



# WELCOME

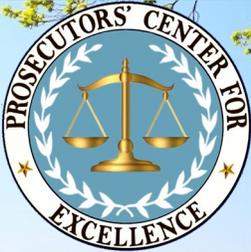
## Prosecutors' Center for Excellence Pop-Up Prosecutor Wellness

May 6, 2021



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# Prosecutor Wellness PCE Pop-Up



May 6, 2021

## Agenda

**2:00 pm – 3:00 pm (Eastern Standard Time)**

### **In-House Prosecutor Wellness Programs**

- County Attorney Kirsten Pabst (Missoula County, Montana)
- Deputy District Attorney Mary Ashley (San Bernardino District Attorney's Office, California)

### **Measuring the Miracle: The Concept of Recovery Capital**

- Program Director Susan Broderick (National District Attorneys Association)

### **Prosecutor Wellness Curriculum – Institute for Innovation in Prosecution**

- Rena Paul, Esq. and Alison Trenk, LCSW (curriculum co-authors)

**3:00 pm – 4:00 pm (Eastern Standard Time)**

**Conversation in break-out groups facilitated by the presenters.**

# Speaker & Facilitator Bios



## In-House Prosecutor Wellness Programs

Kirsten Pabst (Missoula County, Montana)

Missoula County Attorney

Missoula County Attorney Kirsten Pabst is the elected prosecutor for Missoula County, Montana and serves on the Executive Committee of the National District Attorneys Association [NDAA] Board of Directors. Ms. Pabst graduated from the University of Montana School of Law and has been trying complex cases and teaching trial practice at the local, state and national levels for the past 25 years. In her role as County Attorney, Kirsten supervises the civil and criminal divisions which serve multiple law enforcement agencies and county departments. Kirsten frequently speaks, lobbies, writes, and testifies on topics including secondary trauma & organizational resilience, criminal justice reform, and domestic violence and is a frequent lecturer for organizations such as NDAA, the Montana County Attorneys Association, the Alexander Blewitt III School of Law, and state chapters of Women in Law Enforcement.

Kirsten has been named *Criminal Justice Professional of the Year* and recently received two national achievement awards for her work in the evolving field of organizational resilience and employee well-being. She chairs NDAA's Prosecutor Wellbeing Task Force.



## In-House Prosecutor Wellness Programs

Mary Ashley (San Bernardino County District Attorney's Office, California)  
Deputy District Attorney

Mary Ashley is a Deputy District Attorney for the San Bernardino County District Attorney's Office. She joined the office in 1998. Mary holds a Bachelor of Arts Degree in Communication Arts & Sciences from University of Southern California.

Mary handled the most serious child abuse, murder and molestation cases for nearly a decade. The Victorville Family Violence Unit (FVU) Pilot Program was created in 2004 and Ms. Ashley was assigned as its first Lead Deputy District Attorney.

Mary has served as a Supervisor, Chief Deputy and Assistant District Attorney through 2018. As ADA, she oversaw all criminal operations for the Central, West Valley and Juvenile Divisions. She currently works in the specialized division in the area of real estate and securities fraud and is a peer supporter. In 2015, Mary became a Co-Coordinator for the SBDA Peer Support Team. Mary does training in the area of developing peer programs for prosecutors and the laws governing confidentiality. Mary is an associate board member for the National District Attorney's Association and serves as the Vice-Chair for the Women Prosecutors' Section and the Well-Being Task Force.



## Measuring the Miracle: The Concept of Recovery Capital

Susan Broderick, J.D. (National District Attorneys Association)  
Program Director

As a respected professional in criminal and juvenile justice issues and a woman in long-term recovery, Susan is passionate about helping others in and out of the justice systems. She started her career as an Assistant District Attorney in the Manhattan District Attorney's Office, where she served from 1989 until 2003. Susan joined the National District Attorneys Association (NDAA) in 2003 and went on to serve as an Assistant Research Professor at Georgetown from 2008-2018. Susan returned to the NDAA in 2019 and is currently a Program Director and a member of the NDAA's Wellbeing Task Force.

Susan's expertise and wisdom with regard to addiction and the justice systems are unique and multifaceted. She has not only worked on the front lines of the child welfare, juvenile and criminal justice systems, but she spent the last several years studying what works (and what doesn't), while at Georgetown University. Most importantly, Susan Broderick has lived through these issues and her lived experience gives her unique insight into the issues that many other experts have only studied.

Recognizing the multiple opportunities to address addiction within the child welfare and justice systems, Susan works with jurisdictions to implement innovative prevention and diversion programs, evaluate and refine drug court procedures, enhance the effectiveness of probation protocols and improve outcomes for those leaving the justice system.

