



PROGRAM ANNOUNCEMENT

The Advocacy Institute Is Pleased to Present

IMPLICIT BIAS

**October 29, 2020
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 2019 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.

Faculty

AAG Lora Fong is an Assistant Attorney General and serves as the Chief Diversity Officer for the Department of Law and Public Safety. Before joining the Department in 2016, Lora counselled and advised large corporate clients, including members of the Fortune 500, on diversity and inclusion. She has practiced law since 1991, including as a commercial litigator at various large New Jersey private practice firms, and as in-house counsel in the technology sector, handling transactional, data privacy and intellectual property matters as well as commercial disputes, compliance, and employment-related issues. Lora has been recognized as a Distinguished Leader of the Bar by the New Jersey Law Journal, and is a recent recipient of a Professional Achievement Award from the Asian Pacific American Lawyers Association of New Jersey. She previously served as a Trustee of the New Jersey State Bar Association and co-chaired its Diversity

Committee, and currently, is a Director of the New Jersey Women Lawyers Association. Prior to joining OAG, Lora served on the Rutgers Board of Governors as well as on the Rutgers Board of Trustees. She is also a past member of the New Jersey State Advisory Committee to the United States Commission on Civil Rights. Lora earned a B.A. in Political Science from Douglass College at Rutgers University and received her law degree and from Rutgers University, School of Law in Newark

SDAG Robert Czepiel, Jr. is the Chief of the Prosecutors Supervision & Training Bureau of the New Jersey Division of Criminal Justice. He supervises and updates training for law enforcement officers and prosecutors and creates the curriculum for numerous courses offered by the Division of Criminal Justice and the Police Training Commission. Mr. Czepiel lectures and teaches on a multitude of criminal justice related topics and supervises other training handled by the bureau. In 2016, he supervised the creation of curriculum for required in-service police training that was mandated by Attorney General Porrino through the CLEAR Institute. He worked in DCJ's Official Corruption Bureau prior to his current assignment and is a member of the New Jersey Supreme Court Committee on Jury Selection.

Mr. Czepiel has been an adjunct professor of law at Widener University School of Law in Delaware and is a volunteer instructor with Widener's Intensive Trial Advocacy Program. He is also an adjunct professor at Burlington County College. Mr. Czepiel is an instructor for the New Jersey Attorney General's Advocacy Institute and the National Attorneys General Training and Research Institute. He has been NITA certified for several years. Mr. Czepiel has also served as a professor/coach for several trial teams that have participated in national competitions. SDAG Czepiel graduated from Widener Law School in Harrisburg.

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 2.0 hours of Alternative Verifiable Learning Format (AVF) total CLE credit. Of these, 0.0 qualify as hours of credit toward certification in criminal trial law, 0.0 qualify as hours of credit towards newly admitted lawyers' requirements/criminal trial preparation, and 2.0 qualify as hours of credit for ethics/professionalism.

Registration

Those who are eligible to apply should use the Zoom Webinar registration link in the Program Announcement email.

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.

LPS employees can download Zoom by searching for Zoom Meeting Software in the LPS software center and clicking install.

The AGAI will be unable to verify attendance or grant CLE credit to students who have not downloaded Zoom before the webinar.

