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## **A "No" for LegalMatch in California**

### **State Bar of California Rejects Lawyer Referral Service Application from LegalMatch**

In a letter that presented more than seven pages of alleged deficiencies, last week, the State Bar of California rejected LegalMatch's application to be certified as a lawyer referral service and again ordered it to cease operations in that state. For example, the bar wrote, some LegalMatch panel attorneys do not carry required insurance, the company has not set clear qualifications for lawyers claiming a specialized practice focus, and the site's promotional materials don't comply with state bar rules. Will this end the ongoing skirmish between the bar and the online lawyer matching service over whether it can legally operate in California? [The Recorder](#) shares quotes from the bar's letter and also from an email sent to the publication by LegalMatch's chief operating officer.

### **New Study Gathers Data on What Erodes Well-Being in Profession, and New Hampshire Eliminates Mental Health, Substance Abuse Questions from Character and Fitness Questionnaire**

For years, experts have been reporting alarmingly high rates of depression, anxiety, stress, substance abuse, and related issues among legal professionals. But what specific changes are required in the culture of the profession, to bring about real improvement? That's what a recent ALM Intelligence survey with almost 1,900 respondents aimed to discover. At [LexBlog](#), researchers Bill Henderson (yes, the law professor known for his love of quantitative data) and Lauren Henderson share what insights and patterns emerged as they sifted through responses that were frank and often quite heartfelt. In the past year or so, there's been momentum toward eliminating questions about mental health and substance abuse treatment from the character and fitness questionnaires given to bar applicants, in part because they discourage law students from seeking help. New Hampshire recently became the latest jurisdiction to announce that it will eliminate these questions and instead focus on past conduct rather than prior diagnosis and treatment. Learn more at [New Hampshire Public Radio](#).

### **Is Your Governance Structure Out of Step with Today's Needs? An Opportunity for Change**

Are your bar's bylaws meant to last forever, or are they considered a living document that can be fairly easily changed to address emerging challenges and opportunities? If you have a house of delegates, how nimble is it? When is the last time you looked at your nomination and election process? If it's important, as political figure Rahm Emanuel said, never to let a crisis go to waste, then the current national and global moment may be a good time to rethink some governance structures that are now out of date. That's according to lawyer and nonprofit expert Paula Goedert; in an article for [ASAE](#), she outlines some aspects of governance that may not be working as well as they used to and suggests how to make changes, even during a difficult time.

### **ABA Study: Almost all Women Lawyers of Color**

## Experience Bias, Majority Leave or Consider Leaving

"Women of color have the highest rate of attrition from law firms as they continue to face firm cultures where their efforts and contributions are neither sufficiently recognized nor rewarded," says an ABA study released last week. In fact, researchers couldn't conduct the study as they'd planned because they couldn't find enough women of color who had been in practice for 20 years or more. Seventy percent of participants in the study, called "Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color" are leaving or considering leaving the profession and nearly all of them have experienced bias and stereotyping. [ABA Journal](#) shares more details from this sobering report, including recommendations, reasons some women of color choose to stay, and observations from study co-author and past ABA President Paulette Brown.



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