



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

Implicit Bias for Prosecutors

**October 24, 2024
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 2023 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. AAG Fong earned a B.A. in Political Science and a Certificate in Women's Studies from Douglass College at Rutgers University and a J.D. from Rutgers University School of Law in Newark.

DAG Melvina D. Fennell is a member of 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's Department of Children and Families Section, where she tried guardianship cases involving child abuse and neglect and 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 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.