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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

The DOL Basic Civil & Administrative Practice Series (“BCAP”)

### **Implicit Bias**

**April 19, 2023**

**2:45 p.m. – 4:00 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 interactive program 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.

#### *Eligibility*

This program is mandatory for Division of Law Deputy Attorneys General hired after October 2022 who have not previously completed the Basic Civil and Administrative Practice (BCAP) series of courses.

Other attorneys in the Divisions of Law, Consumer Affairs, Civil Rights, Alcoholic Beverage Control, Gaming Enforcement, Administration, EEO, OAG, OLEPS, and other civil practice attorneys in the Department of Law and Public Safety are also eligible to register.

### *Faculty*

**AAG Lora Fong** is the Chief Diversity Officer of the New Jersey Department of Law and Public Safety, where she is responsible for developing and implementing the department's strategic diversity and inclusion initiatives. Before joining LPS, AAG Fong counselled and advised large corporate clients, including members of the Fortune 500, on diversity and inclusion. She has also been a commercial litigator at various large New Jersey-based private practice firms and served as in-house counsel in the technology sector, overseeing litigation and business disputes as well as handling transactional, data privacy and intellectual property matters, compliance, and employment-related issues. AAG Fong has served on the Board of Trustees of Rutgers University and as a member of its Board of Governors. She has also served as a Trustee of 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 currently serves as a Director of the New Jersey Women Lawyers Association. AAG Fong earned a B.A. in Political Science and Certificate in Women's Studies from Douglass College at Rutgers University and a J.D. from Rutgers University School of Law in Newark.

### *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 1.5 hours of Alternative Verifiable Learning Format (AVF) total CLE credit. Of these, 1.5 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 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.