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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **DCF IN-SERVICE**

**April 23, 2018**

**9:00 a.m. to 4:00 p.m.**

**NJ Forensic Science & Technology Center**

**1200 Negron Drive**

**Hamilton, New Jersey**

### **PLEASE READ: NOTICE REGARDING COURSE MATERIALS**

You will receive the course materials approximately forty-eight (48) hours prior to the date of the course. The materials will be contained in an email attachment.

#### *Program Summary*

The Division of Law's DCF Practice Group will be providing presentations on a variety of topics directly related to the group's work. The presentations and the topics and presenters are listed on the following pages. You must register for and attend all of the listed courses.

#### *Who Should Attend?*

The in-service program is only for those attorneys and other legal staff assigned to the Division of Law's DCF Practice Group. Please do not attempt to register if you are not a member of the DCF Practice Group or have otherwise been invited to attend.

#### *Who Is the Faculty?*

See attached.

## *CLE Credit*

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 6.0 hours of total CLE credit. Of these, 2.4 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** Up to 3.0 Substantive Credits, up to 1.0 Ethics Credit (pursuant to the approved jurisdiction policy) and 1.0 Diversity Inclusion and Elimination of Bias Credit, pursuant to 22 NYCRR 1500.2(g).

**PA CLE Credit:** Up to 3.0 Substantive Credits and 2.0 Ethics Credit (\$1.50 per credit mandatory registration fee required). **\*Please submit one check per course.**

## **How Do I Register?**

### **State Employees**

Most State employees are able to register for this course by going to <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> and creating an AGAI Course Registration account. To do so, your computer **must** be attached to the government's Garden State Network. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.

### **Non-State Employees or State Employees not Connected to the Garden State Network**

If you are not a State employee, or are otherwise unable to access the AGAI Course Registration System through the Garden State Network, kindly email the Advocacy Institute at: [njagai@njoag.gov](mailto:njagai@njoag.gov) for an authorization code to allow you access to the AGAI Course Registration System through the My New Jersey portal. **Setting up your account through the portal is a two-step process, the details of which are set forth in the next two paragraphs.**

Once you receive the portal authorization code you will be prompted to go to the My New Jersey portal at <http://www.state.nj.us/> and create a portal account. Once your portal account is created you are prompted to enter your authorization code. This is Step 1 of the process, which you need only do once.

**If you have already been issued an authorization code in the past you do not need to request another one.** You can log into your account on the Garden State Network at <http://www.state.nj.us> and under the heading NJ L&PS Applications you will see the Attorney General's Advocacy Institute's Registration System. Click on that and log into your account on our system.

Upon setting up your portal account, you need to set up your AGAI Course Registration System account. This is Step 2. To do so, log on to the My New Jersey Portal <http://www.state.nj.us/>. Upon opening the AGAI Course Registration System home page, you will see the Create Account link in the Login Box. Click on it and create your account, which will include you selecting a new user name and password. Once you create your account, you can access the AGAI Course Registration System at <http://reg2.dcj.lps.state.nj.us/lpcreg/login.aspx?portalid=2> to register for future courses or to manage your account. Please retain your user name and password for your records.

## LIST OF COURSES AND PRESENTERS

**9:00 a.m. to 9:15 a.m. - REGISTRATION**

**9:15 a.m. to 10:15 a.m.**

### **SUBSTANCE ABUSE ASSESSMENT TREATMENT IN CHILDREN IN COURT CASES**

A majority of cases litigated by DCPD involve substance abuse by the parents or guardians of affected children. As the courts become more involved with defendants obtaining assessment and treatment, it is important for DCF deputies to understand the relevant services available through DCPD and other agencies. This program will provide an overview of the process DCPD uses to assist parents with obtaining substance abuse evaluation and treatment. It will include information on the agencies that perform the evaluations and the requirements of their contracts, as well as the treatment programs available throughout the State and how the cost of those programs is covered. Evidentiary issues related to urine drug screen reports from those agencies will be discussed. The program will also explain the role of peer recovery specialists in this process.

