



JUDGES AND LAWYERS ASSISTANCE PROGRAM, INC.

# ANNUAL REPORT

## JULY 1, 2020 – JUNE 30, 2021

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## PRESIDENT'S MESSAGE, Shayna L. Sonnier



With great excitement, the Board of Directors is pleased to introduce Dr. Angela White-Bazile as the new Executive Director of JLAP following a rigorous and extensive national search. The first woman to lead the organization, Dr. Bazile, started as Executive Director on April 12, 2021. Dr. Bazile is the former Executive Counsel at the Louisiana Supreme Court to retired Chief Justice Bernette Joshua Johnson.

As a practicing attorney for over 20 years, Dr. Bazile has held various positions such as In-house Counsel for Prudential Life Insurance in Jacksonville, Florida; Associate Attorney for a small private firm; and a Legal Writing and Research Professor. She was also a Judicial Law Clerk/Research Attorney for Orleans Parish Civil District Court, the Fourth Circuit Court of Appeal, and the Louisiana Supreme Court.

Dr. Bazile's initial focus as Executive Director has been expanding JLAP's programming and advocacy across Louisiana and increasing the level of engagement with judges, lawyers, and law students. She will work closely with the Louisiana State Bar Association, local/regional bar associations, law firms, law schools, and others in the legal and medical communities to maintain the solid foundation currently in place and plan for the much-needed work ahead.

Dr. Bazile brings to JLAP deep knowledge and experience in championing causes that advance mental health and well-being. She is a proven leader who will expound upon JLAP's legacy of advocacy and impact. She plans to continue the progress and momentum that accelerated under the previous Executive Director's leadership while advocating for those struggling with chemical dependency or abuse, mental, emotional, or physical health issues. Dr. Bazile's core values, experiences, energy, and innovative spirit make her the ideal leader to move JLAP forward toward legal excellence and personal wholeness.

The JLAP staff and Board of Directors look forward to expanding services under Dr. Bazile's leadership and supporting her as she endeavors to advance well-being in the legal profession and assure that every judge, lawyer, and law student has access to confidential, meaningful support and assistance when confronting substance abuse, alcohol abuse, or a mental, emotional, or nervous condition.

Born and raised in New Orleans, Dr. Bazile is an honor graduate of McDonough 35 Senior High School, the University of Southwestern Louisiana (University of Louisiana at Lafayette), and Southern University Law Center. She also holds a master's degree in Business Administration and a Ph.D. in Counseling and Psychology.

In recognition of her dedication and continuous efforts, Dr. Bazile was awarded the Louisiana State Bar Association President's Award in 2017, the Southern University Law Center Alumnus of the Year Award in 2018, and the National Bar Association Women Lawyers Division Hidden Figure Award in 2020.

JLAP is ecstatic to have Dr. Angela White-Bazile as its new Executive Director.

## EXECUTIVE DIRECTOR'S MESSAGE, Dr. Angela White-Bazile



I am honored to serve as JLAP's new Executive Director. This role is an incredible opportunity for me to continue working with Louisiana's judges, lawyers, law students, and family members in a confidential, safe haven of healing for those struggling with substance abuse or dependency and emotional and mental health issues. JLAP provides progressive rather than punitive measures to assist the legal community in fulfilling their ethical obligations while protecting the public.

For as long as I can remember, I have had a passion for uplifting others and a desire to bring out the best in everyone I encounter. Working for JLAP allows me to blend my aspiration of making both an immediate and future impact on the lives of all judges, lawyers, law students, family members, and the communities that depend on us. I hope to provide judges, lawyers, and law students with the information and tools necessary to create a rich and meaningful career.

Given the course of COVID-19 and its impact across the nation and world, JLAP has never been more relevant and essential. Whether social, political, technological, scientific, economic, or otherwise, the changes around us have required navigating through new challenges, opportunities, and uncertainty. With new variants, COVID-19 continues to profoundly impact our communities and the legal profession at large.

One of my main priorities is fostering a welcoming, inclusive environment and meaningful working relationships to assist individuals struggling with substance abuse and improve and expand the available mental health and well-being services. It has been determined that chemical dependency is not the result of a moral defect or a character deficiency but a chronic, progressive disease, i.e., an outward manifestation of an inward struggle. Legal professionals undoubtedly face innumerable pressures and challenges, and I am optimistic that JLAP will continue to make a positive and lasting impact, saving lives and families.

Since I began in April 2021, I have enjoyed the abundant opportunities to learn, teach, mentor, and share with judges, lawyers, law students, and family members across Louisiana. JLAP is in the process of expanding our list of approved treatment facilities and evaluators to ensure effectiveness (equipped to service our legal professionals), affordability, and diversity. I look forward to more networking and brainstorming on how to best meet the needs of all judges, lawyers, and law students.

I am proud of JLAP's successes over the last year, particularly in providing more meaningful engagement and personal development opportunities. We will continue these initiatives and add programming designed for the various stages of a legal career in the year ahead. We also look forward to collaborating more with bar associations, law firms, law schools, and other legal and medical organizations.

Thank you, fellow bar members for your continued support and trust in JLAP's mission. Thank you, regulatory agencies for your professionalism and assistance in ensuring the integrity of our legal community. A special thanks to those who support and seed into JLAP; we will continue to be good stewards over that which we are given. Without all of you, JLAP would not be able to survive and thrive as a confidential, safe haven of healing to help judges, lawyers, and law students overcome their struggles and become happy and healthy.

