

Illinois Supreme Court Commission on Professionalism



Connecting Lawyers, Inspiring Change: Professionalism to 21st Century Lawyers



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Rule 794(d) Professional Responsibility Requirement



- 6 hours of PR-CLE required
- Diversity and inclusion, mental health and substance abuse, civility, professionalism, and ethics
- As of July 1, 2017, 1 hour of diversity and inclusion CLE and 1 hour of mental health and substance abuse
- Lawyer-to-lawyer mentoring program satisfies new requirement

Learning Objectives

By the end of this course, attorneys will have:

1. Understood what it means to have a professional identity
2. Identified the importance of civility, professionalism, mentoring, and diversity to their professional identity
3. Recognized how future law will impact the legal profession and their practice.

professional identity

professional identity

- civility
- professionalism
- mentoring
- diversity
- future law

1. civility









"[I]n the classical sense, civility and politeness are ... indications of how life is to be best lived in cities in which citizens are dependent on one another and the state for functional relations within complex social networks."

-- *Civility: A Cultural History*, Benet Davetian



Civility and Professionalism 2014 Survey of Illinois Lawyers

2014 Survey of Illinois Lawyers

- With 91% of survey respondents describing their colleagues as *civil/professional* or *very civil/professional*, the overall climate of the profession appears to be that of *civility*.
- However, incidents of “bad behavior” are not uncommon. 85% experienced uncivil or unprofessional behavior in the last 6 months.

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

2014 Survey of Illinois Lawyers
9% Experienced Prejudice*

- Inappropriate comments about a lawyer's age/experience
- Racially or culturally insensitive comments
- Sexist comments

**of those who experienced incivility in the last 6 months*

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

2014 Survey of Illinois Lawyers
38% Experienced Rudeness*

- Inappropriate interruptions of others
- Sarcastic or condescending attitude
- Inappropriate language or comments in letters or email
- Swearing, verbal abuse, or belittling language

**of those who experienced incivility in the last 6 months*

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

2014 Survey of Illinois Lawyers
51% Experienced Strategic Incivility*

- Deliberate misrepresentation of facts
- Playing hardball (not agreeing to reasonable requests)
- Indiscriminate or frivolous use of drafts, pleadings, etc.
- Inflammatory writing in briefs or motions

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

2014 Survey of Illinois Lawyers

In our survey, an overwhelming majority of Illinois lawyers acknowledge that the consequences of incivility include:

- Makes it more difficult to resolve a matter (94%)
- Makes practice of law less satisfying (92%)
- Harms public confidence in judicial system (91%)
- Leads to increased litigation costs (89%)
- Tends to prolong discovery/negotiations (88%)
- Discourages diversity in the profession (51%)

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

2014 Survey of Illinois Lawyers

Suggested strategies to improve civility:

- Impose/enforce court or judicial consequence
- Training/CLE on civility and professionalism
- Mandatory CLE on civility and professionalism
- Educate judges to better deal with incivility
- Increase law school professionalism training
- Create mechanism for reporting to ARDC or other tribunal

Survey Of Illinois Lawyers 2014 Illinois Supreme Court Commission on Professionalism

civility

what strategies would you suggest to improve civility in the bar?

2. professionalism







four generations
in the workplace

1. Traditionalists (1926-1945)
2. Baby Boomers (1946-1964)
3. Generation X'ers (1965-1979)
4. Millennials (1980-2000)
5. Generation Z (2001-???)

professionalism

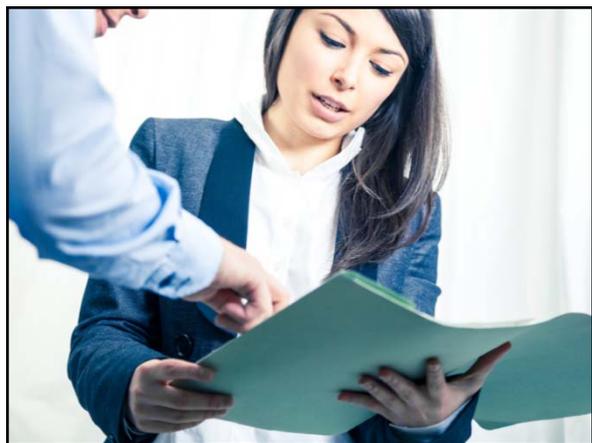
how have you seen professionalism
change in your years of practice?



3. mentoring

History of the Illinois Supreme Court's Lawyer-to-Lawyer Mentoring Program	
2008 - 2009	Program born & pilots in 17 th Judicial Circuit
2010	Rule 795 adopted & statewide implementation prepped
2011	Program launched with statewide news conferences in June
Ongoing	Program expands & materials updated
2016	Eligibility expanded with Rule change
2017	Underrepresented attorneys & career transition pilots developed







mentoring

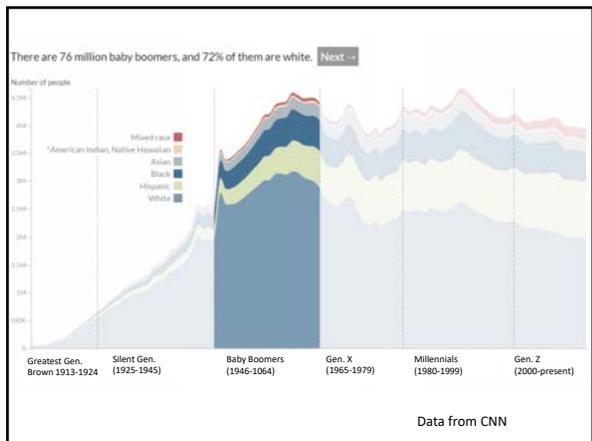
how did a mentor help you develop your professional identity?