**AAG Christian Arnold** oversees the DCF Practice Group with AAG Erin O'Leary. Prior to his current position, Chris was Assistant Section Chief of DCF North. Chris began his legal career as a Deputy Attorney General in the Public Utilities Section of the Division of Law. In 1999, Chris transferred to the DCF North Section and has represented the Division in both protective services litigation and guardianship matters since that time. He is a graduate of Harvard Law School.

**Mollie Greene** was appointed as DCF's Director of Clinical Services in July 2014. In this role, Ms. Greene serves as a member of the department's executive management team and is responsible for management and oversight of DCF's clinical team services and initiatives, substance abuse initiatives, and the Office of Child and Family Health. Ms. Greene previously worked at the Department of Human Services for seven years, where she first served as the Deputy of Quality Assurance for the Division of Addiction Services. She later became Assistant Division Director of the Office of Care Management within DHS' Division of Mental Health and Addiction Services, where she was responsible for development and implementation of the behavioral health components of New Jersey's Comprehensive Medicaid Waiver.

Ms. Greene entered state service in 2007 with many years of experience in behavioral health, including work in direct care, administration, and advocacy. She was the Executive Director of a multi-service residential treatment agency serving women with substance use disorders and co-occurring mental illness for six years before being recruited by the National Council on Alcoholism and Drug Dependence of New Jersey to establish the Work First New Jersey Substance Abuse Initiative. While at the National Council, Greene was a core member of the team that developed a cross-systems approach to delivering screening, engagement, treatment, and care management services to parents involved with child welfare and the state's welfare to work program. Ms. Greene was named New Jersey Task Force on Women and Addiction Woman of the Year in 2000. She holds a Master's degree in American Literature and is a New

Jersey Certified Alcohol and Drug Abuse Counselor.

### **CLE Credit**

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.2 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.0 Substantive credit (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 Substantive credit (\$1.50 mandatory registration fee required).

**10:15 a.m. to 10:30 a.m. - BREAK**

**10:30 a.m. to 12:30 p.m.**

### **UNDERSTANDING THE IMPORTANCE OF TRAUMA AND TRAUMA-INFORMED TREATMENT IN CHILD PROTECTIVE SERVICES**

Approximately 80 to 90 percent of children involved in the child welfare system have experienced at least one traumatic event. Many have experienced multiple and intergenerational traumas. These include child abuse and neglect, and exposure to family violence. It is therefore important for those working in the child welfare system to become “trauma aware” – to understand the impact trauma has on children’s and family members’ development, health and well-being and view of the world. Without such knowledge, helping professionals can make inaccurate assessments and unknowingly practice in ways that re-traumatize the very people they are trying to help.

Ethical trauma-informed legal representation can assist children and families by supporting recovery and building resilience. Integrating trauma-informed skills into practice can improve client-attorney and client-advocate relationships, and better prepare attorneys, judges and advocates for recommending appropriate services, and healing relationships in children’s and families’ lives, all of which can lead to improved outcomes and dispositions. This workshop will provide education on the impact of trauma, including trauma reactions in children and adults. Trauma-informed values and principles will be shared to assist participants in developing a trauma-sensitive lens and ethical practice skills. Developing this lens is the first step in providing trauma-informed and trauma-responsive services. Evidence-based, evidence-informed and promising practice treatment approaches will be identified to assist advocates, attorneys and judges in advocating for successful dispositions that lead to positive outcomes for children and families.

In addition, the workshop will address how the skill of understanding trauma can be applied by attorneys, their investigators, judges, court staff and CASAs to enhance their understanding of expert evidence, advocacy and decision-making pre- and post-trial. This training is designed to

enhance the skills and daily practice of participants thus resulting in improved outcomes for children in the care of the Division of Child Protection and Permanency.

**Lauren F. Carlton, Esq.** is a former Assistant Attorney General in Charge of the Division of Law's Department of Children and Families Practice Group, where she supervised and provided professional development for up to 149 Deputy Attorneys General. Lauren has delivered many CLE approved trainings for Deputy and Assistant Attorneys General through the Attorney General's Advocacy Institute and has presented trainings at Judicial College. She has also presented at numerous conferences on topics related to Children in Court (CIC) for multi-disciplinary audiences including CIC Judges, court staff, Deputy Attorneys General, Law Guardians and their Investigators, the Office of Parental Representation and their Investigators, CASA Advocates, and private or Legal Services attorneys who represent parents or children in CIC cases. She is an adjunct professor at Montclair State University, and has been trained in adult learning by the NJ Child Welfare Training Partnership. Lauren earned her J.D. at Duke University Law School in 1981, and graduated Phi Beta Kappa with honors from Binghamton University in 1978 with her B.A. in English Literature.