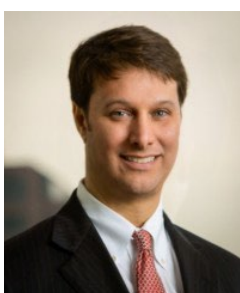
Finally, I would like to acknowledge the Louisiana Supreme Court, Louisiana State Bar Association, and our Board of Directors for their tireless efforts on behalf of JLAP. Thank you for making JLAP a priority and believing in confidential, meaningful assistance to judges, lawyers, law students, and their families to address substance abuse, mental health issues, and other stressors that impair or may impair the ability to practice law in a competent, ethical, and professional manner. There is much to be done, and I hope all of you will join me in the work ahead as we aspire to make JLAP the strongest advocate for our profession.

## JLAP BOARD of DIRECTORS



**Shayna L. Sonnier, President** is a partner in the law firm of Hunter, Hunter & Sonnier, L.L.C. Her primary practice is in the areas of family law, estate planning, successions, and general litigation. Shayna received her J.D. in 2003 from Dedman School of Law at Southern Methodist University and her B.A. in 2000 from the University of Louisiana at Lafayette. Ms. Sonnier is a member of the Louisiana State Bar Association and the Southwest Louisiana Bar Association. She currently serves on the board for the Louisiana Center for Law and Civic Education and the Louisiana Bar Foundation. For a complete list of Ms. Sonnier's extensive service to the profession, please visit:

<https://hhslawfirm.com/about/>.



**H. Minor Pipes III, Vice-President/Treasurer** has always been very involved with the Louisiana State Bar Association and with the Louisiana Bar Foundation. He is the current President-elect of the LSBA, a Past President of the Louisiana Bar Foundation, Past Treasurer of the Louisiana State Bar Association, a past member of numerous Louisiana State Bar Association's Nominating Committees, and a current member of the Budget and Audit Committees. Mr. Pipes was selected as a member of the inaugural class of Leadership LSBA, working with leadership of the Louisiana State Bar

Association on numerous projects to improve the legal profession. Mr. Pipes also serves as Co-Chair of the Louisiana State Bar Assoc. Summer School Committee. For a complete list of Mr. Pipes' extensive service to the profession, please visit: [www.pipesmiles.com/h-minor-pipes-iii](http://www.pipesmiles.com/h-minor-pipes-iii).



**Honorable Rachael D. Johnson, Secretary** is the Div. B District Court Judge for the Orleans Parish Civil District Court. She received a B.A. degree in Psychology from Spelman College, a Master's in Social Work from Smith College, and a law degree from Tulane Law School in 2005. Prior to being elected to the bench, her experience includes serving as Senior Staff Attorney with the Law Offices of Julie Vaicius; as an Asst. City Attorney with the City of Riviera Beach, FL; and with Gary, Williams, Finney law firm in Stuart, FL representing hundreds of plaintiffs in Vioxx litigation, personal injury, and wrongful death cases. For a complete list of Judge Johnson's

extensive service to the profession, please visit: <http://www.orelanscdc.com/divb1.html>.



**Honorable Ivan L.R. Lemelle**, a native of Opelousas, Louisiana, came to New Orleans in 1967 to attend Xavier University of Louisiana. He graduated with honors from Xavier in 1971 and Loyola University School of Law in 1974. After law school, Judge Lemelle practiced as an Assistant District Attorney in New Orleans, then as member of Douglas, Nabonne & Wilkerson law firm, and with additional service as Assistant City Attorney for the City of New Orleans. From October 3, 1984 to 1998, he was U.S. Magistrate Judge for the U.S. District Court for the Eastern District of

Louisiana. That appointment made him the first African American U.S. Magistrate Judge in

Louisiana federal courts and only the sixth in the nation. In 1998, President Clinton appointed Judge Lemelle to the position of United States District Judge. He attained Senior Judge status in June 2015. He has enjoyed service with numerous civic, fraternal, and professional organizations. For a complete list of Judge Lemelle's extensive service to the profession, please visit: <https://www.fjc.gov/history/judges/lemelle-ivan-l.-r>.



**Clarence A. "Hap" Martin III** is a graduate of Louisiana State University where he earned his law degree in 1980. He was admitted to the Louisiana Bar later the same year. He is a member of the Fourth Judicial District, Louisiana State and American Bar Associations, Louisiana Association of Defense Counsel, and the Judge Fred Fudickar Chapter of the American Inns of Court (Sec.-Treas. 1999-2003). His practice areas include Civil Litigation, Trial Practice, Appellate Practice, Commercial Law, Contracts, Corporate Law, Creditor Bankruptcy, Employment Law, Products Liability, Personal Injury Law, Real Estate, Mediation, and Arbitration. For a complete list of Mr. Martin's extensive service to the profession, please visit: [www.shotwell-law.com/attorneys.htm](http://www.shotwell-law.com/attorneys.htm).



**Bradley J. Tate** is a Senior Tax Manager in the New Orleans office of Hannis T. Bourgeois, LLP. He received a Bachelor of Science in accounting from Southeastern Louisiana University in 2005 and his JD/BCL from Louisiana State University Paul M. Hebert Law Center in 2008. He also earned an LL.M. in Taxation from the University of Alabama in 2012. He is licensed to practice in Louisiana and in the United States Tax Court. Brad served as the 2017-2018 Chair of the Louisiana State Bar Association Young Lawyers Division. For a complete list of Mr. Tate's extensive service to the profession, please visit: [www.htbcpa.com/staff/bradley-j-tate/](http://www.htbcpa.com/staff/bradley-j-tate/).