Susan's pragmatic perspective gives her tremendous credibility and allows her to bring a message of hope to anyone in the justice system, no matter where they sit in the courtroom. Given the prevalence of stress and addiction within the legal profession, she works with Bar Associations across the country to address attorney wellness.

Susan serves on the Advisory Board of Harvard University's Recovery Research Institute and is on the Board of Directors for The Phoenix, a non-profit organization that promotes a sober active lifestyle.



## Prosecutor Wellness Curriculum – Institute for Innovation in Prosecution

Rena Paul, Esq.

Rena Paul, Esq. is a former federal and state prosecutor with significant experience working with matters involving trauma, including sex crimes, crimes against children, domestic violence, trafficking, gang-related crimes and other crimes of violence. Rena is a certified yoga instructor who has facilitated yoga, meditation and movement classes for lawyers at the New York City Bar. Rena is an adjunct professor at Brooklyn Law School, where she teaches Trial Advocacy and Learning from Practice, a class about lawyering, professionalism and well-being. She is a Founding Partner of Alcalaw LLP ([alcalaw.com](http://alcalaw.com)), a women-founded law firm that provides holistic legal guidance to educational institutions, companies, families and individuals navigating crises.



## Prosecutor Wellness Curriculum – Institute for Innovation in Prosecution

Alison Trenk, LCSW

Alison Trenk, MA LCSW is a licensed clinical social worker in private practice in New York. Alison spent 10 years working in the criminal justice system, which included working for two New York prosecutors' offices and consulting for numerous criminal justice reform and victim service agencies. Alison brings a trauma-informed lens to the work to provide clinical expertise, evidence-based practices and program management for people engaged in the criminal justice system, including survivors of violence and people accused of crimes. Alison has her Masters in Psychology, a Masters in Social Work and presently attaining her Doctorate in Social Work.



## Facilitator

Alissa Marque Heydari (Institute for Innovation in Prosecution)  
Deputy Director

Alissa Marque Heydari is the Deputy Director for the Institute for Innovation in Prosecution at John Jay College of Criminal Justice. Prior to joining the IIP, Alissa was an Assistant District Attorney in New York County, where she handled hundreds of cases, from low-level misdemeanors to violent felonies. Prior to joining the District Attorney's Office, Alissa clerked for the Honorable Mitchel E. Ostrer in the New Jersey Superior Court, Appellate Division. She is a graduate of the George Washington University Law School and received her undergraduate degree at the University of California, Berkeley.



## Kristine Hamann (Prosecutors' Center for Excellence)

### Executive Director

Kristine Hamann is the Executive Director and founder of Prosecutors' Center for Excellence (PCE). PCE provides consulting and research services for prosecutors and supports statewide prosecutor-led Best Practices Committees. The Best Practices Committees are devoted to proactively improving the criminal justice system and assessing emerging issues. Ms. Hamann is a consultant for prosecutors of all sizes across the country on a variety of topics including full-office assessments, investigating violent crime, conviction integrity, discovery, body worn cameras, ethics and enhancing community trust. Many of these engagements are paid through federal grants. Ms. Hamann regularly presents at national and statewide prosecutor meetings on issues including the evolving role of the prosecutor, ethics, witness intimidation, eye witness identification procedures and conviction integrity units.

From July 2013 to January 2016, Kristine Hamann was a Visiting Fellow at the Department of Justice/Bureau of Justice Assistance. She is the chair of the New York State Best Practices Committee for prosecutors and she is a co-chair of the National District Attorneys Association's Best Practices Committee. She is an Adjunct Professor at Georgetown Law School. She is a member of the ABA Criminal Justice Council and is on the ABA Criminal Justice Journal Editorial Board. She was an Independent Counsel to the Conviction Integrity Unit of the United States Attorney's Office for the District of Columbia.

From 2008 to 2013, Ms. Hamann was the Executive Assistant District Attorney for the Special Narcotics Prosecutor for the City of New York. The office conducts international, national and local drug trafficking investigations and prosecutions which impact New York City.

From 2007 to 2008, Ms. Hamann was the New York State Inspector General. The Inspector General is charged with investigating and preventing fraud, waste and abuse in New York State government.

From 1998 to 2007, Ms. Hamann served as the Executive Assistant District Attorney to D.A. Robert M. Morgenthau in the Manhattan District Attorney's Office in New York City. Prior to 1998, Ms. Hamann held several other positions in the Manhattan District Attorney's Office, including Deputy Chief of the Trial Division in charge of the Criminal Court, Director of Training, and Deputy Bureau Chief of the Career Criminal Bureau. After law school she was an associate at Simpson Thacher and Bartlett in New York City.

