

Setting the Standard(s): Best Practices for Supervision of Domestic & Sexual Violence Attorneys

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Session Learning Objectives

As a result of participating in this session, participants will be better able to:

- Define best practices in legal staff supervision
- Develop supervision plans
- Identify challenges & solutions in supervision

Our mission is to disrupt gender-based violence, which causes physical, sexual, emotional, spiritual and economic harm within AAPI communities throughout the U.S. and its territories.

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ASIAN PACIFIC INSTITUTE
ON GENDER-BASED VIOLENCE

Our mission is to increase access to justice for survivors of domestic violence, sexual assault, and stalking by mobilizing the legal profession.

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Commission on Domestic
& Sexual Violence



Supervision

Purposes of Good Supervision

- Create trauma-informed and welcoming environment to get and keep the best new hires
- Decrease staff burnout and turnover
- Improve quality of your organization's legal representation and overall work

A Good Supervisor is Someone Who...

- Trains the supervisee for the job and mentors for the profession
- Supports the supervisee in “reach” projects
- Trusts and supports the supervisee
- Provides both positive and constructive feedback
- “Has supervisee’s back” and “doesn’t throw supervisee under the bus”
- Understands and prioritizes work-life balance and good self-care
- Creates organizational structures that support supervisee as a full person



Tensions in Supervision

- Cultures, identities, and conformity, both internally (with attorneys and staff) and externally (with clients)
- Limited resources versus overwhelming need
- Quantity of clients served versus quality of services provided to those clients
- The legal system is actively traumatic
- There is never enough time

Best Practices in Supervision

Group Discussion

Hiring

- How does an organization mitigate bias in hiring?
- What should a supervisor consider when hiring new staff?
- How should an interview process be structured?
- How do you speak to candidates about the challenges and opportunities of this work?

Hint: Plan before you list the job

Orientation and Onboarding

- What does an ideal onboarding process look like?
- How do you introduce a new staff member to the community you serve?
- How long does onboarding last?
- Do you onboard differently given the staff member's experience?

Navigating Power Dynamics in Supervision

In supervision and in the attorney-client relationship

Ongoing Supervision

- How do you build an authentic trusting relationship with a supervisee?
- How do you respect a supervisee's judgment and professionalism?
- How do you bring an intersectional lens to your supervision practice?

Ongoing Supervision (Continued)

- How often do you meet with a supervisee?
- How do you address problems in their work performance?
- How do you help staff develop their skills and interests at your organization?

Ethical Duty to Properly Supervise

- Duty of Competence “A lawyer shall provide competent representation to a client. Competent representation requires the legal knowledge, skill, thoroughness and preparation reasonably necessary for the representation.”
Model R. Prof. Conduct 1.1
- Professional Independence of A Lawyer: Model R. Prof. Conduct 5.4

Caseload



How Do You Count Cases?

- By the client? By the matter? How “messy”?
- How many cases can one attorney handle?
- What are the travel expectations and court appearance expectations?

Supporting Supervisors

- Does your organization ensure that supervisors have time to commit to their supervisees?
- Do supervisors have management-specific training?
- Do supervisors have appropriate ongoing mentorship?

MENTORING



“Through mentoring, protégés build practical skills while developing a sense of **confidence, identity, and effectiveness** in their professional role.