**Sandra McBeth** is FIS' Coordinator of Professional Education. She is a Licensed Clinical Social Worker and holds an MSW from Fordham University, awarded in 1991, and a Bachelor of Social Work from Kean College awarded in 1989. She has been working with children and families for more than 25 years in both agency and private practice settings, and brings a strong clinical focus to her trainings. She has taught graduate and undergraduate courses at the university graduate and undergraduate level. Sandra oversees clinical supervision at FIS and has developed curricula and conducted training since 2005. Sandra has conducted training on Cyberbullying and Sexting since 2014 when the curriculum for the Morris County Diversionary Program, funded through the Morris County DHS, was developed.

**Susan Sterling** has been FIS' Director of Staff Development & Clinical Services since 2015. She is a licensed clinical social worker and school social worker. She was awarded a Masters in Social Work in 1994 and has a Certificate in Clinical Supervision and Advanced Management and Clinical Supervision, and over a decade of teaching, supervisory, mentoring and advising experience at universities and multiple agencies. She has been delivering curricula since 2007 and writing curricula since 2008. Susan has been working with children and families for 25 years in both agency and private practice settings. She holds an M.S. in Urban Affairs & Policy Analysis, bringing an economic and social justice perspective to her trainings. She has taught Supervision In Field Instruction and university graduate level courses and serves as a field liaison for Rutgers University's MSW Program.

### **CLE Credit**

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 2.4 hours of total CLE credit. Of these, 1.2 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 1.0 Substantive credit and 1.0 Ethics credit (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 Substantive credit and 1.0 Ethics credit (\$3.00 mandatory registration fee required).

**12:30 p.m. to 1:45 p.m. – LUNCH (ON YOUR OWN)**

**1:45 p.m. to 2:45 p.m**

### **RAISING CONSCIOUSNESS: IMPLICIT BIAS INTERRUPTED**

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, and provide practical techniques for interrupting and mitigating implicit bias in the workplace.

**Lora L. Fong** serves the Chief Diversity Officer of the Department of Law & Public Safety and leads the Department in its mission of promoting and supporting an inclusive, respectful, and effective multi-cultural workplace. In addition to subject matter expertise and experience in counselling large organizations on diversity and inclusion, AAG Fong has an extensive background as a litigator in federal and state courts, as well as in transactional practice. Prior to government service, AAG Fong was a partner at Brown, Moskowitz & Kallen, and previously, practiced at Greenbaum Rowe Smith & Davis and at Sills Cummis & Gross. AAG Fong has also served as a senior member of the legal departments at two technology corporations, Salesforce.com and Fujitsu Consulting. AAG Fong also served as the General Counsel and Senior Vice President of DiversityInc Media, LLC, an entrepreneurial company exclusively focused on advancing corporate diversity and inclusion.

AAG Fong has demonstrated a career-long commitment to promoting equal opportunity, fundamental civil rights and a culture of inclusion within and beyond the workplace. In addition to counselling clients, Fong has led diversity initiatives in the legal profession, including through the New Jersey State Bar Association, where she co-chaired the Diversity Committee; the New Jersey Women Lawyers Association, where she served as a Co-Chief Diversity Officer; and the Asian Pacific American Lawyers Association of New Jersey, where she is a past president. Fong has also served as a member of the New Jersey State Advisory Committee to the United States Commission on Civil Rights.

AAG Fong's record of community service includes serving as a member of the Board of Governors of Rutgers University, having previously served on its Board of Trustees. She also served as a Trustee of the New Jersey State Bar Association, and has volunteered as counsel to various non-profits, such as the New Jersey chapters of the Organization of Chinese Americans and the Women's Political Caucus. AAG Fong has served on numerous New Jersey Supreme Court committees, including Women in the Courts, and the Committee on Character.