**Dian Tooley-Knoblett** is the Jones-Walker Distinguished Professor of Law at Loyola New Orleans College of Law. She received her J.D. from LSU's Paul M. Hebert Law Center in 1980, where she served as Executive Editor of the Louisiana Law Review and graduated Order of the Coif. Before joining the Loyola faculty in 1984, she served as law clerk to Chief Justice John A. Dixon Jr. of the Louisiana Supreme Court and was an attorney in the legal department of Shell Oil Company. She has actively participated in law reform in Louisiana by serving as a member of the Council of the Louisiana State Law Institute and as a member of over thirty law reform advisory committees that have drafted legislation, principally revisions of Louisiana's Civil Code. For a complete list of Professor Tooley-Knoblett's extensive history of dedication and service to the profession, please visit: <https://law.loyno.edu/academics/faculty-and-staff-directory/dian-tooley-knoblett>.



## I. JLAP MISSION STATEMENT

The Judges and Lawyers Assistance Program, Inc. (JLAP) is a 501(c)(3) non-profit corporation that serves the public, the Bar, and the profession by assisting, on a confidential basis, judges, lawyers, law students, and bar applicants whose professional impairment may stem from substance use disorders or other mental health issues. JLAP also provides assistance to family members of judges and lawyers.

JLAP is first and foremost an absolutely confidential method of providing life-saving help. According to Louisiana Supreme Court Rule XIX<sup>1</sup> and Louisiana Revised Statute 37:221<sup>2</sup>, any information received by the JLAP staff or LSBA Committee on Alcohol and Drug Abuse member is absolutely privileged and confidential. JLAP also serves both the public and the profession by helping to protect the public from the damage impaired lawyers and judges can cause.

JLAP is meeting the challenge to provide increasingly comprehensive and effective mental health assistance to the Louisiana legal profession and their family members. JLAP is a specialized *professionals' program* that offers assistance with all types of mental health issues.

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<sup>1</sup> [www.lasc.org](http://www.lasc.org)

<sup>2</sup> [www.legis.la.gov](http://www.legis.la.gov)



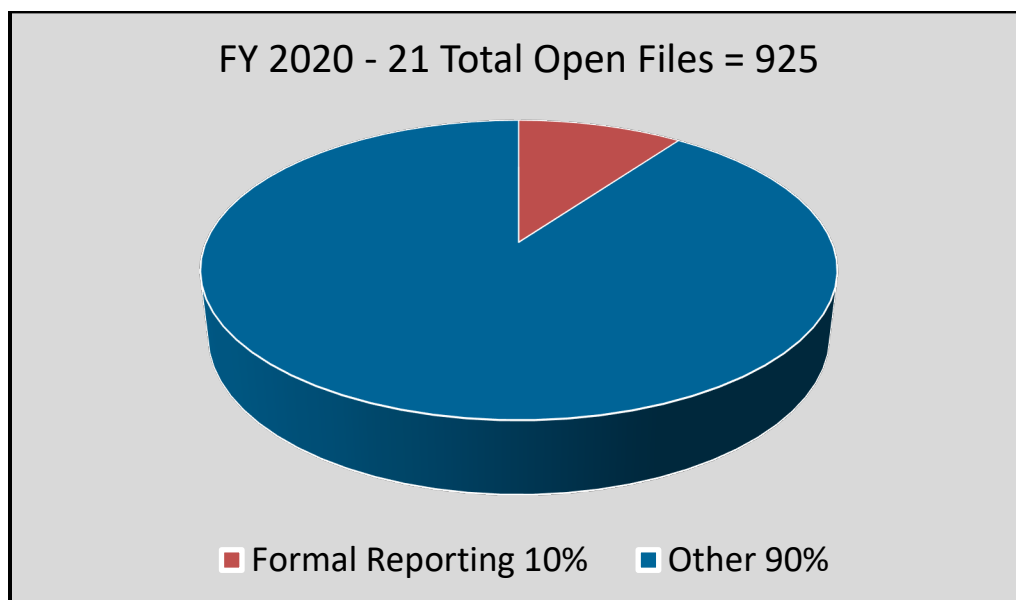
## II. JLAP OPERATIONS STATISTICS 2020-2021

JLAP compiled relevant operating statistics throughout the year as follows:

### 1) JLAP Case Load

For fiscal year (FY) July 1, 2020, through June 30, 2021, JLAP maintained 925 open client files.

Of the 925 open client files, only 10% of those involved formal monitoring and reporting in disciplinary and bar admissions matters. As such, 90% of JLAP's work involved cases that are confidential in nature, including those that involve totally voluntary assistance with no other entities involved, or cases that may have involved other entities such as discipline, bar admissions, or law firms but that were resolved confidentially and discretely through JLAP's assistance.



### 2) Relapse Statistics

Of the **120** total participants **under monitoring** this year, only four (4) participants relapsed while under contract in FY 2020-2021. A ratio of 4 out of 120 demonstrates a 3% Relapse Rate for the FY 2020-2021 and thus renders a **97% relapse-free success rate under JLAP monitoring this year.**

JLAP's exceptional no-relapse rates are established and reliable. JLAP's recent multi-year no-relapse average is as follows: 2015-16: **94%**; 2016-17: **97%**; 2017-18: **94%**, 2018-19: **96%**; 2019-20: **95%** and 2020-21: **97%**.

As such, **JLAP's multi-year no-relapse rate average is 95.50%.** JLAP's monitoring program has been recognized by national experts as producing astonishingly successful recovery rates that are among the highest anywhere in the field of addiction treatment.

