



**Issue 270 | September 29**

## **Young Lawyers Stress Over Debt**

### **New ABA Young Lawyers Division Survey: Most Early-Career Lawyers Highly Stressed over Finances, Black Borrowers Carry More Student Loan Debt than Others**

When it comes to student loan debt, for early-career lawyers, the burdens are not only financial but also emotional, according to data released last week by the ABA Young Lawyers Division and the AccessLex Institute. For example, 67 percent of the 1,300 survey respondents said they felt "high or overwhelming stress" over their finances; and among those with \$200,000 or more in loans, 68 percent said they were "embarrassed and ashamed" by their debt (compared with 37 percent of those with \$100,000 or less in loans). The survey, a follow-up to one released last year, also found that the debt load varies by race and ethnicity, with Black borrowers reporting higher balances than borrowers of other races and ethnicities. [Reuters](#) shares additional findings and a link to the full report.

### **It's Unanimous! But Is That Really Such a Great Thing?**

Once a board reaches a decision, it should leave the table with a singular voice and with every member supportive of the decision and where the organization is headed. But does that mean every vote should be unanimous? Far from it, says Lowell Aplebaum, an expert in facilitation, vision, and strategy. In fact, boards that prize unanimous decision over majority agreement may unknowingly build a culture that discourages varying perspectives and rich dialogue and encourages unhealthy groupthink. In an article at [LinkedIn](#), Aplebaum shares why and how facilitators should ensure that all voices are welcomed and heard.

### **More Change Coming in the West? State Bar of California Trustees Vote to Seek Public Comment on Legal Paraprofessional Proposal**

Last week, in what one legal profession expert called "a very big deal," the State Bar of California Board of Trustees moved a proposed legal paraprofessional program one step closer by voting to open it up to public comment for 110 days. If the program is approved and established, California will join Arizona and Utah in offering or piloting programs through which nonlawyers can be trained and licensed to provide certain legal services. (Washington was the first to create such a program; however, its state supreme court decided last year to stop issuing new licenses.) [Reuters](#) has more information, including California's long history of considering this type of program; what areas of law and what types of legal service would be open to legal paraprofessionals; objections raised by some lawyers during last week's meeting; and why some say approval in California could spark similar proposals in other states.

### **If Hybrid Is Here to Stay, What Does That Mean for Your Presentations?**

What does it take to give a presentation that comes across well both remotely and in person? Adjusting to the new hybrid environment means more than just signing in to Zoom and giving your presentation how you typically would, says Anett Grant, CEO of Executive

Speaking Inc. For example, she notes, if your usual style is to roam around in the manner of Steve Jobs, your remote audience will spend a lot of time looking at an empty backdrop and wondering where you went. From your slides to how much you speak when you're not the one leading the presentation, at [Fast Company](#), Grant shares some simple changes that can help you make the most of the hybrid format.

## **New York City Bar: Congress, Legal Profession Must Do More to Protect Voting Rights**

Earlier this month, the New York City Bar Association released a report that summarizes "the wave of actions in state legislatures, executive chambers and even courts that threaten democracy and the rule of law in our country" and calls on Congress to take action against voter suppression. The report, "The Consent of the Governed: Enforcing Citizens' Right to Vote," also calls for "a broader response from the legal profession as a whole." What specific recommendations did the City Bar's Task Force on the Rule of Law and its Election Law Committee make, and how do they pertain to the 2021 John Lewis Voting Rights Advancement Act and the For the People Act? A [City Bar news item](#) has more details and a link to the full report.



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