## PROGRAM ANNOUNCEMENT

*The Advocacy Institute Is Pleased to Present*

# Implicit Bias for Prosecutors

**October 26, 2023**
**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 2022 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, where she is responsible for developing and implementing the department's strategic

diversity and inclusion initiatives. Before joining LPS, AAG Fong counselled and advised corporate clients on diversity and inclusion, worked as a commercial litigator at private practice firms and served as in-house counsel in the technology sector. AAG Fong has 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.

**DAG Marie McGovern** serves in the Division of Criminal Justice's Statewide Law Enforcement Training Unit. DAG McGovern is primarily assigned to the CLEAR (Community Law Enforcement Affirmative Relations) Institute, where she handles the collaborative development of courses for law enforcement officers on how to improve interactions and relationships with the communities they serve. She is an instructor for the Juvenile Justice Commission Academy and DCJ's Basic Investigators Course on topics including Probable Cause. DAG McGovern was previously assigned to the Training Unit of DCJ's Prosecutors Supervision and Training Bureau and to the Financial and Computer Crimes Bureau, Computer Analysis and Technology Unit, where she specialized in Cyber Crimes. She earned a B.A. in History and Political Science from Rutgers University and a J.D. from Seton Hall University School of Law.

## *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.