Of the four (4) relapses in FY 2020-2021,

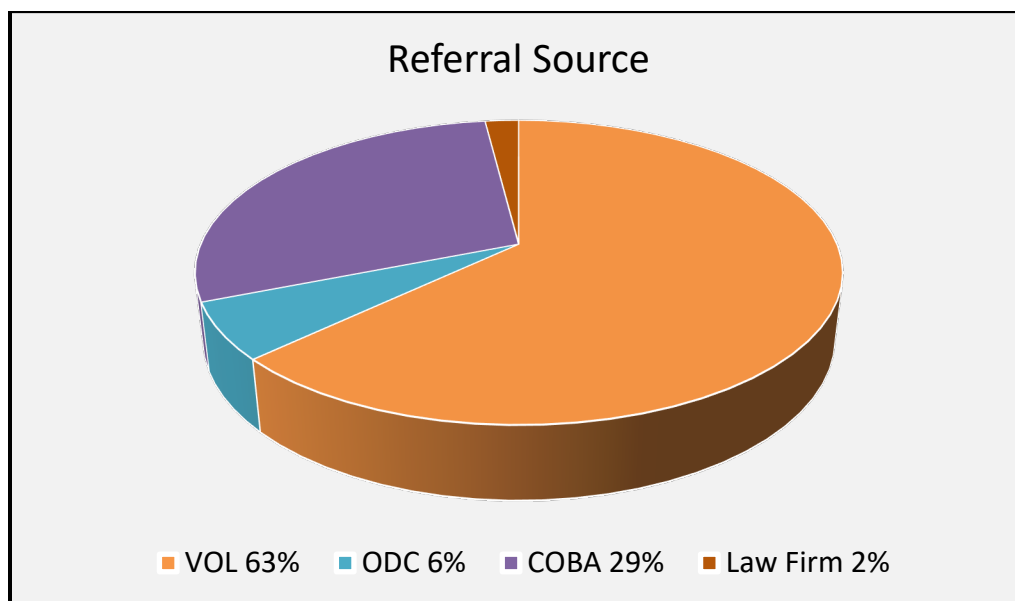
- Two were referred for multidisciplinary inpatient professional assessments. Both declined the recommendation and were administratively discharged.
- The other two relapses were referred to treatment. Both completed treatment and successfully returned to monitoring.

Of the four (4) relapses, two were detected through random drug/alcohol testing and the other two by self-report.

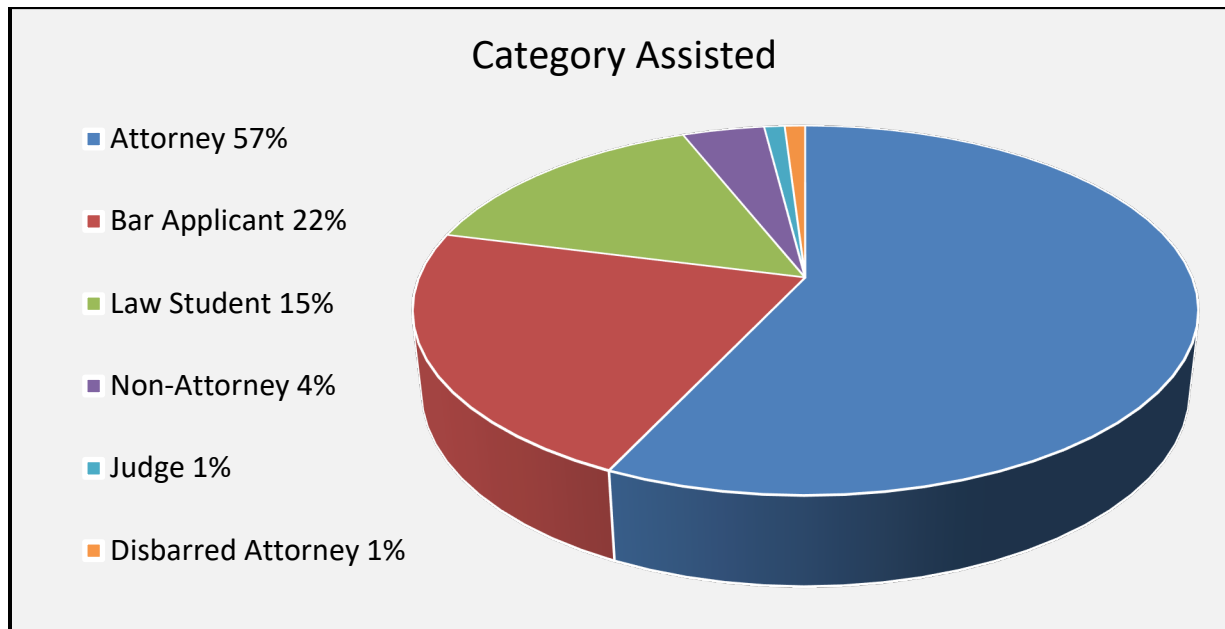
It is noted that there has never been a report of any client harm or harm to the public in JLAP relapse cases wherein the person cooperated with JLAP's clinical recommendations and remained fully compliant. It is also noted that under JLAP monitoring, most relapses are detected quickly due to JLAP's effective drug and alcohol screening protocol combined with JLAP-trained peer-support monitors, close supervision, and recovery activity requirements. Thus, both the health interests of the participant and the public's need for protection are served.

### 3) Referral Sources to JLAP

In FY 2020 – 2021, JLAP opened or reactivated 130 client files. The following charts indicate referral sources and types. Of the **130 new client files**, 63% were classified as voluntary files. A file is considered "voluntary" if there was no referral. Examples of these are individuals who heard of our services through JLAP CLE presentations or found us via JLAP's website. 29% of JLAP's referrals came via the Committee on Bar Admissions as Bar applicants who have been flagged for evaluation due to conduct. 6% of JLAP's referrals were via the Office of the Disciplinary Counsel, and 2% were referred by a law firm.



