:06

it's important to evaluate that.

00:42:07

I think I was on



00:42:08

be accelerating, you know what's

00:42:11

the seller at work, but

00:42:12

I think I sacrificed a

00:42:14

lot on the show Friends

00:42:15

so maybe he wasn't so

00:42:16

balanced, but we live and

00:42:18

we learn so that we

00:42:19

can improve. So I think

00:42:21

that's the first p. A

00:42:23

s p, I recommend, and

00:42:24

happy here. If you sent

00:42:25

this, as being able to

00:42:27

reach out to people, you



00:42:29
support network. You know what,

00:42:30
there's a saying. And I

00:42:32
know some friends here, joining

00:42:33
us online, your family, your

00:42:35
children to take care of

00:42:36
your parents, your loved ones

00:42:38
to care for, it takes

00:42:39
a village to do all

00:42:41
of that. And at the

00:42:42
same time, develop a sustainable

00:42:44
career. How do you both

00:42:47
right? Mike, Ashley was expected

00:42:50
of us. It's a lot



00:42:51

a very, very well known

00:42:53

in a steamed. Female arbitrator,

00:42:54

whose actual leader. And one

00:42:56

of the top Paw Patrol

00:42:58

courts. He once said to

00:42:59

me this, our careers and

00:43:02

not a linear progression graphically.

00:43:06

If you can imagine, it's

00:43:07

not be near. Sometimes what

00:43:09

you think is a sit-down

00:43:10

will turn out to be

00:43:12

a stepping stone to greater

00:43:14

things. And I was just



00:43:16

well, because you do, I

00:43:20

thought, okay, I have to

00:43:20

do this. And then, if

00:43:21

I do this, I'll get

00:43:23

to that. You know, if

00:43:24

I put in 2 hours

00:43:25

of work, it will naturally

00:43:27

be to your progression. And

00:43:29

but it doesn't always happen

00:43:30

that way. And sometimes, you

00:43:32

know, you need to be

00:43:33

more present at home, right

00:43:36

after your loved ones, that



00:43:37

you also, I think that

00:43:38

that was another piece of

00:43:41

advice. To this day, 10

00:43:43

years later, I still like

00:43:45

try to keep that in

00:43:47

mind. So, this brings me

00:43:50

to the third key establish,

00:43:53

establish and protocols with some

00:43:55

flexibility. So how many of

00:43:57

us to take time to,

00:43:58

you know, a d straps

00:44:00

like to not think about

00:44:02

work. I thought I was



00:44:05

doing fine until I was

00:44:06

on the road driving and

00:44:08

then I actually drove out

00:44:09

to the curb and almost

00:44:10

crashed because I think my

00:44:12

mental, yeah, I was looking

00:44:13

ahead, but my mind went

00:44:18

somewhere else. I have to

00:44:19

do, what I had to

00:44:20

do. What deadline was coming

00:44:21

up. Oh my God, my

00:44:22

hearing is coming up. Like,

00:44:23

I have to do this



00:44:23

Memorial this filing, and even

00:44:26

though it's like looking at

00:44:27

the road, my mental Consciousness

00:44:29

drove me off the road,

00:44:31

so I just, I just

00:44:33

felt. Okay. I wasn't mentally

00:44:36

in a good condition to,

00:44:39

to sort of like, to

00:44:40

hear myself into steps, right?

00:44:41

So if I had driven

00:44:42

off the road and crashed,

00:44:43

I probably would have would

00:44:45

have made it to the



00:44:45
hearing. And I think that

00:44:49
has raised an important issue

00:44:51
that many of us take

00:44:52
our struggling to deal with.

00:44:54
I mean, we're all finding

00:44:55
ways to balance and it

00:44:57
it's not always 50/50. He

00:45:03
care about cells because otherwise

00:45:04
everything is just going to

00:45:05
crash and burn. So I

00:45:07
think these are the three

00:45:08
p's. I wish I could,

00:45:10
I wish I could have



00:45:10

been quite happy to discuss

00:45:17

and brainstorm ideas as to

00:45:18

how are recommendations that you

00:45:19

may have as well to

00:45:20

these points. And hopefully we'll

00:45:23

be able to find some

00:45:24

balance in arbitration. I think

00:45:27

it's definitely a worthwhile goal

00:45:29

curse and thank you so

00:45:30

much. So yep free peas,

00:45:31

everybody priorities people and verticals

00:45:34

because after all happy healthy

00:45:35

lawyers tend to do about



00:45:36

a good a better job

00:45:37

for their clients. And the

00:45:38

road is very important in

00:45:41

life and when driving so

00:45:43

I will turn you over

00:45:44

now to Nikki to share

00:45:46

her views on these three

00:45:48

piece and other as you

00:45:52

were talking but I thought

00:45:54

I was I think I

00:45:55

haven't been working. So giving

00:46:04

ourselves permission to take care

00:46:06

of ourselves. Giving ourselves permission



00:46:08

to evaluate the things that

00:46:11

Kirsten talked about and giving

00:46:13

ourselves permission to be a

00:46:14

little compassionate with ourselves. I

00:46:16

think permission really is a

00:46:17

big piece and then the

00:46:19

permission connecting to pausing. I

00:46:21

think a positive control. I

00:46:23

think sometimes we are riding

00:46:24

the bicycle so fat. At

00:46:27

the park and I'm not

00:46:28

talking about like you need

00:46:29

to stop everything and Screech,



00:46:32

right? But like I kind

00:46:33

of slowing down taking a

00:46:34

minute in your just day

00:46:36

to check in without actually

00:46:38

see how you're doing right.

00:46:40

I think so often we're

00:46:41

going so fast that we

00:46:42

stopped paying attention to all

00:46:44

the signals. Our body is

00:46:45

giving us and we talked

00:46:46

about this will help your

00:46:47

physical health is tied, your

00:46:48

mental health are intertwined and



00:46:49
that you cannot discuss body

00:46:51
brain. All one part of

00:46:52
part of us, right? So,

00:46:54
our body is giving us

00:46:56
these signals all of the

00:46:57
time and often we just

00:46:59
override them. So if we

00:47:01
can pause throughout the day,

00:47:02
he had mentioned to how

00:47:04
we are healing physically and

00:47:06
emotionally, it will give us

00:47:08
information. At the end of

00:47:09
the day, emotions are just



00:47:11

datapoint trying to tell us

00:47:12

something that we need to

00:47:13

pay attention to them and

00:47:14

figure out what we need

00:47:15

and it's under the Des

00:47:16

self-care is identifying what our

00:47:19

needs are and then getting

00:47:20

the Mets it's nothing more.