She has received various awards including the Ethics and Accountability Award (City & State NY, 2018); Outstanding Prosecutor of the Year (NY State Bar Association, 2013), Prosecutor of the Year for Executive Leadership (NY District Attorneys Association, 2010), Excellence in Government Award (Albany Law School, 2008), Public Service Award (NY County Bar Association, 2005) and New York County District Attorney's Office Prosecutor of the Year (2001).



# Related Materials



## Related Materials

- PCE's Resources on Prosecutor Wellness: [Read](#)
- PCE *Did You Know?* - Missoula County Attorney's Wellness Program: [Read](#)
- The Value in the 3 Ps of Wellness, *ABA Criminal Justice Journal*, Mary Ashley: [Read](#)
- Prosecutor Well-Being Initiative, *Institute for Innovation in Prosecution*: [Read](#)



# National Well Being Week



**MON**   
**STAY STRONG**  
 Physical Well-Being

**TUES**   
**ALIGN**  
 Spiritual Well-Being

**WEDS**   
**ENGAGE & GROW**  
 Career & Intellectual Well-Being

**THURS**   
**CONNECT**  
 Social Well-Being

**FRI**   
**FEEL WELL**  
 Emotional Well-Being

## YOU'RE INVITED TO BE A WELL-BEING CHAMPION

### WHAT IS IT?

Too many lawyers and their support teams aren't thriving. It's time to take action. **Well-Being Week In Law (WWIL)** is one way to do so. You're invited to join organizations across the legal profession to lead and participate in activities that promote health and happiness across the legal profession.

### WHEN IS IT?

**May 3-7, 2021.** The month of May is Mental Health Awareness Month.

<b>MAY</b>							01
	02	03	04	05	06	07	08
	09	10	11	12	13	14	15
	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
	30	31					

### WHO'S INVOLVED?

The "who" is you! WWIL is an event of the Institute for Well-Being in Law (IWIL), a 501(c)(3) charitable organization. The ABA Commission on Lawyer Assistance Program's Well-Being Committee serves as a sponsor. We invite you to join us and many other organizations in being a champion for lawyer well-being.

### HOW CAN I GET INVOLVED?

The WWIL team of volunteers has been working hard to make it easy for you to get involved. On our web page, you'll find out how to join an event or organize your own activities:

1. Sign up for a webinar
2. Download an Activity Planning Guide to plan your own activities.
3. Read and download resources and tools (e.g., tip sheets, etc.).
4. Find materials to market your activities, like logos, stickers, social media post ideas, and more.

### WHY PARTICIPATE?

Too many in the legal profession struggle with mental health and alcohol use disorders. Many others, while not dealing with a diagnosable illness, still are not fully well. The aim of WWIL is to raise awareness about mental health and encourage action and innovation across the profession to improve well-being.

SUMMIT COUNTY PROSECUTORS' OFFICE, OHIO

Questions for Survey Monkey

2020

SENTIMENT AROUND THE COVID-19 PANDEMIC

1. Our organization has taken appropriate action in response to COVID-19.
2. Leadership does a good job of sharing information regarding COVID-19.
3. Leadership cares about my health and safety.
4. I have confidence in the organizations ability to overcome the challenges faced by COVID-19.
5. I feel comfortable communicating concerns or making suggestions about COVID-19 to my supervisor.
6. I am aware of the arrangements in place to comply with State and County requirements for social distancing.
7. My colleagues are taking the COVID-19 virus seriously.
8. *Do you have any other feedback that you would like to share regarding the organization's response to COVID-19?*
9. *What question(s) do you have about COVID-19 and/or its impact on our organization that you would like answered?*

SENTIMENT AROUND REMOTE WORKING

10. I am able to be just as productive while working remotely when compared to my usual work location.
11. I have the materials and equipment I need to perform effectively at home/remotely.
12. I have the technology I need to help me stay connected to my team when working remotely.
13. I am using my own personal office equipment and/or materials to perform work tasks.
14. If you answered yes to the above question, please specify what personal equipment and/or materials you are using to complete work tasks.