The following chart shows the status of the individuals who reached out for JLAP's services:



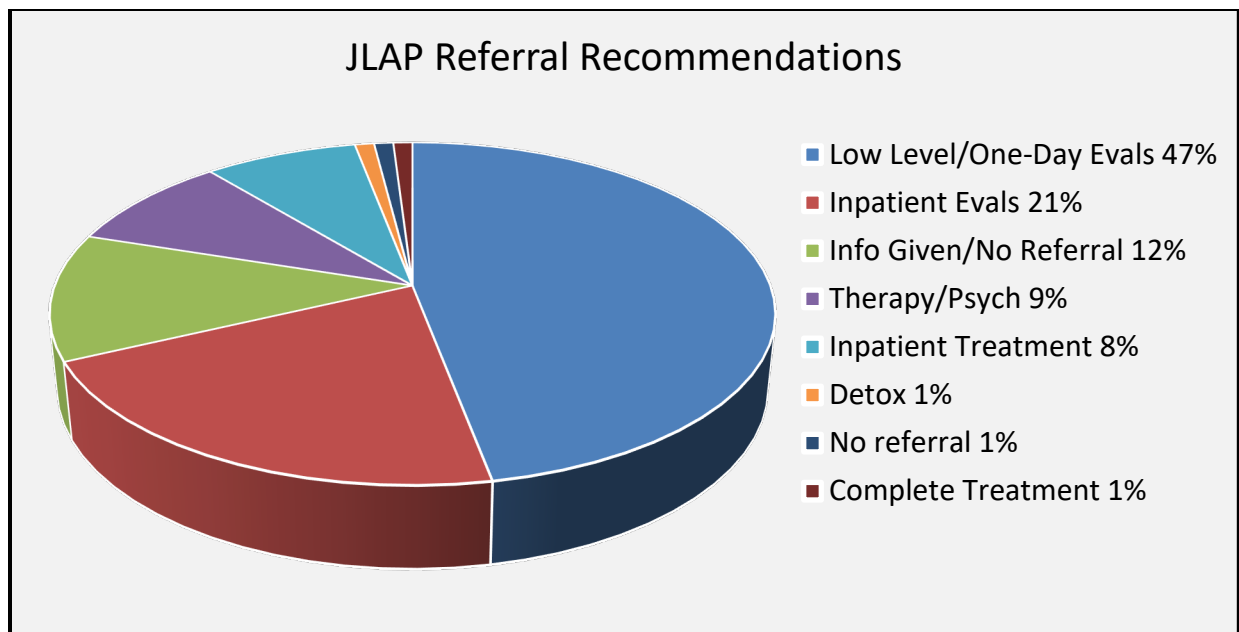
Of course, when a life and career are restored in total privacy and before severe consequences and damages have occurred, it saves not only the person but greatly benefits: their family; friends; immediate professional peers; every stakeholder and entity in the legal profession; the person's law office, staff, and clients; and the public at large by ensuring that the public's trust in that person and in our legal profession is reliably honored.

As such, when just one person receives successful confidential help from JLAP, there are literally scores of other persons and entities benefitting indirectly from JLAP's assistance to that single person. It is with this realm of services that JLAP's mission is fulfilled at the very highest level.

#### **4) JLAP Recommendations**

When a person seeks JLAP's assistance or is referred to JLAP, the first step is to determine the appropriate level of evaluation or assessment that is needed to objectively and reliably rule out or diagnose mental health and/or substance use issues. Via clinical intake, JLAP's professional Clinical Staff determines the clinically indicated level of JLAP-facilitated evaluation or assessment, all within the clinical standards applicable to licensed professionals.

The following chart indicates JLAP's clinical referrals and responses for new cases in the FY 2020 – 2021:



#### **A) Low-Level Evaluations**

The majority of JLAP's participants begin with a low-level evaluation. Last year there was a total of 56 participants referred for low level evaluations initially. The following demonstrates the outcome recommendations from those evaluations:

- No recommendations – 31 (55%)
- Not scheduled – 11 (20%)
- Referred to inpatient eval – 11 (20%)
- Intensive outpatient program – 2 (4%)
- Scheduled – 1 (1%)

#### **B) Low-Level Evaluations Converted to Inpatient Assessments**

Of the 56 participants referred for low level evaluations, eleven (11) received a referral for an additional inpatient assessment as a result of the low-level evaluation. The following demonstrates the outcome recommendations of the inpatient assessments:

- Referred for inpatient treatment – 3
- Not yet scheduled for assessments – 5
- Intensive Outpatient Program – 2
- No recommendations – 1

#### **C) Multidisciplinary Inpatient Professional Assessments**

Thirty-Six (36) participants were referred directly to an inpatient assessment by JLAP clinical staff. The following demonstrates the outcomes of those referrals:

- Participated in the eval – 15
- Did not participate – 21

Of the 15 who attended the evaluation: 7 underwent inpatient treatment, 4 attended an Intensive Outpatient Program, and 4 were referred for JLAP monitoring having already completed treatment.

#### **D) Conversion Rates**

The internal status of cases at JLAP can and does change depending on what circumstances and events are concurrently developing externally and independently from participation in JLAP. For example, a voluntary participant may reach out confidentially to JLAP, receive JLAP's support in total privacy, and successfully address their mental health issues through JLAP. But, at any moment, wholly unrelated to their confidential relationship with JLAP, some third party may have an independent interest in said participant's substance use disorder or mental health issues.

This interest may occur if someone files a complaint with the Office of the Disciplinary Counsel against the participant, if the participant is referred to JLAP as a bar applicant, or if participant's employer or colleague discovers a legal malpractice issue that emanated from a prior impairment that pre-dated the participant's involvement in assessment, treatment, and recovery in JLAP.