00:47:22

That sometimes it is literally

00:47:23

to take a job like

00:47:24

to have a drink of

00:47:25

water and eat them. Because

00:47:27

we haven't been paying attention



00:47:28

to that, sometimes it's I'm

00:47:29

feeling lonely and I need

00:47:31

to reach out to a

00:47:32

friend. Sometimes, I just need

00:47:34

to get a breath of

00:47:35

fresh air because I've been

00:47:35

sitting inside all day for

00:47:38

22 hours, whatever that is,

00:47:41

but still kind of pausing

00:47:42

and reflecting. So I would

00:47:43

say kind of permission and

00:47:44

then pausing or the piece

00:47:45

that I would at Thank



00:47:49

you so much, Nikki. I

00:47:50

still to this day. My

00:47:51

mom writes to me in

00:47:52

the morning and goes right

00:47:53

between, remember to drink something

00:47:55

and she does this every

00:47:57

day in the world. so,

00:48:01

that brings us to Our

00:48:05

last and but not least

00:48:07

speaker. So media is going

00:48:09

to be addressing us on

00:48:10

balance in her practice and

00:48:13

so many of them over



00:48:14
to you. Thank you. Amanda

00:48:17
is so my topic today

00:48:18
is one I care. I

00:48:19
care deeply about its Business

00:48:21
Development, speedy, and Academia, as

00:48:24
part of professional diversity and

00:48:26
international arbitration, a pathway to

00:48:28
pasture a nonlinear professional growth

00:48:31
for young lawyers, which is

00:48:32
something that actually cares to

00:48:34
mention than in the quotes

00:48:36
you gave that it, that

00:48:37
was very enlightening of the



00:48:38

light at the end of

00:48:39

the to know, maybe there

00:48:40

is light at the beginning

00:48:42

as well. So I was

00:48:44

really focused on the challenges

00:48:46

of balancing Academia Business Development,

00:48:48

practice difficulties, that may may

00:48:51

be raised by law firm

00:48:52

and how to balance those

00:48:54

different aspects in your professional

00:48:56

development. So, I think for

00:48:57

young lawyers in particular, is

00:48:59

key to find purpose, and



00:49:01

to be empowered to navigate

00:49:02

your career with your own

00:49:04

voice. This is the real

00:49:05

why that was mentioned at

00:49:07

the beginning as well. And

00:49:10

my first training ships actually

00:49:12

consist of repeated months of

00:49:14

20 hours a day. Sometimes

00:49:17

22, sometimes 23 hours a

00:49:19

day of work in section

00:49:21

D of critical mindset mentors

00:49:24

and a training government and

00:49:26

Academia. That made me critically



00:49:28
think this grinding mentalities actually

00:49:30
not. Okay, it is not

00:49:31
productive. And there are other

00:49:34
ways of working and I

00:49:36
shall not miss the fire

00:49:37
idealized Law. Firm talked about

00:49:40
the mystifying as well. Ultimately

00:49:43
firms are humans like you

00:49:45
and I are behind it

00:49:46
and a lot of it

00:49:47
had to do with someone

00:49:48
under Staffing and a bit

00:49:50
of a lack of organization.



00:49:51

Frankly. So I should have

00:49:54

challenges the billable hours, measure,

00:49:57

performance, solely, based on billboards

00:49:59

and required numbers are on

00:50:01

a tape unattainable. Say 70

00:50:04

hours, a week numbers. I've

00:50:06

heard us, we are required

00:50:09

to do, make professional difficult,

00:50:12

man. To touch a little

00:50:14

bit of the billable hours.

00:50:16

And certain old school mentality

00:50:19

pyramidal organizational structure firm and

00:50:23

pacification of what a firm



00:50:24

is. Makes it difficult for

00:50:26

young lawyers, to a professional

00:50:27

growth at the outset meaning

00:50:30

having a diverse profile BB

00:50:32

for the firm business development

00:50:35

for themselves existing in the

00:50:37

firm as some Juniors. A

00:50:38

mid-level are not necessarily exposed

00:50:41

to clients, even if it

00:50:43

work on the cases and

00:50:44

most importantly, outside of the

00:50:46

firm, which is very important,

00:50:47

especially in the arbitral community.



00:50:49

We are in Arby's small

00:50:51

community so it is important

00:50:53

to engage with it as

00:50:54

well as your bar association.

00:50:56

There's also a saturation of

00:50:59

international arbitration sadly and in

00:51:02

our fields and in the

00:51:03

latest years it's what Professor

00:51:05

you do? That will cause

00:51:06

the unwitting victims of international

00:51:09

arbitration success. We're actually, he

00:51:13

pointed that having a multi-faceted

00:51:15

profile. I something I can



00:51:17
help you. I'm in the

00:51:19
scarce market so that that

00:51:22
fits in with the with

00:51:23
having an academic diverse profile

00:51:25
and developing BG, but they're

00:51:28
also benefits to Breaking the

00:51:30
mold on diversity and specifically

00:51:33
professional diversity. In our International

00:51:35
education is needed to attack

00:51:37
different backgrounds with the talent.

