



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

DIVERSITY AND INCLUSION TRAINING

**November 29, 2018
1:30 p.m. to 4:30 p.m.
R.J. Hughes Justice Complex
25 Market Street
4th Floor Conference Center
Trenton, 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 Course Registration Notice generated by the Learning Management System. Please follow the email instructions to log into your LMS account and reserve a seat for this session. You will not be able to use the AGAI registration system for this program.

Who Is the Faculty?

DAG Jana R. DiCosmo is a deputy in the Employment Counseling and Labor section of the Division of Law. DAG DiCosmo represents the State and its agencies in employment-related

matters, including discrimination complaints filed with the New Jersey Division on Civil Rights and the Equal Employment Opportunity Commission.

Prior to joining the Office of the Attorney General, DAG DiCosmo worked at the Delaware Department of Labor's Office of Anti-Discrimination, investigating over one hundred charges of discrimination filed against Delaware employers. DAG DiCosmo also served as the Department's liaison to the Delaware Employment First Oversight Commission, which worked to improve employment opportunities for disabled Delaware residents. DAG DiCosmo previously worked as an Equal Justice Works AmeriCorps Taishoff fellow at the Delaware Law School's Veterans Law Clinic, representing disabled veterans in disability benefits appeals. DAG DiCosmo interned for the Honorable Harold U. Johnson, J.S.C. while in her final semester of law school and clerked for the Honorable Mary K. White, J.S.C. (ret.) after graduation.

While attending Delaware Law School, DAG DiCosmo served as the Assistant Editor-in-Chief of the Widener Journal of Law, Economics, and Race. After graduation, she coauthored an article published by the Journal, which examined the minority-majority interest-convergence theory in race relations within the context of special education and disability benefits determinations.

DAG Andrew Sarrol is an attorney in the Department of Law & Public Safety's Office of Equal Employment Opportunity (EEO), where he investigates and resolves employment discrimination complaints. He also conducts EEO training and defends appeals before the Civil Service Commission. Prior to joining the EEO Office, Mr. Sarrol worked in the Division of Law, litigating civil actions on behalf of law enforcement agencies including the New Jersey State Police, the Department of Corrections, the State Parole Board, and the Juvenile Justice Commission.

Mr. Sarrol graduated summa cum laude from The College of New Jersey with a B.A. in English and obtained his J.D. from Seton Hall University School of Law where he served as an editor of the Circuit Review and a member of the Interscholastic Moot Court Board. After law school, he was a law clerk for the Honorable Lisa F. Chrystal in the Union Vicinage. Mr. Sarrol is the President-Elect of the Asian Pacific American Lawyers Association of New Jersey, a member of the Attorney General's Diversity Council, and a member of the New Jersey State Bar Association's Diversity Committee.

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 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).