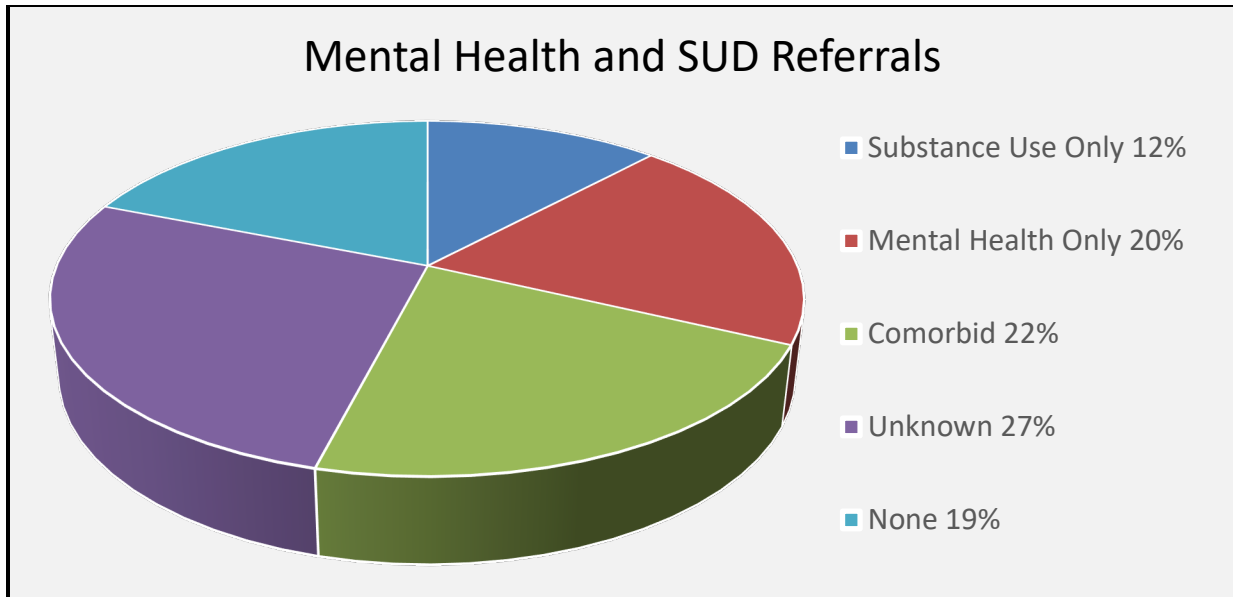
At that point, the JLAP participant, **and only the participant**, decides if it is in his or her best interest to waive confidentiality for JLAP to report that they sought JLAP-approved assistance and are JLAP-compliant. JLAP compliance is not a defense to unethical conduct, but it can serve in some cases as a powerful mitigating factor to disciplinary consequences.

The following are conversions in JLAP case classification in FY 2020-2021:

- Voluntary to ODC: 5
- COBA to ODC: 7
- ODC to Voluntary: 2
- Voluntary to COBA to ODC: 1

#### **E) Mental Health Statistics**

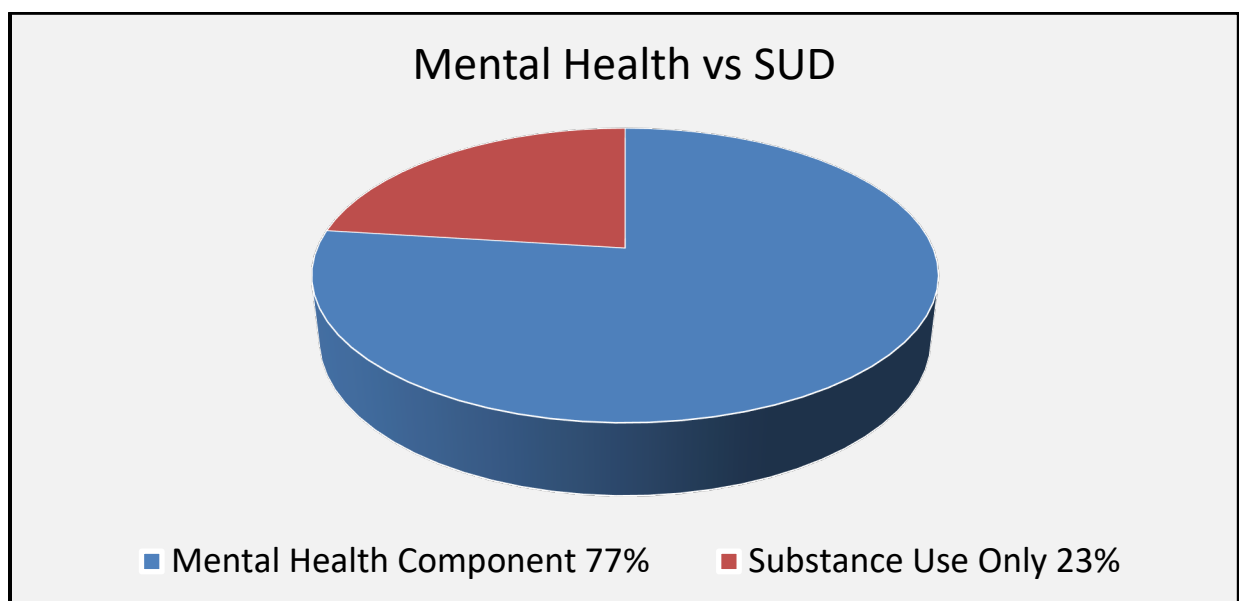
The following is a breakdown of the 130 new cases as it relates to mental health. The "unknown" category reflects individuals who have not yet attended their formal evaluation/assessment, or they are individuals who attended the evaluation/assessment and revoked their release, precluding JLAP from obtaining the results. "None" indicates the person completed the evaluation/assessment and received a finding of "no recommendations" thus clearing them from any interventions requiring further JLAP involvement.