15. While working remotely, I have a space where I can focus on work.
16. Our office welcomes new methods of working and communicating to improve team productivity.
17. If applicable, do you currently have adequate family care when working remote?
18. *Do you have any suggestions on how we can improve your remote work?*

#### RETURN TO WORK PULSE

19. I am aware of health and safety guidelines that our organization has put in place.
20. I plan to travel out of state in the next 6 months.
21. I understand what is expected of me in maintaining a healthy and safe environment at work.
22. I am comfortable traveling to work.
23. I am comfortable returning to my work site.
24. I would prefer to work from home if that option was extended to me.
25. Do you have a special condition which puts you at high risk to return to work?
26. Will you have personal issues that require special accommodation upon returning to work (i.e. schools/daycare being closed)?
27. *If applicable, please specify what your personal issue will be.*
28. *If you indicated you are not comfortable returning to your work site, what is your concern?*
29. *How can the organization best support you in transitioning back to work?*

# CLE Credit and Survey



## Instructions to Receive CLE Credit

### Please Read Carefully

The Prosecutors' Center for Excellence has not requested continuing legal education accreditation for this program. Instead, we will supply you with a **Uniform Certificate of Attendance**. This certificate will include Prosecutors' Center for Excellence (PCE) as the sponsor, the title of this conference, the dates of this conference, the location of this conference as well as a calculation of the CLE Credit Hours under both a 60-minute and 50-minute hour system. We believe that these hours accurately reflect the CLE credit you should receive. However, each state has its own rules on the accrediting process which could affect this calculation.

**At the end of each session, you will receive a conference evaluation. You will need to fill out the survey in order to receive the **Uniform Certificate of Attendance**.**

As part of the meeting materials, PCE will supply you with this meeting's agenda, a description of the various content to be covered throughout this conference, as well as the names and biographies of the speakers.

You will need to apply for CLE credit on your own through your state's specific process. Most jurisdictions have this as an option. Some jurisdictions require members to apply and report within 30 days of the original program date. We hope that the **Uniform Certificate of Attendance** will aid you in this process.

### Sign-In Sheets

To obtain CLE credit, most states require attendees to sign in at the time of the meeting. PCE will maintain a copy of the registration list as well as a record of who attended each session (present at start and end of each session) and send copies upon request.

*Here are some specific sign-in rules from a variety of states. Because this is a virtual meeting due to COVID-19 there will be no physical sign-in sheet, instead PCE will be taking time-stamped screenshots of the participant list at the beginning and end of each session. If you need a copy of our records please contact PCE.*

**Delaware Attorneys:** Delaware Attorneys and speakers seeking CLE credits must **sign in** at each individual session you attend.

**Illinois Attorneys:** Illinois Attorneys and speakers seeking CLE credits must **sign in** at each individual session you attend. The sign-in documentation is used to verify your total number of CLE hours.

**New York Attorneys:** New York Attorneys and speakers seeking CLE credits must **sign in** and **sign out** of each individual session you attend.

**Pennsylvania Attorneys:** Pennsylvania Attorneys must complete the Pennsylvania CLE Credit Request form to report attendance at in-person programs.



# PROSECUTORS' CENTER FOR EXCELLENCE

## UNIFORM CERTIFICATE OF ATTENDANCE

**SPONSOR:** Prosecutors' Center for Excellence

**ACTIVITY TITLE:**

PCE Pop Up – Prosecutor Wellness Program

**DATE:** May 6, 2021

**LOCATION:** Virtual

\_\_\_\_\_ **Full Program:** 2 hours of CLE credit (not ethics), PENDING STATE APPROVAL.

### TO BE COMPLETED BY ATTORNEY

By signing below, I certify that I attended the activity described above and am entitled to claim \_\_\_\_\_ CLE credit hours of which 0 were in Ethics.

\_\_\_\_\_  
ATTORNEY'S NAME *(please print)*

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
BAR MEMBERSHIP, REGISTRATION  
OR SUPREME COURT NUMBER

\_\_\_\_\_  
DATE

\_\_\_\_\_  
STATE WHERE CREDITS ARE TO BE  
REGISTERED

ACKNOWLEDGED BY:

  
Digitally signed  
by Kristine  
Hamann  
Date: 2021.04.26  
10:16:50 -04'00'

\_\_\_\_\_  
Kristine Hamann  
Executive Director / Founder  
Prosecutors' Center for Excellence  
Phone: 917.885.9065

**NOTE: PLEASE DO NOT RETURN THIS FORM TO PCE**

# Meeting Survey

The May 6th PCE Pop-Up Prosecutor Wellness survey will be available at the end of the meeting. If you need proof of your survey for CLE credit please email PCE at [contactpce@pceinc.org](mailto:contactpce@pceinc.org).

## Survey Link:

<https://forms.gle/bb28CFochf45vtYs6>

## Questions about Survey:

Marissa D'Amore– [mdamore@pceinc.org](mailto:mdamore@pceinc.org)

Kristine Hamann- [Khamann@pceinc.org](mailto:Khamann@pceinc.org)



Thank you for participating!