00:51:40
Professional diversity, has a positive

00:51:43
positive spillover, over other types

00:51:47
of diversity, such as gender,



00:51:49

diversity, such as Academia doesn't

00:51:52

have the non-linear remuneration structure

00:51:54

and women's strive in Academia

00:51:57

actually. So those are positive

00:52:00

thing I could do expertise

00:52:04

exposure through publication speaking engagements

00:52:07

organizing conferences. All of that

00:52:10

actually is not only Academia

00:52:13

it seems very Siri but

00:52:15

that is actually called Business

00:52:17

development at UC Partners teaching

00:52:19

and comfort says, and Publishing

00:52:20

books. So it is not



00:52:22
so I can do at

00:52:24
the end of the day

00:52:25
and he has a lot

00:52:26
of benefits. Arbitration is also

00:52:28
globally. Competitive top-down for experts,

00:52:32
councils and arbitrators, which means

00:52:34
it is key for lawyers

00:52:36
to craft their own identity

00:52:38
beyond the firm as soon

00:52:39
as possible. So Solutions, an

00:52:43
academic career. Princeton's in parallel

00:52:46
is possible with an increasing

00:52:47
amount of Taylor program remote



00:52:50
part time. She is I

00:52:51
want to tell you it

00:52:52
is possible. I've been doing

00:52:54
it for a couple of

00:52:55
years. I've been working and

00:52:56
do my PhD and I

00:52:59
will be done in a

00:53:00
couple of months so punctual

00:53:01
teaching position slots. Also possible

00:53:04
for associates. Good time management

00:53:06
is something that was touched

00:53:08
upon. That Kristen is crucial

00:53:10
to juggle several hats. And



00:53:13

BTW I actually business development

00:53:15

for ZR1 Junior Associates is

00:53:18

Monday to in certain jurisdictions

00:53:20

such as friends. You have

00:53:22

bars and courts monitoring very

00:53:25

carefully in France. The Firm

00:53:29

must allocate time to the

00:53:31

associate to develop its own

00:53:33

clientele and grow and actually,

00:53:35

chords, you sanction. Especially because

00:53:38

lawyers and friends are all

00:53:40

independent doctors. So they pay

00:53:42

their own a health insurance,



00:53:44

and it had no insurance

00:53:45

retirement benefits. And therefore, because

00:53:48

they are independent contractors, they

00:53:50

are independent shot. Their own

00:53:52

clientele, as well, their efforts,

00:53:55

of course, by some law

00:53:57

firms to support their lawyers

00:53:58

and a growing diversity. In

00:54:00

our organization of law firms

00:54:02

themselves as we're both billable

00:54:05

culture and a stratified hierarchy

00:54:07

are shifting, which is welcomed

00:54:11

and Commendable work by bar



00:54:13
associations to protect young lawyers

00:54:16
from being trapped in a

00:54:17
corporate environment where crows is

00:54:19
precluded their reports. The one

00:54:22
I cited before the I

00:54:23
be a young lawyers Before

00:54:25
Time card you to read

00:54:26
it in the report that

00:54:28
Munoz Center. Mentoring programs are

00:54:32
very, very important such as

00:54:33
the young chica, mentoring program.

00:54:36
The racial equality for a

00:54:38
rotation by yours gives very



00:54:39
good scholarships for young leaders,

00:54:41
to attend a prestigious event

00:54:44
and the rising arbitrators initiative

00:54:47
has a permit levels or

00:54:49
or more seniors to side

00:54:51
of you. So I think,

00:54:53
with all of this, it's

00:54:55
also in the hands of

00:54:56
young, lawyers to develop those

00:54:57
soft, but indispensable skills to

00:55:01
find the right fit in

00:55:02
a law firm where they

00:55:04
can truly wrote. Thank you



00:55:07

so much. Thank you very

00:55:09

much media. I think it's

00:55:11

quite right that the it's

00:55:13

the Next Generation that are

00:55:14

going to have to make

00:55:15

some of these changes and

00:55:17

there's a lot of younger

00:55:18

people in in the room

00:55:20

today. You're definitely younger than

00:55:22

me and it's going to

00:55:25

be interesting to see what

00:55:27

you as the next generation

00:55:29

of arbitration practitioners start expect



00:55:32

from this profession. Is it

00:55:35

the end of the day?

00:55:35

Law firms are always going

00:55:37

to want the best talent

00:55:39

and if the price of

00:55:40

getting the best challenges, treating

00:55:42

your Associates a little tiny

00:55:44

bit, better with exception of,

00:55:46

maybe they have lives and

00:55:48

maybe they're not just walking

00:55:49

hat stands. And I say

00:55:51

walking hat stands because we

00:55:53

all wear so many hats



00:55:54
in our day. So you

00:55:55
got your lawyer has got

00:55:56
you got your person who

00:55:59
has children or your partner

00:56:01
house or your speaker, hasorer,

00:56:03
your academic. How do parents

00:56:07
hats, whatever? She might be

00:56:09
wearing, we can't just be

00:56:11
walking him stands. So I'm

00:56:14
going to turn the floor

00:56:14
over now to menil to

00:56:17
share his views on this

00:56:19
topic. So over to you



00:56:21

right now, I'm a very

00:56:27

competitive person. And well as

00:56:33

four and four did last

00:56:35

year's, I've got the opportunity

00:56:37

to commit many lawyers around

00:56:42

the world. And be, but

00:56:45

some of them practice law

00:56:47

in a big and big

00:56:48

law firms and they are

00:56:51

afraid of talking about openly

00:56:56

and mental health. In my

00:57:02

view, we are living in

00:57:05

a mental health crisis in



00:57:07
the legal profession. And if

00:57:09
we are talkin about Business

00:57:13
sector in the Bronx and

00:57:16
I mean big big law

00:57:17
firms. I think that beat

00:57:20
Level D the culture of

00:57:21
global hour and up or

00:57:24
culture undermine lawyers mental well-being.

00:57:29
According to a study made

00:57:32
by J-Lo School, in 27,

00:57:36
seen a lawyer must work

00:57:40
2420 hours to Bill 1800

00:57:49
2200 billable hours. Require a



00:57:55

lawyer to be working three

00:57:58

thousand and Forty-Eight Hours. Considering

00:58:03

that the scientific Community has

00:58:07

concluded that long working hours

00:58:10

affect neural processes as a

00:58:14

trophy, the cognitive function of

00:58:16

workers and entail a progressive,

00:58:19

deterioration of the physical, and

00:58:23

mental health. It's unavailable to

00:58:28

2 to ask the following

00:58:30

question. Why do some law

00:58:33

firms still maintain this system?

00:58:38

If evidence has demonstrated that



00:58:41
undermined, lawyers mental well-being, and

00:58:44
increase the risk of making

00:58:47
a mistake advising clients. It

00:58:52
doesn't make sense and a

00:58:55
ninja needs and I think

00:58:57
that we need strong leadership

00:59:01
in there in the legal

00:59:02
industry, what we need more

00:59:04
leaders in it, if it's

00:59:06
possible more women in the

00:59:08
high positions because in Spain,

00:59:11
for instance, 20% of women

00:59:14
are partners. Questions related to



00:59:22
the university equality and inclusion

00:59:26
have to have to take

00:59:31
into account in all of

00:59:33
these policies that are a

00:59:37
lot of challenges. In my

00:59:40
case for innocence in this

00:59:41
pain, after after the dissolution

00:59:46
of the Mental Health Institute

00:59:48
of Health Professions, it was

00:59:50
a very sad moment in

00:59:53
my life because I just

00:59:54
spent almost 3 years, working

00:59:58
many hours to change the



01:00:03

legal culture in my country.

01:00:04

And okay, yes, we will

01:00:06

be something like publishing. The

01:00:10

first report on Spanish, lawyers,

01:00:13

well-being and health, the enactment

01:00:18

of the Menthol and of

01:00:20

the A charter business instrument,

01:00:29

which wanted companies and law

01:00:34

firms to work together to

01:00:37

improve their workplace culture in

01:00:41

effect in the United Kingdom.