Of those individuals identified in the above graphic as having a substance use disorder (SUD), mental health issue, or comorbid disorder, only 12% were identified with a straight substance use disorder.

This reflects the profession's increasing understanding and awareness that JLAP is a comprehensive mental health services provider that is NOT LIMITED to assisting with only alcohol and drug issues.

On the contrary and in the below graphic, more and more people are reaching out to JLAP for help with pure mental health issues such as depression, anxiety, bipolar disorder, and other mental health needs.



## 5) Annual Anonymous Survey of Monitoring Participants

Every year, JLAP encourages all persons under formal monitoring to complete an anonymous survey for JLAP to gather feedback to better serve its clients. Participants are also asked to report on the status of their careers and personal lives while participating in JLAP monitoring and how JLAP has helped them.

55% of our participants completed the survey. Of those who responded, 71% reported that they were more satisfied with work, 63% reported that they feel less stressed or burned-out at work, 66% reported that their professional relationships have improved, and 86% reported that they are not easily irritated by small problems or co-workers. 78% reported that they are not under an unpleasant level of pressure to succeed.

The survey also asked participants to share improvements they have seen in their self-esteem, mood, personal care practices and spiritual activities. 86% reported that their overall mood had improved. 80% of respondents also reported that their personal life has been less stressful while under JLAP monitoring and 64% of the respondents noted improvement in their personal relationships and increased time spent with family and friends. **An overwhelming 86% of monitoring participants reported that they feel they are better since coming to JLAP.**

As to the quality of services that JLAP provides to the monitoring population, 95% of the respondents reported that they are satisfied with JLAP. **85% of participants shared that they would refer a colleague to JLAP who appeared to be impaired by a substance use or mental health issue.** Most participants reported that their perception of JLAP has improved over time for the positive.

At the end of the survey, individuals were asked if there was any additional information they would like to provide. Below are statements gathered from monitoring participants:

- *"I am thankful that because of JLAP I am able to practice law!"*
- *"JLAP saved my life (and my job)! All you need to do is trust them."*
- *"JLAP helped me get my life back together. I'm particularly grateful for the help of its interim Clinical Director and Case Manager, Jennifer Gros. Her help and assistance show she genuinely and sincerely cares."*
- *"JLAP monitoring and activities, CLE and camp JLAP greatly contributed to my recovery."*
- *"JLAP saved my life!"*
- *"I appreciate that absent JLAP, I wouldn't be able to practice law. I really enjoy practicing law!"*



### **III. JLAP SERVICES AND ACTIVITIES**

#### **1) JLAP's Response to COVID-19**

Covid-19 violated every corner, plan, and system of the world. The pandemic mandated a worldwide pause, which did not discriminate based on race, age, gender, socioeconomic status, profession, or geographic location. Many are concerned with their physical and economic health as they cope with the unknown changes to the way they work, socialize and live. The pandemic forced everyone to spend time with their families, significant others, and more importantly ourselves. Self-reflection was essential. Unquestionably, living in a world of uncertainty and unknown caused an increase in substance use disorder and mental health issues, such as anxiety, stress, depression, suicidal ideations and burnout.

During this time, many not only faced Covid-19, social isolation, and the loss of many lives, but there was an increase in racial and social unrest. Throughout it all, JLAP remained resilient and responsive to the needs of judges, lawyers, law students and the entire legal community who were struggling with impairment issues. JLAP continued to adapt its program to serve people through the Covid-19 pandemic and beyond. We welcomed the virtual format while assisting those who were only comfortable with face-to-face interaction. Flexibility, skill, and innovation were keys to implementing change as we embraced transition. JLAP continued to enhance the integrity of judges, lawyers, law students and the legal community while protecting the public.

#### **2) Efforts to Maintain and Secure New Funding**

Although some Lawyer Assistance Programs are fully funded through annual dues or included in state bar association budgets, JLAP receives funds from a mixture of stakeholders, including:

- Louisiana State Bar Association – historically has been \$300,000 per year with \$75,000 distributed quarterly.
- Judiciary Funds – monthly distributions totaled \$61,877.
- Tobacco Settlement - \$30,000 per quarter.
- Louisiana State Bar Association Voluntary Donations – received \$21,644 last fiscal year.
- Monitoring Fees – received \$45,082 last fiscal year.
- PPP Funding - \$75,200 received May 04, 2020. Forgiveness finalization date of February 24, 2021.

#### **3) Ed Blewer Assistance Foundation**

JLAP has created a complete best-practices system to help impaired judges, lawyers, law students, and bar applicants. To help make JLAP-approved evaluations, assessments, and treatment available to those under financial hardship, the Ed Blewer Assistance Foundation (EBAF) has been independently established to aid in providing funding exclusively to support JLAP compliance for those who qualify. Those who do not have insurance or are otherwise resource-

limited can apply to the Ed Blewer Assistance Foundation (EBAF) and receive financial help for JLAP-approved services. We encourage all participants who may be financially challenged to seek out the aid of the Ed Blewer Assistance Foundation.

#### **4) Treatment Center and Evaluator Resources**

JLAP works with professional treatment programs throughout the country as well as with individual therapists, psychologists, and psychiatrists. JLAP maintains regular inspections of treatment facilities by personally visiting JLAP approved centers to verify current suitability for referrals. At present, JLAP has a list of 11 different treatment facilities available. COVID-19 restrictions were lifted and allowed the Executive Director and Clinical Staff to resume treatment center re-checks in 2021.

#### **5) JLAP Volunteers and Formal Monitor Training**

JLAP's volunteer monitors around the state serve as a local resource to provide support to JLAP participants throughout the monitoring process. They meet in-person and virtually monthly with their assigned participant(s) and submit reports to JLAP's Clinical Staff. All JLAP monitors are members of the LSBA's Committee on Alcohol and Drug Abuse and are bound by confidentiality.