AAG Fong was recognized as "Professional Lawyer of the Year" in 2004 by the NJ Commission on Professionalism in the Law, and received the "Distinguished Alumna" award in 2007 from Rutgers School of Law, Minority Student Program. In 2017, AAG Fong was named a "Distinguished Leader of the Bar" by the New Jersey Law Journal.

AAG Fong earned her law degree from Rutgers School of Law – Newark, and her B.A. in Political Science from Douglass College at Rutgers University. She is admitted to the bar in New Jersey, New York and in the U.S. District Courts for the District of New Jersey and the Southern District of New York.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.2 hours of total CLE credit. Of these, 1.2 qualify as hours of credit for the ethics/professionalism.

**NY CLE Credit:** 1.0 Diversity, Inclusion and Elimination Bias Credit, pursuant to 22 NYCRR 1500.2(g) (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 Ethics credit (\$1.50 mandatory registration fee required).

**2:45 p.m. to 3:00 p.m. - BREAK**

**3:00 p.m. to 4:00 p.m.**

**ASSESSING AND PLACING CHILDREN WITH RELATIVES: THE LICENSING PROCESS AND PLACEMENTS UNDER THE KN DECISION**

This presentation will discuss the process that DCPD uses to license relatives, including the applicable statutes, regulations and policies. It will incorporate an overview of the administrative appeal process for relatives that are either denied a license or denied placement of a child or children. The ability of the court to place children with unlicensed relatives under the KN decision, and how to handle such matters will also be addressed.

**AAG Christian Arnold** oversees the DCF Practice Group with AAG Erin O'Leary. Prior to his current position, Chris was Assistant Section Chief of DCF North. Chris began his legal career as a Deputy Attorney General in the Public Utilities Section of the Division of Law. In 1999, Chris transferred to the DCF North Section and has represented the Division in both protective services litigation and guardianship matters since that time. He is a graduate of Harvard Law School.

**DAG Salima Burke** has served as a Deputy Attorney General since 2014, representing DCF in administrative and appellate court cases involving the Division of Child Protection and Permanency, the Office of Licensing, and the Institutional Abuse Investigation Unit. She briefed and argued DB, in which the Appellate Division approved the not established findings tier. Salima worked as an educator and editor in the non-profit sector for many years before attending law school at the University of Virginia. A former Court Appointed Special Advocate (CASA), she clerked for the Honorable Alexander P. Waugh, Jr., J.S.C., Appellate Division, during the 2012-2013 court term and joined the Division of Law as an Attorney Assistant in 2013.

**NJ CLE Credit:** This program had been approved by the Board on Continuing Legal Education of the Supreme Court of New Jersey for 1.2 hours of total CLE credit. Of these, 0.0 qualify as hours of credit for the ethics/professionalism.

**NY CLE Credit:** 1.0 Substantive Credit (pursuant to the approved jurisdiction policy).

**PA CLE Credit:** 1.0 Substantive Credit (\$1.50 mandatory registration fee required).

**Department of Children and Families Practice Group  
April 23, 2018 In-Service**

**AGENDA**

- 9:00 a.m. to 9:15 a.m.:**                   **REGISTRATION**
- 9:15 a.m. to 10:15 a.m.:**               **Substance Abuse Assessment and Treatment  
in Children in Court Cases**
- AAG Christian Arnold
  - DCF Clinical Services Director Mollie Greene
- 10:15 a.m. to 10:30 a.m.:**               **BREAK**
- 10:30 a.m. to 12:30 p.m.:**               **Understanding the Importance of Trauma and  
Trauma-Informed Treatment in Child Protective  
Services**
- Lauren Carlton, Esq.
  - Sandra McBeth
  - Susan Sterling
- 12:30 p.m. to 1:45 p.m.:**               **LUNCH**
- 1:45 p.m. to 2:45 p.m.:**               **Raising Consciousness: Implicit Bias Interrupted**
- Chief Diversity Officer AAG Lora Fong
- 2:45 p.m. to 3:00 p.m.:**               **BREAK**
- 3:00 p.m. to 4:00 p.m.:**               **Assessing and Placing Children with Relatives:  
The Licensing Process and Placements under the  
KN Decision**
- AAG Christian Arnold
  - DAG Salima Burke