



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

Implicit Bias

**October 5, 2021
1:00 p.m. to 3:00 p.m.**

WEBINAR

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, address the impact of implicit bias in law enforcement and provide practical techniques for interrupting and mitigating implicit bias in the workplace.

Eligibility

This program is mandatory for new assistant prosecutors and Division of Criminal Justice deputies hired after October 2020 who have been selected to attend by each county prosecutor’s office and the Division of Criminal Justice. Other assistant prosecutors and Division of Criminal Justice deputies are welcome to register. Registrants will receive the course materials prior to the program date.

Faculty

AAG Lora Fong is the Chief Diversity Officer of the New Jersey Department of Law and Public Safety, a position she has held since its creation in December 2016. Before joining LPS, she was a partner at Brown, Moskowitz & Kallen and held in-house counsel positions at Diversity Inc., Salesforce.com and Fujitsu Consulting. Earlier in her career, she worked at Greenbaum, Rowe,

Smith & Davis and Sills, Cummis, Epstein & Gross. She has served on the Board of Trustees of Rutgers University and the New Jersey State Bar Association and as a member of the New Jersey State Advisory Committee to the U.S. Commission on Civil Rights and the New Jersey Supreme Court Committee on Women in the Courts. She graduated from Rutgers University, Douglass College, and Rutgers University School of Law in Newark.

DAG Lauren J. Rainey is serving on mobility assignment to the Department of Law and Public Safety's Office of Diversity and Inclusion, where she conducts training and assists with implementing strategic diversity and inclusion initiatives throughout the Department. DAG Rainey previously served in the Division of Criminal Justice's Prosecutors Supervision & Training Bureau, where she lead specialized training and CLEAR initiatives and conducted community outreach on behalf of DCJ and the Office of the Attorney General. She also served as the DCJ Liaison to the Supreme Court Committee on Diversity, Inclusion, and Community Engagement, the Domestic Violence Working Group, the Domestic Violence Fatality/ Near Fatality Review Board, the Domestic Violence/Sexual Assault Symposium, the County Sex Crimes Assistant Prosecutor's Group, the Human Trafficking Task Force, the Clergy Abuse Task Force, and to Community Outreach Liaisons.

Prior to joining the Division of Criminal Justice, DAG Rainey was a trial attorney and litigated some of Philadelphia's most complex and complicated sexual assault and domestic violence cases as an Assistant District Attorney in the Family Violence & Sexual Assault Unit of the Philadelphia District Attorney's Office. DAG Rainey has also served as the City of Trenton's Director of Policy and Communications and as a lobbying and public relations associate at Porzio Governmental Affairs in Trenton. She has extensive experience in community outreach and relations, public affairs, politics and public policy. DAG Rainey earned a J.D. from Rutgers School of Law-Camden, a master's degree in Social and Community Services from Capella University, and a bachelor's of arts degree with dual majors in English and Women's and Gender Studies with an emphasis in African-American studies from the College of New Jersey.

CLE Credit

NJ CLE Credit: This program has been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 2.0 hours of Alternative Verifiable Learning Format (AVF) total CLE credit. Of these, 2.0 qualify as hours of credit for ethics/professionalism in the Diversity, Inclusion and Elimination of Bias category.

Registration

Those who are eligible to apply should use the Zoom Webinar registration link in the program announcement email. Students who are registered will receive a confirmation email with a link to access the program.

Students must download Zoom before the webinar in order for the AGAI to record polling question responses that are required for attendance verification and CLE credit.

The AGAI will be unable to verify attendance or grant CLE credit to students who have not downloaded Zoom before the webinar.