01:00:42

I don't know if you

01:00:44

know, but there is an



01:00:45
initiative, the mindful business charter

01:00:48
and thanks to this soft

01:00:53
law instrument different players in

01:00:57
the industry. Agree with some

01:01:00
minimum welding policies. And it

01:01:06
is a good way to

01:01:07
improve changes in the legal

01:01:10
in the legal sector, but

01:01:11
they have the key. Because

01:01:16
if a client is a

01:01:18
sensitive issue for incense and

01:01:22
at this moment, there are

01:01:24
companies that when they have



01:01:26

to decide what law firm

01:01:28

did. They want to hire?

01:01:33

Questions related to diversity and

01:01:38

inclusion. These factors why not

01:01:47

welding issues? Cuz if, if

01:01:51

I'm a client, I want

01:01:53

my lawyer, advised me in

01:01:57

the best way possible, and

01:01:58

I need these lawyer to

01:02:01

be healthy, but I mean,

01:02:03

it's it's normal. It's been

01:02:05

considering that it's, it's not

01:02:08

tangible, descended. You cannot calculate



01:02:11
in the short-term. What's the,

01:02:14
what what's the cost may

01:02:17
be? There are some Ridgid

01:02:19
Minds legal Minds that they

01:02:22
don't pay attention. But to

01:02:25
me, it's usually because if

01:02:27
you are working 14 16

01:02:30
hours, I don't want this.

01:02:33
Lawyer to represent me but

01:02:35
not because I don't trust

01:02:39
him because he or she

01:02:43
is exhausted. He or she

01:02:46
needs to take a rest



01:02:48
to be productive to provide

01:02:51
the best legal advice in

01:02:55
Magic, and in a report

01:03:00
in 2017, reasons to take

01:03:05
action to improve lawyers welding,

01:03:08
things, it's good, it's good

01:03:12
for business, good for clients

01:03:14
and the right thing to

01:03:16
do. Why, why are we

01:03:20
waiting for to, to to,

01:03:22
to change this culture? This

01:03:24
is my personal opinion. Thank

01:03:27
you. Thank you very much,



01:03:29

ma'am. I think it all

01:03:30

comes back to the point

01:03:31

of a few people have

01:03:33

made. Today, lawyers are human

01:03:35

beings. We're not yet machines.

01:03:38

The machines have not yet

01:03:39

taken over, and that means

01:03:42

you need to sleep. We

01:03:44

need to eat occasionally. We

01:03:45

need to see the outside

01:03:46

world not too often. Of

01:03:48

course, but occasionally wouldn't want

01:03:49

to get a tan or



01:03:50
anything, you know, she can

01:03:52
be with me. It's clearly

01:03:53
not a risk. I'm facing.

01:03:54
And being a human being

01:03:57
is very, very important. So

01:04:00
thank you to all our

01:04:02
fabulous speakers for their insights.

01:04:05
We turn the floor over

01:04:06
now to the Q&A portion

01:04:08
of, today's penile, if anyone

01:04:10
has any questions, now, those

01:04:13
of you who watch me

01:04:14
percent tag time know, there



01:04:16

were three rules that. Apply

01:04:17

to question. The first rule

01:04:19

is a question, is a

01:04:20

question if it ends with

01:04:21

a? If it doesn't, it's

01:04:24

a sentence, please. Ask question.

01:04:26

S, please try to keep

01:04:28

her Listen to three lines

01:04:29

or less. We want to

01:04:30

answer as many questions as

01:04:32

possible. So no power grass.

01:04:33

Please answered with such. Excellent,

01:04:36

panelist the temptation to ask



01:04:37
questions, about all manner of

01:04:39
things is high. They could

01:04:40
have really good restaurant recommendations

01:04:42
in DC. For example, you

01:04:45
know, we don't want to

01:04:46
be focusing on that for

01:04:47
now though this is a

01:04:48
panel about well-being and balance.

01:04:50
So please kindly save any

01:04:52
other questions for the networking

01:04:54
session? So does anyone have

01:04:56
a question for us? Can

01:05:02
we go to another microphone



01:05:06

piece? Used to host with

01:05:07

the most. Thank you so

01:05:10

much. Mrs. Mention something that

01:05:14

it's important to have your

01:05:16

network of people that you

01:05:17

could rely upon. I just

01:05:19

wanted to ask with how

01:05:20

your mentioning the work culture

01:05:22

is and how busy it

01:05:24

is, what it requires you

01:05:25

to do better, daily basis?

01:05:27

Does it give you time

01:05:28

to establish that support network,



01:05:31
or have those meaningful relationships

01:05:33
that you can rely upon

01:05:34
when you would need them?

01:05:35
Great question because of your

01:05:40
busy working, where do you

01:05:42
find the mentors sponsors colleagues

01:05:46
to call? You know we

01:05:48
had an event in New

01:05:50
York I think original Jeopardy

01:05:52
and Someone, you know, had

01:05:56
a difficult question and the

01:05:58
solution was call a friend

01:05:59
and when I stopped it



01:06:02

out the festival, yes, I

01:06:04

need it to sometimes called

01:06:05

a friend because, you know,

01:06:08

arbitration is a procedural Mackenzie

01:06:12

resolving disputes and sometimes a

01:06:14

lot of books, right? It's

01:06:18

in practice ride, you get

01:06:19

to know from doing the

01:06:20

work, how it's going to

01:06:22

proceed. So sometimes I really

01:06:24

needed a friend and I

01:06:26

think it's important for you.

01:06:28

If you're in law school,



01:06:29

to stay connected with your

01:06:30

class because your classmates, sometimes

01:06:32

you need a friend in

01:06:34

a different country, a different

01:06:35

jurisdiction. You can always phone

01:06:36

a friend and text and

01:06:37

ask, you know, I'm facing

01:06:39

this issue like a given.

01:06:40

Any thoughts about this? I

01:06:42

think that's important to stay

01:06:43

in touch with your friends

01:06:44

and not only because we

01:06:46

are going to be up



01:06:47
the future arbitration provision, as

01:06:49
they also be a future

01:06:50
in-house counsel. There going to

01:06:51
be a future. Clients are

01:06:52
going to be your future.

