

# 2023 Real Property Law Health & Wellness Retreat



**March 24-26, 2023**  
Fairmont Sonoma Mission Inn  
Sonoma, CA

## Strategies for Thriving as Women Lawyers in a Post-Pandemic World

03/24/2023

# Panelists

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## **Moderator:**

- Krista Mitzel, Founder & Managing Partner - The Mitzel Group

## **Speakers:**

- Sangeetha Raghunathan – Partner, Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP
- Sarah Nichols – Founder, Nichols Law, PC
- Shaheen Sheik-Sadhal – Founder & Principal Attorney, Esse Law, PC
- Krista Kim –Partner, Valence LLP

# Challenges Amplified by Pandemic

- In a survey conducted by the National Association of Women Lawyers (the “NAWL Report”), 65% of women attorneys reported increased stress and anxiety during the pandemic, 64% reported reduced overall well-being. Many reasons, including:
  - Increased workload and reduced time for self-care
  - Isolation, reduced networking and in-person mentoring and training opportunities;
  - Increased childcare responsibilities, remote schooling, caretaking for elderly parents;
  - Double shift (Mckinsey & Co. study notes that professional mothers are 1.5 times more likely than fathers to spend 3 or more hours a day on housework and childcare).
- BIPOC attorneys also reported being negatively impacted by racial injustice and bias. The NAWL Report noted, “[o]ther seismic events, in addition to the pandemic, also had a significant impact on the lives of certain communities during 2020. These events included the large-scale worldwide protests against racial injustices spurred by the killing of George Floyd and the increased incidents of violence against members of Asian communities.”
- Concerns in perception of inconsistency in what an organization says publicly and what it actually does.

Sources: [1] National Association of Women Lawyers, "COVID-19 Survey Results: Women Lawyers Report Disproportionate Impact on Careers and Well-Being," (June 23, 2020), <https://www.nawl.org/p/bl/et/blogaid=1558>.

[2] Seven charts that show COVID-19's impact on women's employment, McKinsey & Company, (March 8, 2021), <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/seven-charts-that-show-covid-19s-impact-on-womens-employment>

[3] "Diverse employees are struggling the most during COVID-19—here's how companies can respond," (November 17, 2020), <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/seven-charts-that-show-covid-19s-impact-on-womens-employment>

# Strategies for Employers and Managers to Foster Wellness, Resilience and Diversity in the Legal Profession

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- Listen to the needs of attorneys and adapt accordingly
- Offer flexible/hybrid work models, remote work opportunities, modified schedules, etc., but address unique challenges of such work arrangements
- Reduce stigma of remote work, while underscoring the need for in-person connection
- Expand access to professional development and mentorship opportunities
- Address inconsistencies between action and communication on diversity and inclusion
- Pay equity audit - gender & race
- Training around the use of certain descriptors indicating bias, for example, you seem "emotional", "abrasive" or need to be more "user-friendly".
- Important for leaders and managers to model wellness ('walk the walk').

# Personal strategies to foster wellness and resilience

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Self-Care

Community

Health & Wellness

Meditation and Mental Support

Professional Goals and Mentorship

Philanthropy and Giving Back

Embracing Change & Overcoming Fear

How do you stay sane during difficult times?

# Resources

<https://www.forbes.com/sites/melissahouston/2022/11/22/what-the-state-of-womens-study-says-about-an-impending-recession/?sh=6941eeb97d8a>

<https://www.forbes.com/sites/jeffraikes/2023/03/14/its-time-for-equal-pay-for-equal-work/?sh=1574d9b82a52>

<https://www.womenshealth.gov/blog/7-ways-manage-stress>

<https://www.thehrdirector.com/business-news/diversity-and-equality-inclusion/nearly-uk-employers-failing-adequately-support-women-work/>

<https://www.apa.org/monitor/2022/06/news-pandemic-stress-decision-making>

<https://www.goodmorningamerica.com/wellness/story/women-stressed-burdened-coronavirus-men-poll-finds-ways-69787591>

<https://time.com/5892297/women-coronavirus-mental-health/>

<https://www.providence.org/news/uf/638036914>

<https://www.forbes.com/sites/ericbachman/2020/07/21/the-abcs-of-emotional-distress-damages-in-employment-discrimination-cases/?sh=2b5b0bc51cb0>

<https://www.hopkinsmedicine.org/health/wellness-and-prevention/stressed-out-5-tips-for-women-to-stay-heart-healthy>

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**THANK YOU  
FOR JOINING US!**