



AkinSM

Winner of the 2022 Carolyn C. Mattingly Award for Mental Health in the Workplace

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>.

PROGRAM OVERVIEW

Akin has over 1700 lawyers operating from 19 offices across the world, with 12 located in the United States. To meet the **diverse needs** of such a **widely spaced population**, and in recognizing the increased risk lawyers have for mental health issues and substance use disorders, the law firm utilizes a “**meet them where they are**” approach to holistically address mental health and well-being needs specific to each individual. Program components include the holistic Be Well program, onsite mental health advisors, an enhanced Employee Assistance Program (EAP) available to partners, lawyers, and business services professionals and family members, and a variety of mental health and well-being-centered education and training resources.

MENTAL HEALTH BENEFITS

- **Guide Care Concierge** program provides **free, supplementary, and 24/7 access** to various services:
 - Apps provide **personalized care plans** for employees and their families.
- The **Mental Health Advisor Program** makes **confidential care** accessible at **no cost** to all partners, lawyers, and business services staff.
- **Flexible work schedules, hours, and options for hybridized work** allow personnel to work on mental health needs at their own pace.

WORKPLACE POLICIES AND PRACTICES

- Employees are able to share about workplace incidents safely and with confidence.
- A **firmwide Diversity, Equity and Inclusion (DEI) council** allows for **diverse perspectives** to be shared to inform organizational action.

EMPLOYER-SPONSORED MENTAL HEALTH RESOURCES

- **Free coaching and trainings** on services for partners, lawyers, and business services professionals and their families.
- Mental well-being and mindfulness webinars.
- Specialized Mental Health Awareness trainings.
- **Be Well Rewards incentive tracking platform** provides:
 - **Self-led professional coaching** on topics like anxiety and burnout, and
 - Access to **mindfulness apps**.
- **Parental support** is provided through a partnership with the Child Mind Institute.

WORKPLACE CULTURE

- **Open space for discussions** on mental health, with:
 - **Frequent engagement** by leadership, and
 - An **Annual American Bar Association pledge** to **destigmatize** and combat substance use disorders and mental health issues.
- **Diversity, equity, and inclusion** are central to workplace communications, outreach, and resource development.



HEALTHY WORK ENVIRONMENT

Resources to support fitness:

- **Subsidized** and **free on-site** programs and centers, and
- A Fitness and Well-Being **Reimbursement Program**.

Workplace perks to support self-care:

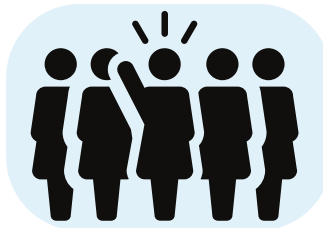
- **Quiet spaces** to recharge,
- **Complimentary** healthy snacks and drinks, and
- Generous **paid time off**.

Encouragement of social connectedness:

- **Firmwide Resource Groups**,
- **Charitable giving** and **volunteering** initiatives, and
- **Anti-hate** campaigns.

LEADERSHIP SUPPORT

Leaders at Akin **actively participate** in Mental Health Awareness Trainings and **model behaviors** for personnel, such as utilization of wellness services and apps.



INNOVATION

- “**Meet people where they are**” approach to **individualize** mental health care.
- Continue **destigmatizing** mental health and **increase its accessibility** for all.

OUTCOMES

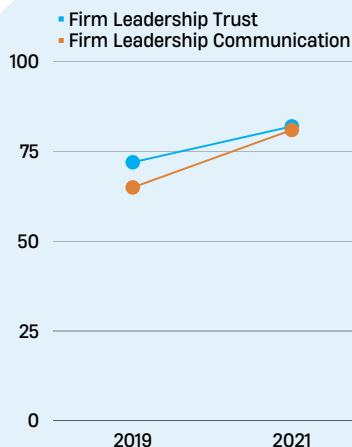
9% increase in Behavioral Health System **service utilizations** from 2020-2021.

144% increase in Mental Health **Advisor engagement** from 2019-2021.

Over 500 participants recorded for twelve presentations in 2021.

PROGRAM IMPACT

- More personnel have been **seeking treatment** for depression and **report less anxiety** over the years as mental health services have expanded at Akin.
- Personnel report **greater trust in leadership** and overall **feel respected and included** in the workplace.
- Positive workplace perceptions of **diversity and inclusion** increased significantly:
 - **87%** see **trust and mutual respect in the firm** (16% improvement since 2019).



82% of personnel agree that Firm **Leadership is deserving of their trust** (10% improvement since 2019).

81% of personnel agree that **Firm Leadership communicates openly and honestly** (16% improvement since 2019).

LESSONS LEARNED



Finding ways to **individualize approaches** to mental health care can **increase the acceptability** and **utilization** of mental health resources and services.



Leadership can play an important role in **destigmatizing** mental health and **fostering feelings of inclusivity** within a workplace environment.