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Rethinking Mental Health Questions on the Character & Fitness Questionnaire

Virginia Board of Bar Examiners Removes Mental Illness Question from Character and Fitness

Earlier this month, at a law school wellness summit, it was announced that the Virginia Board of Bar Examiners had scrapped its character and fitness question about impairments such as mental illness and substance use disorders. The board kept but slightly edited a question about conduct and behavior that might cast doubt on one's ability to practice law in a competent, ethical, professional manner. According to the [Richmond Times-Dispatch](#), the board had been considering these changes for several years and was spurred to action by lawyers, judges, law school deans, and students who said that the questions were preventing many students from seeking treatment. What do those who were part of this effort have to say about the changes and why they were necessary?

State Bar of California Adds Member Survey Questions On Job Satisfaction, Gender Identity, Sexual Orientation

This year, the State Bar of California has expanded its annual voluntary survey to add questions about sexual orientation, gender identity, and job satisfaction. Response options for the gender identity question are: female, male, transgender, gender variant/nonconforming/nonbinary, two-spirit (a term used in Native American communities), and not listed (please specify). For sexual orientation, the choices are: lesbian or gay, bisexual, heterosexual, pansexual, asexual, and not listed (please specify). A bar spokesperson noted that the expanded questions about sexual orientation and gender identity are in keeping with best practices and that the job satisfaction question will help the bar understand attorneys' overall career experience. Learn more at [ABA Journal](#).

What Do Younger Members Want? How to Make the Case for ROI

By next year, millennials and Gen Zers will make up more than half of the global workforce. A recent study from Personify found that even with all the free online resources they have access to, many younger professionals say there's still value in joining associations. However, in that same study, one in three respondents said they had no idea how being in an association actually benefited them, and almost half of all respondents said there wasn't a strong return on investment. [Associations Now](#) shares some tips from Personify's Amanda Myers regarding younger people's habits and attitudes toward membership and how you can use those to make a case for your association's ROI.

Lawyers, Judges, and Bars on Twitter: Some Do's and Don'ts

"Legal Twitter"—the unofficial name for lawyers, judges, and law-related organizations who tweet regularly—has had some great benefits, according to [Daily Business Review](#). With help from hashtags, it has brought attention to important topics such as #LawyerWellness, and it has encouraged lawyers to overcome the stereotype of being wordy. But sometimes things go off the rails, such as when two lawyers duke it out for all to see, or when political discourse gets a little too heated. Here, some Legal Twitter denizens and other experts give their advice on how to engage without getting in trouble—and one of them gives a shout-out

to what he says is the "least stuffy" bar association Twitter handle.

Does Your Bar Know How to Say No? Board Catalyst Webinar with Jeffrey Cufau

Too often, associations try to be all things to all members and end up offering too little value to far too few. By contrast, the most effective associations use sound principles and practices to determine which programs or services to offer, how effective they are, when current efforts need to be retired, and how to do so. In the next Board Catalyst webinar, association expert Jeffrey Cufau shares his insights on those strategic processes.

[Register today](#), and get ready to learn on February 27, 2019, 1:00-1:45 p.m. Central.



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