

**Team:** District Attorney Marian Ryan (Middlesex County), Hannah Jellinek, LCSW (ADA Middlesex County), Greg Connor (ADA Norfolk County), Allison Pash (ADA Berkshire County), Alissa Goldhaber (ADA Suffolk County), Barbara Bowe, LICSW (Lawyers Concerned for Lawyers) and Susan White (Massachusetts Law Office Management Assistance Program)

**Pilot group [defined]:** Middlesex DA's Office 2020 Class of ADAs & new ADAs from Norfolk/Berkshire Counties (Approximate size of 8-10)

**Mission statement:** To foster mutual support and create a sense of community among new Assistant District Attorneys in Massachusetts in their transition to this demanding, stressful role.

**Immediate goals → Support ADAs dealing with:**

- Unique and challenging circumstances of COVID 19 (i.e. beginning career likely in a virtual manner, often isolated, without in-person support of district court team or access to resources that would be available in office)
- Daily job stressors, new role, volume of cases, intense learning curve
- Secondary trauma of daily exposure to criminal acts, case work and supporting victims of crime
- Understanding implicit and explicit biases as well as cultural factors as a member of law enforcement
- Managing work life balance

*If any ADA needs additional or private support, they will already be introduced to a clinician (Barbara) of Lawyers Concerned for Lawyers who can help facilitate setting up an individual appointment*

**Vision:** Based on experiences with this pilot, the team will better understand the needs of new Assistant District Attorneys and propose a support program for new classes across Massachusetts.

**Specific logistics:**

- Group led by Barbara Bowe, LICSW (specific organization of session to be designed by Barbara – e.g. prompts and questions for group) and Hannah Jellinek, LCSW
- Meet via zoom for one hour, once every two weeks for first 3-4 months
- After this time, group can assess whether they want to continue this frequency or reduce to 1x/month
- After 6-8 meetings, anonymous survey that assesses group satisfaction and identifies strengths and weaknesses

**Ground rules:**

- Confidentiality both among group and office (i.e. nothing reported to District Attorney or sharing of information with anyone outside of the group)
- Effective communication and listening
- Respect of all group member's beliefs and values
- Clear start time/end time to respect ADA's training and case work

**Questions:** *What if an ADA discloses an ethical issue in the group, such as a decision to not turn over a piece of discovery? How should this be handled? Should there be a ground rule to not get into the specifics of cases? Will this hinder the discussion? Should the anonymous BBO ethics line # be handed out regardless?*