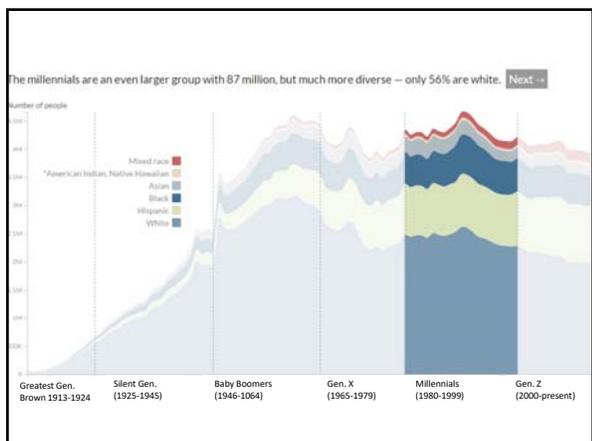
4. diversity

four generations in the workplace

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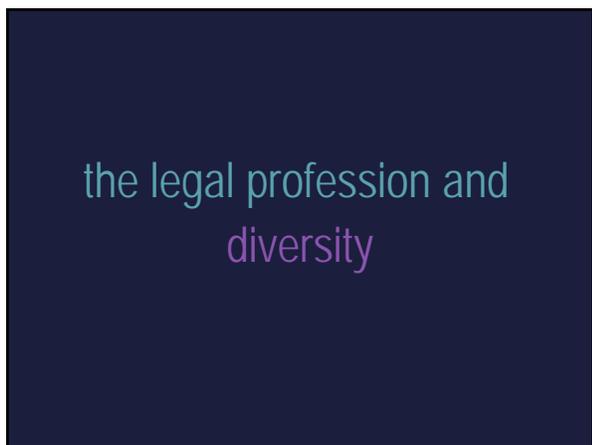
how to define
diversity

parental status
gender national origin
marital status gender identity
sexual orientation ethnicity
income level race
religion ability status



numerical representation of persons
with certain of these salient identities
in the legal profession
significant impact
women and under-represented
minorities











"Historically, racial and ethnic groups, women, and other marginalized groups have recognized that a law degree accelerates their social and economic mobility. If any part of our profession—especially the vast and powerful fields of private practice—fails to be diverse and inclusive, we are sending meaningful symbolic messages to members of underrepresented groups, especially those of lower socioeconomic status."

diversity

how do issues of diversity interact with your practice?

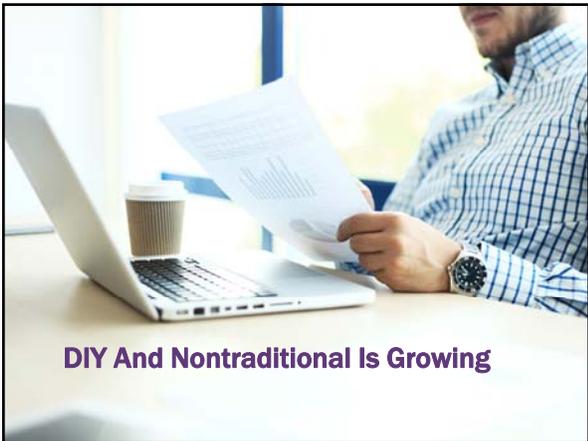
how would you work to increase the number of women and minorities in the profession?

5. future law



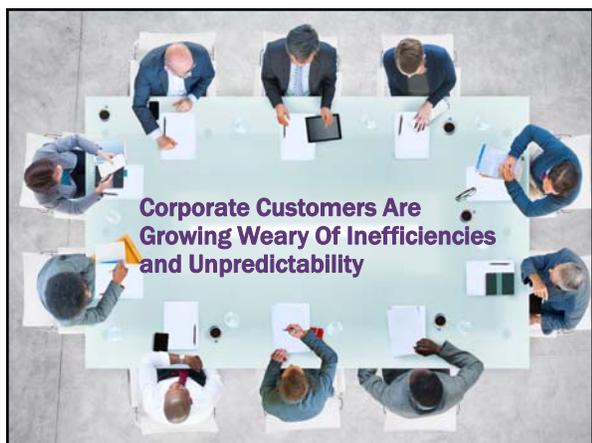






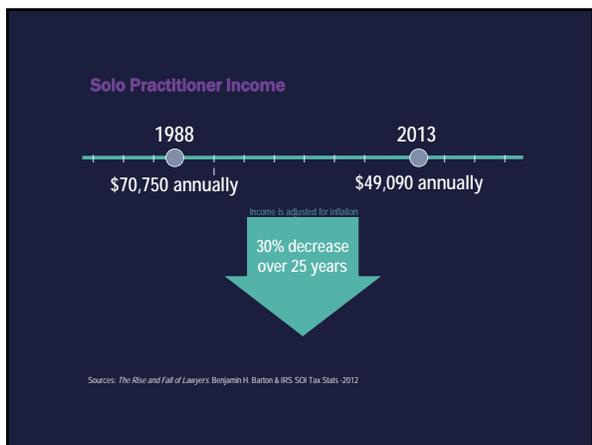
DIY And Nontraditional Is Growing

















If you could change one thing about how you deliver legal services, what would it be?

1. Greater use of technology and electronic resources
2. Work more efficiently and have simplified legal processes; introduce alternatives to billable hour (2017)

What do you expect to be the greatest challenge for your practice over the next 10 years?

1. Cost of software programs/keeping abreast of technology
2. Overcoming decreasing levels of demand and maintaining profitability and financial security

future law

how has your practice changed in the past five years? how do you see it changing in the future?



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