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## **PROGRAM ANNOUNCEMENT**

*The Advocacy Institute Is Pleased to Present*

### **DIVERSITY AND INCLUSION TRAINING**

**June 7, 2018  
1:00 p.m. to 4:00 p.m.  
124 Halsey Street  
6<sup>th</sup> Floor, Morris Room  
Newark, New Jersey**

### **NOTICE REGARDING COURSE MATERIALS**

You will receive the course materials on the day of the program.

#### ***Program Summary***

This program will focus on diversity and its impact on the workplace. Topics include the concept of diversity as distinguished from that of inclusion and why both are important, variations in how people perceive differences, and the social psychology concept of “in-group bias.” Hypothetical vignettes will be utilized to spur discussion on situations that may arise in the workplace, explore our differences in interpreting those experiences, and suggest techniques that foster a more inclusive culture. The session will also address unspoken workplace rules and the challenges they present in a multicultural workforce, plus communication as a strategy to overcome stereotyping and bias.

#### ***Who Should Attend?***

Registration is limited to Department of Law and Public Safety attorneys who have received an email notice from the Department’s Diversity and Inclusion Team. Those attorneys should follow the registration instructions contained in the invitation email to reserve a seat for this session. Please do not use the AGAI registration system for this program.

## *Who Is the Faculty?*

**AAG 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.

**DAG Rahat N. Babar** is a Special Assistant to the Attorney General who is involved in high-level legal matters, special projects, and initiatives for the Attorney General's senior staff. DAG Babar also serves on the Attorney General's Diversity Council. DAG Babar has been involved in community outreach efforts in response to increased reports of bias incidents as well as diversity efforts within the office. Prior to his current role, he was an Assistant Section Chief in

the Tort Litigation and Judiciary Section in the Division of Law. DAG Babar serves as a Northeast Regional Governor for the National Asian Pacific American Bar Association (“NAPABA”) and co-chairs NAPABA’s Civil Rights Committee. He was the 2014 President of the Asian Pacific American Bar Association of Pennsylvania (“APABA-PA”) and remains active with APABA-PA as a member of its board and co-chair of its Policy Committee. DAG Babar has been a member of the New Jersey Supreme Court Committee on Minority Concerns since 2013. The Committee is tasked with ensuring the implementation of court-approved recommendations to eliminate discrimination within the courts. Last year, he joined the Board of Directors of the Asian Pacific American Lawyers Association of New Jersey, and from 2014 to 2016 was a member of the Board of Governors for the Philadelphia Bar Association. In 2013, The Legal Intelligencer recognized DAG Babar as a Diverse Attorney of the Year and a Lawyer on the Fast Track.

### *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 3.0 hours of total CLE credit. Of these, 3.0 qualify as hours of credit for ethics/professionalism.

**NY CLE Credit:** 3.0 Diversity, Inclusion and Elimination of Bias Credits, pursuant to 22 NYCRR 1500.2 (g). \*PLEASE NOTE: This program does not qualify for Ethics and Professionalism credits pursuant to 22 NYCRR 1500.2 (c).

**PA CLE Credit:** 2.5 Ethics Credits (\$4.50 mandatory registration fee required).