The monitors provide vital peer support and personal interaction with the participant that helps to increase the program's reliability while also increasing support to the participant. JLAP is extremely grateful for the volunteers who provide this support.

Due to COVID-19 restrictions, JLAP's staff was unable to provide in-depth JLAP Monitor Training Seminars to educate and update monitors regarding recent changes at JLAP. In the past, training was provided on the following topics: 1) requirements for participants entering JLAP monitoring; 2) referral sources of participants being monitored; 3) self-help, ODC and COBA referral processes; 3) understanding substance use disorder diagnoses under the new DSM 5; 4) determining and reporting non-compliance; 5) recent developments in law and jurisprudence; and 6) drug screening policies, protocols, and challenges.

In 2022, JLAP's staff intends to continue to provide these training seminars annually to support the volunteer monitors and discuss any questions or issues that arise when monitoring a JLAP participant.

#### **6) JLAP in the Law Schools**

JLAP seeks to ensure that every law student is aware of JLAP's completely privileged and confidential help and support in addressing substance use disorder, mental health issues, and other general life issues that are or may be impairing. Early intervention is key to preventing issues from becoming more severe. JLAP continues to focus efforts toward increasing its services and presence at Louisiana's four law schools at no cost to the school or its students.

It is JLAP's hope that increased support services will enhance students' willingness to adopt new and unprecedented levels of self-care practices that legal professionals need. JLAP will continue to be present and provide confidential, specialized, professional clinical support to the law students and faculties of all four of our distinguished Louisiana law schools.

## 7) JLAP CLE Presentations: JLAP Directly Interacts with Thousands Each Year

JLAP is very grateful to state and local bar associations, courts, inns of court, law sections, regulatory agencies, disciplinary agencies, and law schools who invited JLAP to participate in CLE programs and presentations, both locally and nationally.

Each year, JLAP directly improves the lives of thousands in our profession by providing in-person and virtual educational programs on wellness, well-being, professionalism, and ethics. The most effective mode of communication between JLAP and the members of the profession occurs when JLAP interacts personally with live audiences and via personal follow-up conversations.

JLAP's Executive Director and Clinical Team participated in the following programs:

<u>EVENT</u>	<u>DATE(S)</u>	<u>LOCATION</u>
Association of Legal Administrators	July 2020	Virtual Webinar
S.E. Louisiana Legal Services Annual Staff Agenda	October 2020	Virtual Webinar
15 <sup>th</sup> JDC Public Defender's Annual Meeting	November 2020	Virtual Webinar
Lafayette Bar Assoc CLE by the Hour	December 2020	Virtual Webinar
CADA Peer Monitor Training and CLE	December 2020	Virtual Webinar
Baton Rouge Bar Association CLE	May 2021	Virtual Webinar
LSBA's Bridging the Gap CLE	May 2021	Virtual Webinar
Orleans Parish D.A.'s Office Staff Day	May 2021	New Orleans, LA
LSBA Ethics School	June 2021	New Orleans, LA

## 8) Camp JLAP

2021 Camp JLAP was cancelled due to COVID-19. The next Camp JLAP will be held in the near future.

## 9) JLAP Articles

JLAP publishes an article in every issue of the *Louisiana Bar Journal*. Topics cover a very wide range of subjects and JLAP strives to provide information about current developments in mental health and addiction issues that are relevant to the legal profession.

You can access a complete library of JLAP's *Bar Journal* articles on JLAP's website here: <http://louisianajlap.com/resources/ljsba-journal-articles/>.

#### **10) 2021 ABA CoLAP**

The JLAP Executive Director attended the 2020 ABA National Conference of Lawyers Assistance Programs (CoLAP) Virtual Annual Seminar, November 11 – 12, 2020. The conference focused on cultivating agility and resilience in times of change.

#### **11) Federation of State Physician Health Programs (FSPHP)**

To stay abreast of cutting-edge clinical and medical information for professional peer-support programs, and pursuant to the recommendations of the 2015 JLAP Audit, the JLAP clinical staff attended the 2021 Federation of State Physician Health Programs (FSPHP) Annual Education Conference and Business Meeting virtually in March and April 2021.

#### IV. SUMMARY

When you call JLAP and speak to a member of our professional staff, you are not simply talking to a counselor or drug screening service. Instead, you are accessing the real time knowledge and support of individuals who can assist you and connect you to top experts and volunteers who support JLAP directly with a focus exclusively on the specific clinical needs of licensed professionals.

JLAP's accomplishments emanate from steadfast dedication, but none of it could be possible without the solid support and vigorous endorsements from the entire legal profession. JLAP is extremely grateful for the following:

- 1) strong governance and funding from the LSBA;
- 2) program utilization and funding from the Louisiana Supreme Court;
- 3) program utilization from the Office of the Disciplinary Counsel and the Disciplinary Board;
- 4) program utilization from the LASC Committee on Bar Admissions;
- 5) program utilization from the Judiciary Commission;
- 6) program utilization from LSU, Loyola, Southern, and Tulane Law Schools; and,
- 7) program utilization from the professional liability insurance carrier Gilsbar.

JLAP looks forward to next year and continuing its quest to provide the most comprehensive and effective programming possible. JLAP will continue to promote new well-being and wellness education to the entire profession to improve the lives of all members of the Bar, while concurrently providing top-tier assistance to those who have developed a mental health or substance use issue and need JLAP's confidential, non-disciplinary assistance.

Whenever an individual in need reaches out for help, JLAP will always be there!

Respectfully Submitted,



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Dr. Angela White-Bazile, Esq.