01:06:54
You might be your own

01:06:56
closing Council and it might

01:06:57
even be the arbitrator. You

01:06:58
appoint your next case, I

01:07:00
feel that you don't have

01:07:02
to necessarily like carve out

01:07:03
time but it's it's a

01:07:05
journey of Dino attending law



01:07:08
school. I'm going for arbitration

01:07:10
events, you're joining the young

01:07:12
pretty sure group but then

01:07:14
I think that's how you

01:07:15
build some sort of Community

01:07:18
Support Network. So I asked

01:07:21
I remember the chairman of

01:07:23
a board of Alberto board

01:07:25
told me kissing. You spend

01:07:26
too much time at the

01:07:27
office because, you know, he's

01:07:28
at the seven years, I

01:07:29
didn't know you did. What



01:07:31

you thought was holed up

01:07:34

in the room, you know,

01:07:35

and just just focusing on

01:07:38

the the work. But he

01:07:39

said, it's important to let

01:07:40

people know that you're doing

01:07:42

arbitration and have some sort

01:07:43

of a network. And then

01:07:45

that's how I got involved

01:07:47

in the young. British are

01:07:48

groups are at the death

01:07:49

of the younger generation. That's

01:07:51

late. Practice. Do you? Highly



01:07:56
recommend that? So if you

01:07:58
ever, you don't need to

01:07:59
phone a friend. O'dea. Thank

01:08:06
you. Could he do any

01:08:08
of you speak on the

01:08:12
issue, about the perception misperception

01:08:18
that mental health issues, might

01:08:21
be more attached to a

01:08:22
woman than two men, and

01:08:26
I think that this could

01:08:29
be a Prejudice, but you

01:08:31
tackled a time and how

01:08:32
do you inform people that?



01:08:34

Oh, no, that's not necessarily

01:08:36

the case that that's question.

01:08:37

Number one and number two

01:08:39

is, is, would you prefer

01:08:42

to perhaps a existing out

01:08:46

of our little bit more

01:08:46

to the issue of a

01:08:50

lot of the appointments, in,

01:08:56

in arbitration are related to

01:08:58

reputation. So basically to the

01:09:05

Ideal of offer the balance

01:09:12

that you can see. In,

01:09:16

in, in a piece of



01:09:17

art, you should see Injustice,

01:09:19

the balance itself. And a

01:09:24

lot of that is, it

01:09:25

is basically done ideally to

01:09:29

have the balance Council balanced,

01:09:33

arbitrators everywhere. is it you

01:09:40

think there's a perception that

01:09:42

if there's more Admission as

01:09:49

to the lack of balance

01:09:51

in the profession that would

01:09:54

or my to buy in

01:09:56

the tail professionally. Many many

01:09:59

of the arbitration practitioners and



01:10:02

the respirations. So I think

01:10:04

that those those two points

01:10:05

are are important because I'm

01:10:07

both are moths related to

01:10:10

to Prejudice and and pre

01:10:13

and preconceptions. So many of

01:10:17

you can speak up outside

01:10:19

Thank you very much. So,

01:10:20

who would like to? Who

01:10:22

would like to start to

01:10:24

good point 11, addressing the

01:10:26

misperception that it's that. But

01:10:29

mental mental health issues, just



01:10:31

abortion affect one, gender and

01:10:34

2nd points relating to, I

01:10:37

suppose, almost the importance of

01:10:38

visible role models who are

01:10:40

prepared to talk about the

01:10:41

fact, they're not robots and

01:10:44

occasionally, they may have. They

01:10:46

may have well-being issues. I

01:10:47

might, I take the first

01:10:48

part and then get ready

01:10:51

for the second. What I

01:10:54

would say is, so we

01:10:55

have a size women today,



01:10:56

right? By was part of

01:10:57

this conversation, but that's not

01:10:58

what we do and all

01:10:59

our conversation because while there

01:11:03

is gender disparity struggling. So,

01:11:06

we have a lot of

01:11:07

those conversations. We look at

01:11:08

the statistics, we have a

01:11:09

lot of trying to actually

01:11:11

think that's who we have

01:11:12

a group of volunteer attorneys

01:11:13

who they have cells have

01:11:15

struggled with something and kind



01:11:16
of come out and do

01:11:17
programs like this. They mentor

01:11:19
People throughout our for the

01:11:22
lawyer assistance program and actually

01:11:24
I would say more of

01:11:25
them are men than women.

01:11:26
So we have men come

01:11:29
out and have a conversation

01:11:30
so I can battle connect

01:11:31
to the next answer, but

01:11:33
that having these conversations but

01:11:35
said, I have struggled or

01:11:37
I am struggling is really,



01:11:39

it's really how you break

01:11:42

the stigma. It's having people

01:11:44

on this panel. That said,

01:11:45

I really struggled with burnout

01:11:47

with well-being issues. And it's

01:11:49

looking at a specific cells.

01:11:50

You have to do is

01:11:50

look at the statistics to

01:11:52

know that while maybe women

01:11:55

are eating it out and

01:11:57

it doesn't mean that the

01:11:58

men are a 0, right?

01:12:00

So I think both having



01:12:01
those conversations regularly are really

01:12:03
important but having their faces

01:12:06
or probably the most important

01:12:07
part, I would say of

01:12:08
this, however, that looks. And

01:12:11
whoever wants to take over

01:12:11
that next part of role

01:12:13
modeling. Thank you very much.

01:12:15
Nikki would like to say

01:12:17
anything. When you want to

01:12:20
say something, say something. I'm

01:12:23
sorry, I was reading the

01:12:25
questions and I just wanted



01:12:32
to maybe at 5 a.m.

01:12:35
to Nikki's, I think they're

01:12:43
more women in law school.

01:12:44
So I think when we

01:12:45
talked about the attrition rate

01:12:46
based on percentage, it seems

01:12:49
like a lot of women

01:12:50
leave that profession. But I

01:12:52
think it's because at least

01:12:53
what I've seen is from

01:12:55
the simple contacts at least

01:12:56
they need to send out

01:12:57
those in law school. What



01:12:58
women do when when you

01:12:59
talk about the 35% that

01:13:01
B that the first three

01:13:02
years, I think that's like

01:13:08
the second is, I should

01:13:09
have had 10 two conversations

01:13:11
in my male colleagues and

01:13:13
they do face pressures and

01:13:14
they say that they want

01:13:15
to be present at home

01:13:17
as a dad and it

01:13:18
should have left you to

01:13:19
Mom. So, I think that



01:13:21
a lot of my male

01:13:22
colleagues also want to be,

01:13:23
you carry part of the

01:13:25
burden and I think it

01:13:26
it's not fair to you

01:13:27
to see him that because

01:13:29
your men at work that

01:13:31
you don't need to be

01:13:32
as president Holmes. I think

01:13:34
a lot of that is

01:13:36
like maybe generational I think

01:13:38
in some ways I had

01:13:41
a very big on his.