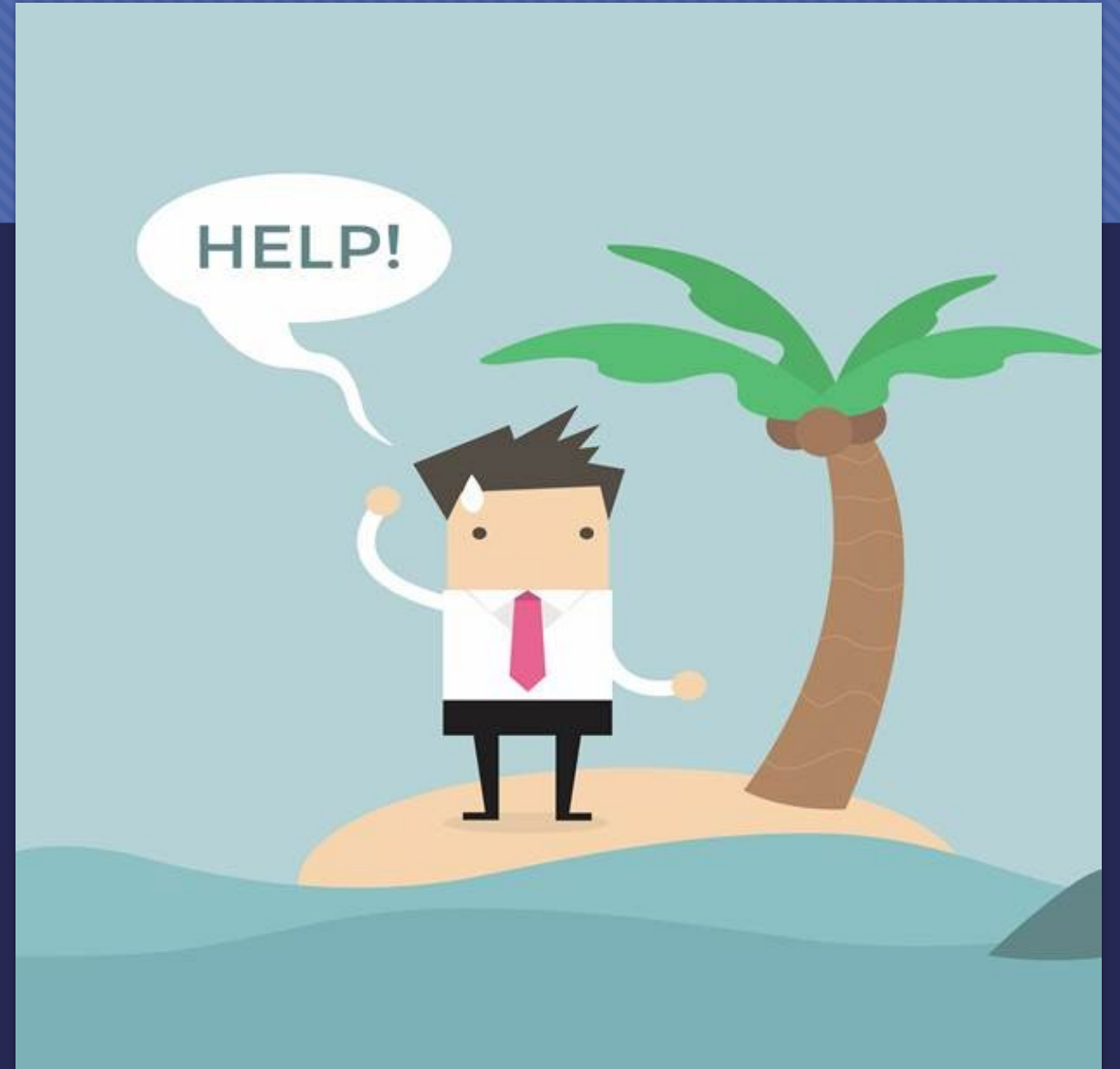
Just as importantly, mentoring strengthens our profession by enhancing our sense of **community** and elevating our standards of **competence, ethics, and professionalism.**”

- National Legal Mentoring Consortium

Mentor?

- What is mentorship?
- How is mentorship different from supervision? Or coaching?
- Are mentors necessary? Why?

We can help!



**"Remember that no one
succeeds alone. Never walk
alone in your future paths."**

- Justice Sonia Sotomayor

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<https://www.api-gbv.org/>

American Bar Association Commission on Domestic & Sexual Violence



STANDARDS *of* PRACTICE

for LAWYERS REPRESENTING

VICTIMS OF DOMESTIC VIOLENCE,

SEXUAL ASSAULT AND STALKING

in CIVIL PROTECTION ORDER CASES



- Publications
- Legal resources
- Upcoming trainings
- Request TA
- Join a listserv

www.americanbar.org/cdsv

Additional Questions?

Q&A

Session Learning Objectives Revisited

As a result of participating in this session, participants will be better able to:

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