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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **Implicit Bias for Prosecutors**

**October 27, 2022  
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 2021 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.

**Melvina D. Fennell** is a Deputy Attorney General in the New Jersey Department of Law and Public Safety's Office of Diversity, Equity & Inclusion (ODEI), and is part of the team responsible for planning, developing, and implementing the Department's diversity, equity, and inclusion ("DEI") programs and initiatives. Prior to joining ODEI, DAG Fennell served in the Division of Criminal Justice, Office of the Insurance Fraud Prosecutor, where she successfully investigated and prosecuted complex insurance and financial fraud offenses. She also previously served as a Deputy Attorney General with the Division of Law, Department of Children and Families (DCF) Section, where she tried guardianship cases involving child abuse and neglect and regularly advocated before the Appellate Division. DAG Fennell holds an undergraduate degree in Social and Community Psychology from The College of New Jersey and a J.D. from Seton Hall Law School, where she earned the distinction of being named a Samuel J. Heyman Fellow for public service.

### *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.