01:13:43

I had a very Frank

01:13:44

conversation with a managing partner

01:13:45

of all the billable hours

01:13:46

and he said but Kirsten

01:13:48

what's the alternative? So he

01:13:52

means there is a set

01:13:55

in San Francisco. That is

01:13:56

a sort of like a

01:13:57

revolving door. If you can

01:13:59

put into \$2,400 and more

01:14:01

and you Bieber, not find

01:14:03

you leave and the revolving

01:14:05

door, we get to know.



01:14:06

Someone even told me there's

01:14:07

a long waiting line after

01:14:10

you leave, you know, can

01:14:11

always easily replenish, right? So

01:14:13

we're not robot that it

01:14:14

would kind of treated as

01:14:15

that because you leave you

01:14:16

know there's somebody there are

01:14:17

ten other people waiting to

01:14:18

get your place there in

01:14:20

the sense that there's no

01:14:21

incentive to change the system

01:14:24

and a lot of them



01:14:25

asking. So if you don't

01:14:26

have the system, what can

01:14:28

we do in place? And

01:14:29

I questioned the efficiency of

01:14:31

that, that I see something,

01:14:32

your colleagues online, as well.

01:14:34

I mean, I'm curious to

01:14:36

know if there is a

01:14:36

solution and because as we

01:14:40

become more senior, it takes

01:14:41

us less time to finish

01:14:42

the task, right? So when

01:14:44

you're a first-year associate, you



01:14:45
have to dress this submission

01:14:46
that's four hundred pages long.

01:14:48
It takes you a long

01:14:48
time, right? Cuz you're trying

01:14:50
to figure out how to

01:14:51
Complete this Mission. As you

01:14:53
become more experienced, it takes

01:14:54
less time. You're more official,

01:14:56
you know, exactly what's expected

01:14:57
you can plan ahead. But

01:14:59
the more efficient to be

01:15:00
called the last hours you

01:15:01
need to clock in to



01:15:03

finish the test. So it's

01:15:04

it's it's it's just content

01:15:06

with the more experienced. That

01:15:08

the more efficient you get

01:15:09

the less hours you clocked

01:15:10

into the firm in the

01:15:11

last good because I was

01:15:14

recorded. It doesn't promote efficiency.

01:15:17

I think the cards available,

01:15:19

our system does not do

01:15:20

that. But the throttle is,

01:15:22

what can we do in

01:15:23

place of it until we



01:15:25

have, like, a good alternative.

01:15:28

I think that the struggle

01:15:29

we have to live with

01:15:30

the bill of our system

01:15:32

and I'm happy to see

01:15:33

if there's any suggestions as

01:15:35

to what that could be.

01:15:39

Not, not on the check

01:15:42

questions but of course, there's

01:15:44

six raid. There's other things.

01:15:45

Cut clients are so worried

01:15:49

about the billable system, themself

01:15:51

not. Everybody's happy to see



01:15:53
thousands of hours and then

01:15:55
their bills coming up every

01:15:56
month but also the higher

01:15:58
you get. Actually the higher

01:16:00
your build, you are maybe

01:16:02
double the price of Junior

01:16:04
associate but you're still require

01:16:07
the same hours so now

01:16:09
I be even on the

01:16:10
pricing something that I cannot

01:16:12
meet Rick Wise. Doesn't make

01:16:14
tons of sense so that's

01:16:17
for me like it's still



01:16:19

questionable and there might be

01:16:21

Alternatives there, where you're not

01:16:23

discharge supposed to do \$2,000

01:16:25

into your build way higher.

01:16:29

One last point on the

01:16:31

female well-being disparity. So terrifying,

01:16:36

statistics male suicide rate. So

01:16:38

three times higher than female

01:16:40

suicide rates, may be less

01:16:42

likely to access help from

01:16:43

mental health problems. Men are

01:16:45

statistically more likely to use

01:16:47

alcohol and drugs to cope



01:16:48
with mental health. Problems instead

01:16:50
of talking about them or

01:16:51
seeking help men are nearly

01:16:54
twice as likely to suffer

01:16:55
from lung cancer and heart

01:16:56
disease in women, and one,

01:16:58
and three men have been

01:16:58
the victims of domestic violence.

01:17:00
It's not really a pretty

01:17:02
picture if you actually drill

01:17:03
down into the statistics. So

01:17:05
it's all very well seeing.

01:17:09
Well, being as a female



01:17:11
problem. It's not a female

01:17:14
problem. This is a problem

01:17:16
that affects all of us

01:17:18
and it's really important that

01:17:21
we don't see it as

01:17:22
a soft topic that should

01:17:25
be sidelined and seen as

01:17:26
a sort of women's issue

01:17:28
or anything like that. Just

01:17:31
do some follow-up on that

01:17:32
mean, trying to to ask

01:17:37
the expert in are in

01:17:40
the Washington DC area. Could



01:17:42

you think that that there

01:17:44

is likely to be a

01:17:47

change of mentality? And I

01:17:50

know it is hard to

01:17:52

know whether you think we

01:17:55

can change in Valatie? No,

01:17:56

I don't, I don't think

01:17:59

that it's biological. I don't

01:18:01

think that, that, that it

01:18:02

is a matter of matter

01:18:03

of being male or female.

01:18:05

I think that there's culture

01:18:07

behind it, but it's hard



01:18:08
to glacial change. That's what

01:18:13
I would say. Yes, I

01:18:14
think I think I started

01:18:15
here in 2010 at the

01:18:17
bar. I think I've seen

01:18:19
changing the twelve years I've

01:18:20
been here but I think

01:18:22
it's slow. I think that's

01:18:24
how culture changes like societally.

01:18:26
I think we could look

01:18:27
at that. We could extrapolate

01:18:27
this out the law, right?

01:18:29
I think generationally you look



01:18:31
at this younger generation. That

01:18:32
is much more apt to

01:18:34
seek help to seek therapy.

01:18:36
It's normal to go to

01:18:37
therapy for both for any

01:18:39
kind of gender identity. Where

01:18:43
is that is not true

01:18:44
in late, you know, the

01:18:46
older, the older you get,

01:18:47
so I do think there

01:18:49
is a shift that is

01:18:50
happening. I just think it's

01:18:52
a really slow one, and



01:18:53
a law is a It

01:18:57
really likes president so it

01:18:59
doesn't even slower moving ship

01:19:01
maybe then then other areas

01:19:04
but I do think it's

01:19:05
different. I joke with my

01:19:06
boss when she first started

01:19:08
and 16 years she was

01:19:12
like I would call law

01:19:12
firms and like offer our

01:19:14
services. Like let me come

01:19:16
in to talk to you.

