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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **DIVERSITY AND INCLUSION TRAINING**

**June 19, 2018  
1:30 p.m. to 4:30 p.m.  
R.J. Hughes Justice Complex  
25 Market Street  
4<sup>th</sup> Floor Conference Room  
Trenton, New Jersey**

### **NOTICE REGARDING COURSE MATERIALS**

You will receive the course materials on the day of the program.

#### ***Program Summary***

This program will focus on diversity and its impact on the workplace. Topics include the concept of diversity as distinguished from that of inclusion and why both are important, variations in how people perceive differences, and the social psychology concept of “in-group bias.” Hypothetical vignettes will be utilized to spur discussion on situations that may arise in the workplace, explore our differences in interpreting those experiences, and suggest techniques that foster a more inclusive culture. The session will also address unspoken workplace rules and the challenges they present in a multicultural workforce, plus communication as a strategy to overcome stereotyping and bias.

#### ***Who Should Attend?***

Registration is limited to Department of Law and Public Safety attorneys who have received an email notice from the Department’s Diversity and Inclusion Team. Those attorneys should follow the registration instructions contained in the invitation email to reserve a seat for this session. Please do not use the AGAI registration system for this program.

### *Who Is the Faculty?*

**DAG Jana R. DiCosmo** is a deputy in the Employment Counseling and Labor section of the Division of Law. DiCosmo represents the State and its agencies in employment-related matters, including discrimination complaints filed with the New Jersey Division on Civil Rights and the Equal Employment Opportunity Commission.

Prior to joining the Office of the Attorney General, DAG DiCosmo worked at the Delaware Department of Labor's Office of Anti-Discrimination, investigating over one hundred charges of discrimination filed against Delaware employers. DAG DiCosmo also served as the Department's liaison to the Delaware Employment First Oversight Commission, which worked to improve employment opportunities for disabled Delaware residents. DAG DiCosmo previously worked as an Equal Justice Works AmeriCorps Taishoff fellow at the Delaware Law School's Veterans Law Clinic, representing disabled veterans in disability benefits appeals. DAG DiCosmo interned for the Honorable Harold U. Johnson, J.S.C. while in her final semester of law school and clerked for the Honorable Mary K. White, J.S.C. (ret.) after graduation.

While attending Delaware Law School, DAG DiCosmo served as the Assistant Editor-in-Chief of the Widener Journal of Law, Economics, and Race. After graduation, she coauthored an article published by the Journal, which examined the minority-majority interest-convergence theory in race relations within the context of special education and disability benefits determinations.

**DAG John Nicodemo** joined the Department of Law and Public Safety's Division of Criminal Justice in 2013. He prosecutes crimes in the Financial, Cyber and Public Corruption Bureaus. DAG Nicodemo has been a member of the Attorney General's Diversity Council since 2016 and played an instrumental role in establishing the Department's Employee Resource Groups. After earning both his Bachelor's Degree and M.B.A. from Temple University, DAG Nicodemo spent several years in the entertainment industry. He subsequently earned his law degree from Touro College Jacob D. Fuchsberg Law School in New York and is licensed in New Jersey, New York and Pennsylvania.

### *CLE Credit*

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 3.0 hours of total CLE credit. Of these, 3.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 3.0 Diversity, Inclusion and Elimination of Bias Credits, pursuant to 22 NYCRR 1500.2 (g). \*PLEASE NOTE: This program does not qualify for Ethics and Professionalism credits pursuant to 22 NYCRR 1500.2 (c).

**PA CLE Credit:** 2.5 Ethics Credits (\$4.50 mandatory registration fee required).