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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **RAISING CONSCIOUSNESS: IMPLICIT BIAS INTERRUPTED**

**September 13, 2018  
2:00 p.m. – 3:00 p.m.  
New Jersey Governor's Office  
5th Floor, Conference Room 1  
225 West State Street  
Trenton, New Jersey**

### **NOTICE REGARDING COURSE MATERIALS**

You will receive the course materials approximately forty-eight (48) hours prior to the date of the course. The materials will be contained in an email attachment.

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

Research has established that, unwittingly, all of us have attitudes or buy into stereotypes that influence our impressions about and interactions with other people. The term “implicit bias” has been coined to reflect those unconscious influences, whether they are positive or negative. Implicit bias impacts our professional lives as attorneys, whether in our workplace relationships with supervisors, peers or subordinates at work, or in how we relate to adversaries, judicial personnel, jurors or others. Fortunately, research has also shown that these unconscious biases can be interrupted, enabling us to be more mindful and intentional in how we lead, work with and respond to the people around us. This training will review the research and science in this area, overview the tools for assessing implicit bias and its common forms, and provide practical techniques for interrupting and mitigating implicit bias in the workplace.

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

**Registration for this course is limited to those who have been selected to participate in the State House Series programs. Please do not attempt to register if you have not been notified of your eligibility for this series.**

#### ***Who Is the Faculty?***

**Lora L. Fong** serves the Chief Diversity Officer of the Department of Law & Public Safety and leads the Department in its mission of promoting and supporting an inclusive, respectful, and effective multi-cultural workplace. In addition to subject matter expertise and experience in counseling large organizations on diversity and inclusion, AAG Fong has an extensive background as a litigator in federal and state courts, as well as in transactional practice. Prior to government service, AAG Fong was a partner at Brown, Moskowitz & Kallen, and previously, practiced at Greenbaum Rowe Smith & Davis and at Sills Cummis & Gross. AAG Fong has also served as a senior member of the legal departments at two technology corporations, Salesforce.com and Fujitsu Consulting. AAG Fong also served as the General Counsel and Senior Vice President of DiversityInc Media, LLC, an entrepreneurial company exclusively focused on advancing corporate diversity and inclusion.

AAG Fong has demonstrated a career-long commitment to promoting equal opportunity, fundamental civil rights and a culture of inclusion within and beyond the workplace. In addition to counseling clients, Fong has led diversity initiatives in the legal profession, including through the New Jersey State Bar Association, where she co-chaired the Diversity Committee; the New Jersey Women Lawyers Association, where she served as a Co-Chief Diversity Officer; and the Asian Pacific American Lawyers Association of New Jersey, where she is a past president. Fong has also served as a member of the New Jersey State Advisory Committee to the United States Commission on Civil Rights.

AAG Fong's record of community service includes serving as a member of the Board of Governors of Rutgers University, having previously served on its Board of Trustees. She also served as a Trustee of the New Jersey State Bar Association, and has volunteered as counsel to various non-profits, such as the New Jersey chapters of the Organization of Chinese Americans and the Women's Political Caucus. AAG Fong has served on numerous New Jersey Supreme Court committees, including Women in the Courts, and the Committee on Character.

AAG Fong was recognized as "Professional Lawyer of the Year" in 2004 by the NJ Commission on Professionalism in the Law, and received the "Distinguished Alumna" award in 2007 from Rutgers School of Law, Minority Student Program. In 2017, AAG Fong was named a "Distinguished Leader of the Bar" by the New Jersey Law Journal.

AAG Fong earned her law degree from Rutgers School of Law – Newark, and her B.A. in Political Science from Douglass College at Rutgers University. She is admitted to the bar in New Jersey, New York and in the U.S. District Courts for the District of New Jersey and the Southern District of New York.

### *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 1.2 hours of total CLE credit. Of these, 1.2 qualify as hours of credit for the ethics/professionalism.

**NY CLE Credit:** 1.0 Diversity, Inclusion and Elimination of Bias Credit, pursuant to 22 NYCRR 1500.2 (g). PLEASE NOTE: The Implicit Bias program does not qualify for Ethics and Professionalism credits pursuant to 22 NYCRR 1500.2 (c).

**PA CLE Credit:** 1.0 ethics credit (\$1.50 mandatory registration fee required).

## **How Do I Register?**

### **State Employees**

Most State employees are able to register for this course by going to <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> and creating an AGAI Course Registration account. To do so, your computer **must** be attached to the government's Garden State Network. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.

### **Non-State Employees or State Employees not Connected to the Garden State Network**

If you are not a State employee, or are otherwise unable to access the AGAI Course Registration System through the Garden State Network, kindly email the Advocacy Institute at: [njagai@njoag.gov](mailto:njagai@njoag.gov) for an authorization code to allow you access to the AGAI Course Registration System through the My New Jersey portal. **Setting up your account through the portal is a two-step process, the details of which are set forth in the next two paragraphs.**

Once you receive the portal authorization code you will be prompted to go to the My New Jersey portal at <http://www.state.nj.us/> and create a portal account. Once your portal account is created you are prompted to enter your authorization code. This is Step 1 of the process, which you need only do once.

**If you have already been issued an authorization code in the past you do not need to request another one.** You can log into your account on the Garden State Network at <http://www.state.nj.us> and under the heading NJ L&PS Applications you will see the Attorney General's Advocacy Institute's Registration System. Click on that and log into your account on our system.

Upon setting up your portal account, you need to set up your AGAI Course Registration System account. This is Step 2. To do so, log on to the My New Jersey Portal <http://www.state.nj.us/>. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a new user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.