01:19:16
I know you are like



01:19:18
struggling. Like all we do

01:19:20
not have anybody like that

01:19:21
here but stuff you do

01:19:23
or no reporter down the

01:19:24
street. Definitely has that problem.

01:19:26
Whereas now we actually get

01:19:28
for his colleague or something.

01:19:29
Come in your presentations. We

01:19:31
want to have these programs

01:19:32
so it's slow. But I

01:19:34
do think it's happening and

01:19:36
I think it's starting in

01:19:37
law schools. They're ahead of



01:19:38
their have had of the

01:19:39
kind of the legal profession,

01:19:40
you know, the attorneys. So

01:19:44
I do think it is

01:19:45
happening. I think it's slow

01:19:46
but I think the more

01:19:47
we have these conversations but

01:19:49
the kind of faster it

01:19:50
will move. Hopefully there's hope.

01:19:57
Thank you, Nikki. I promised

01:19:59
we would do the question

01:20:00
from Zoo. So let's do

01:20:02
the question from Zoom first.



01:20:03

So this is a combination

01:20:05

of a question, from Isabel

01:20:07

and Angela, how do you

01:20:08

suggest bringing up conversations about

01:20:11

the 5 P's and work-life

01:20:13

balance as a junior attorney

01:20:14

without fear of Retribution and

01:20:17

Angela adds. My question is

01:20:19

the same as Isabel's especially

01:20:21

for junior. Associates are increasingly

01:20:23

getting more responsibilities. They want

01:20:25

those opportunities but they still

01:20:27

desire work-life balance. She does



01:20:29
acknowledge that. That is a

01:20:30
sentence and not a question

01:20:32
that we won't be there

01:20:33
for that. Anybody have any

01:20:35
thoughts, how do we bring

01:20:36
up the 5 P's conversation

01:20:39
before we have the nervous

01:20:40
breakdown? Tristan, this could be

01:20:44
one for you. Anxiety, and

01:20:49
thank you, Isabella, and Angela

01:20:51
for the questions. I think

01:20:52
to the first. I think

01:20:54
is about setting priorities and



01:20:56

that's what level you have

01:20:58

to sort of reflect and

01:21:00

in Delray, what is important

01:21:01

to you, cuz everyone has

01:21:02

different priorities and in different

01:21:04

stages of lives. Right next

01:21:07

to people, as I think

01:21:08

that is several factors. Go

01:21:11

to that one, is your

01:21:12

peers right? For the first

01:21:15

five years of life, I

01:21:16

think I I was able

01:21:18

to make it to the



01:21:19

the tough. Because I had

01:21:21

friends and the same situation

01:21:22

you are going commiserating. If

01:21:25

your if your phone a

01:21:35

friend and discuss what the

01:21:37

issues are. And I think

01:21:38

knowing that you're not alone.

01:21:39

That's a pretty, like, did

01:21:40

you sing isolation and actually

01:21:42

brainstorming ideas because we like,

01:21:44

okay, we have this problem.

01:21:46

Deal with it as a

01:21:47

peer group, right? So I



01:21:50
think that helps when you're

01:21:52
especially a junior associate. I

01:21:53
think someone has asked that.

01:21:54
And then from there, I

01:21:57
think, then talk to your

01:21:59
mentors because you would be

01:22:00
either assigned a mentor or

01:22:02
you'll find someone at the

01:22:05
workplace, you know, who you

01:22:06
can talk to, you know,

01:22:08
who my first Mentor was

01:22:09
in the first grandma was

01:22:10
that it was actually an



01:22:11

IP partner. I feel all

01:22:14

right. Nothing to do with

01:22:16

arbitration but she cared about

01:22:18

what I was wondering, you

01:22:20

know? So I thought, I

01:22:22

thought this is somebody whose

01:22:23

door was always open to

01:22:24

me and whenever an issues

01:22:25

I would be able to

01:22:26

drop it in and have

01:22:27

a chat with her. And

01:22:28

and that helped me in

01:22:30

the first few years of



01:22:31

practice, it need not be

01:22:32

in arbitration person. It could

01:22:34

be somebody else in the

01:22:35

firm who does genuinely care.

01:22:36

So you know that support

01:22:39

network and I'd have those

01:22:41

conversations to people who are

01:22:42

ready and willing to listen.

01:22:45

Give it Senior. So that's

01:22:47

I think hopefully one of

01:22:48

the recommendations TV back on

01:22:54

that. I think that's right.

01:22:55

I actually talked a lot



01:22:57
with client about finding mentors

01:23:00
that are not in your

01:23:00
right because then you you're

01:23:03
not worried about your job.

01:23:04
You're not worried about their

01:23:05
perception of you as an

01:23:07
attorney to write having somebody

01:23:09
and IP that you're you're

01:23:10
really not showing up to

01:23:11
work in front of them.

01:23:13
I think I actually really

01:23:13
can make a big difference

01:23:14
and then you can go



01:23:15

to them and say, is

01:23:16

it realistic that I say,

01:23:18

I need to leave today

01:23:19

to take my dog to

01:23:21

the vet, like, you can

01:23:22

ask them kind of questions

01:23:23

that don't feel as loaded

01:23:25

that you might not be

01:23:26

asking somebody kind of within

01:23:27

Europe your practice area, I

01:23:29

think it's really important so

01:23:30

that connections base and then

01:23:32

the other is At the



01:23:35
end of the day, all

01:23:35
of this is boundary right?

01:23:37
Like it's the practice of

01:23:38
setting boundaries nobody teaches and

01:23:41
he's a really hard so

01:23:43
ask for help. That's the

01:23:46
hardest thing that I think

01:23:47
part to do. But ask

01:23:48
her out whether it's from

01:23:49
your friends, whether it's from

01:23:50
a mentor, whether it's from

01:23:52
somebody in your religious community,

01:23:54
whether it's from a professional,



01:23:55

ask for help around how

01:23:57

to set boundaries they're so

01:23:58

amazing. Books on how to

01:23:59

set boundaries and start there

01:24:02

and practice. And it's really

01:24:05

about tolerating discomfort which I

01:24:07

know nobody really likes to

01:24:09

do. But it's navigating. How

01:24:11

do I tolerate the discomfort

01:24:12

of trying? Something that is

01:24:13

scary? You're going to do

01:24:15

a lot of scary things

01:24:16

as arbitrator. And figuring out



01:24:25
how to do that. But

01:24:25
like learning to tolerate this.

01:24:27
Just confirmed, I think is

01:24:28
really essential, but but ask

01:24:30
for help and find some

01:24:31
resources there. So many resources

01:24:33
out there right now, or

01:24:34
you going to, I don't

01:24:36
be afraid to do that.

01:24:39
Yes, asking for help is

01:24:40
not a sign of weakness.

01:24:41
Not at all. If you

01:24:45
are having Mental Health. Asking



01:24:48
for help is not a

01:24:49
weakness. People, who are going

01:24:50
through mental health problems are

01:24:52
fighting dragons on a daily

01:24:54
basis, the strength of mind

01:24:56
and requires to get up

01:24:57
in the morning. If you

01:24:58
were going through a major

01:24:59
Mental Health crisis and continue

01:25:02
to practice and continue to

01:25:03
operate, and many people are

01:25:05
perfectly capable of operating. Its

01:25:07
just say go home in



01:25:08

the evening and quietly. Struggle

01:25:13

internally, and half the collapsing

01:25:15

on themselves. So, do not

01:25:19

see asking for help as

01:25:21

a weakness that we have

01:25:23

one more question. And you

01:25:27

have mentioned that it's not

01:25:28

a linear progression, sometimes you

01:25:30

have to step down, but

01:25:31

it's not like something practical.

01:25:33

I think for a junior

01:25:34

associate is because I just

01:25:36

had a folding doors. Sometimes



01:25:37
it's very hard to communicate

01:25:39
with others. Especially if you,

01:25:42
if you really want to

01:25:43
talk with your supervisor. Do

01:25:45
you have experience? If you

01:25:48
want to step down or

01:25:50
something, but you you don't

01:25:51
want me. I want to

01:25:52
hurt their careers. What is

01:25:54
the art of your communication?

01:25:55
You think? And if you

01:25:56
have any such an experienced

01:25:57
on that, sell my answer



01:25:59

to that managing partner who

01:26:01

told me that, you know,

01:26:02

it's unfortunate. But, you know,

01:26:03

they also say it's a

01:26:04

revolving door, right? You know.

01:26:06

Okay, one's done. And dusted,

01:26:08

will take a new person,

01:26:09

so, my I was brainstorming

01:26:12

ideas here. What if we

01:26:15

become Irreplaceable, what what? Distinguishes

01:26:18

us from another associate Junior.

01:26:20

So that's why I strive

01:26:22

to encourage the Juniors to



01:26:23

think about what would make

01:26:25

you think, different, right time.

01:26:28

Seven years ago, I thought

01:26:29

I could make myself different

01:26:31

if I did another specialization.

01:26:34

So, in addition to International,

01:26:36

arbitration public international law, I

01:26:38

dabbled in aviation, International Aviation

01:26:41

because I wanted to sort

01:26:42

of differentiate. So make myself

01:26:48

indispensable right Irreplaceable. So, I

01:26:51

would encourage you. And in

01:26:52

fact, I think another admitted,



01:26:54

he doesn't look all arbitration.

01:26:59

Arbitration, he actually looks for.

01:27:01

What's not every situation? Like,

01:27:02

what's in addition to that,

01:27:04

then makes this person special,

01:27:05

so I would encourage you

01:27:08

to think about, okay? How

01:27:09

do I distinguish myself? Find

01:27:11

something else. Initiate area. That,

01:27:12

that is, you know, that

01:27:15

that is different, right? And

01:27:17

then you become less of,

01:27:18

you know, anybody else. So



01:27:21
that is something I leverage

01:27:22
on your strength and your

01:27:24
comparative advantage. Accessory shop. Alright,

01:27:30
well, thank you very much.

01:27:32
I'm unconscious that people have

01:27:34
other exciting things to do

01:27:35
and we're going to have

01:27:36
some networking as well. So

01:27:38
we're poised to had offers

01:27:39
networking in a second, whether

01:27:40
online or in person, or

01:27:42
online, delegates will have Manila

01:27:44
and munia on the line



01:27:46

and for those in the

01:27:47

room while we look forward

01:27:48

to continuing the discussion. You

01:27:50

know, who we are now.

01:27:50

So you can avoid this

01:27:51

will come and talk to

01:27:52

us, depending on how you're

01:27:53

feeling. So on that note,

01:27:55

it remains for me to

01:27:57

thank our excellent panel. So

01:28:00

I asked you to please

01:28:00

show your appreciation for them

01:28:02

in the usual way. And



01:28:06
for those on the screen

01:28:07
who are speakers, if you

01:28:08
could bear with us before,

01:28:10
we go back to the

01:28:10
networking cuz you want to

01:28:11
screenshot where everybody is looking

01:28:13
at the camera and not

01:28:14
posing with their mouth open

01:28:15
or you know, I was

01:28:17
trying to say, thank you

01:28:18
so much before the picture

01:28:22
is being taken. And thank

01:28:24
you very, very much to



01:28:25

our wonderful panelist. We have

01:28:28

really have an incredible number

01:28:32

of pi listener, from business

01:28:34

development team to face, you

01:28:36

know, how to make yourself

01:28:37

indispensable and and, and also

01:28:41

the incredible resources from our

01:28:44

DC bar. Thank you again

01:28:46

to Miller Chevrolet for hosting

01:28:48

us today and we will

01:28:51

be back for our last

01:28:52

panel at the site, which

01:28:55

is a human rights and



01:28:57

business. So an hour's time,

01:29:07

Are the speakers if everybody

01:29:09

can very kindly. Look at

01:29:11

the, we're going to do

01:29:12

the photographs. So what appears

01:29:13

on the screen is what

01:29:14

we're going to get. If

01:29:15

so if everybody can very

01:29:16

kindly, look at their cameras

01:29:18

smile. Pretend you like each

01:29:19

other, you know, the usual

01:29:21

I thought you did like

01:29:22

each other. Thank you so



01:29:34
much and thank you. Thank

01:29:36
you, everybody for being in

01:29:37
our online audience. Me, we

01:29:39
love you all. We're really

01:29:40
sorry. You can't be here

01:29:41
at the cookies, but there

01:29:43
are only so many to

01:29:44
go around here. Do enjoy

01:29:48
enjoy your networking. They probably

01:29:50
gone working already. That's okay.

01:29:55
Thank you so much. Thank

01:30:00
you for. That is so

01:30:21
true. So true.