



DIVERSITYSUMMIT

CO-SPONSORED BY

Asian Pacific American Lawyers Association of New Jersey

Association of Black Women Lawyers of New Jersey

Garden State Bar Association

Hispanic Bar Association of New Jersey

New Jersey Muslim Lawyers Association

New Jersey Women Lawyers Association

South Asian Bar Association of New Jersey

NJSBA Minorities in the Profession Section

NJSBA LGBTQ Rights Section

NJSBA Women in the Profession Section

NJSBA
DIVERSITY COMMITTEE



DIVERSITYSUMMIT

**FROM PERFORMING TO
TRANSFORMING**

**Defining “Real” Progress
on Diversity, Equity and Inclusion
in the Legal Profession**

Thursday, October 6, 2022
New Jersey Law Center
New Brunswick

PROGRAM AGENDA

2022 NJSBA Diversity Summit

8:30 a.m.

Check-in and Breakfast

9-9:30 a.m.

Introductory Remarks and Keynote Address

Jeralyn L. Lawrence, Esq., *President, New Jersey State Bar Association*

Albertina Webb, Esq., *Co-Chair, NJSBA Diversity Committee*

Lora Fong, Esq., *Chief Diversity, Equity and Inclusion Officer, Department of Law and Public Safety*

9:35-11:05 a.m.

Panel I: The Value of Diversity on the Bench

Hon. Charles W. Dortch Jr., *New Jersey Superior Court, Camden*

Hon. Pedro Jimenez, *New Jersey Superior Court, Middlesex County*

Hon. Sohail Mohammed, *New Jersey Superior Court, Passaic County*

Hon. Michael A. Shipp, *U.S. District Court, Trenton*

Hon. Demetria Todd-Ruiz, *Vineland Municipal Court, Salem Municipal Court, Deptford Joint Municipal Court, Cumberland County Central Judicial Processing*

Parimal Garg, Esq., *Chief Counsel, Office of the Governor*

MODERATOR: Valerie Jackson, Esq., *Deputy Public Defender, Office of the Public Defender/Office of Parental Representation*

11:15-12:30 p.m.

Panel II: Representation and Practice Areas

Ramanjit Chawla, Esq., *Deputy Attorney General, New Jersey Division of Law and Public Safety*

Monica de los Ríos, Esq., *General Counsel, New Jersey Casino Redevelopment Authority*

Crystal West Edwards, Esq., *Porzio, Bromberg & Newman PC*

Everett Johnson, Esq., *Wilentz, Goldman & Spitzer, PA*

MODERATOR: Leonard V. Jones, Esq., *Chasan, Lamparello, Mallon & Cappuzzo, PC*

12:30 p.m.

Lunch

1 p.m.-1:45 p.m.

Lunchtime Conversation: Progress from the Pipeline

Rhasheda S. Douglas, Esq., *Assistant Dean of the Minority Student Program, Rutgers Law-Camden*

2-3:15 p.m.

Panel III: DEI Professional Roundtable

Lloyd Freeman, Esq., *Chief Diversity and Inclusion Officer, Buchanan, Ingersoll & Rooney PC*

Jayné Johnson, Esq., *Director, Office of Diversity, Equity, Inclusion and Belonging, Office of the Governor*

Tommy Shi, Esq., *Founder and Managing Partner, Tommy Shi Advisory Group LLC*

MODERATOR: James A. Lewis V., Esq., *Chief Diversity Officer, Cole Schotz*

3:15-4 p.m.

Closing Reception

**NJSBA
DIVERSITY COMMITTEE**



DIVERSITYSUMMIT

Thursday, Oct. 6 | 8:30 a.m.–4 p.m. | Visit njsba.com to register

FROM PERFORMING TO TRANSFORMING

Defining “Real” Progress on Diversity, Equity
and Inclusion in the Legal Profession

This program is co-sponsored by:

Asian Pacific American Lawyers Association of N.J.
Association of Black Women Lawyers of N.J.
Garden State Bar Association
Hispanic Bar Association of New Jersey

New Jersey Muslim Lawyers Association
New Jersey Women Lawyers Association
South Asian Bar Association of New Jersey

*PRESENTED IN COOPERATION WITH THE NJSBA MINORITIES IN THE PROFESSION,
WOMEN IN THE PROFESSION AND LGBTQ RIGHTS SECTIONS*

PROGRAM MATERIALS

Opening Remarks

Jeralyn L. Lawrence, a Somerset County family law attorney, was sworn in May 19 as the 124th President of the New Jersey State Bar Association (NJSBA), the state's largest association of lawyers, judges and legal professionals.

"Putting Lawyers First" is Lawrence's mantra for her term, a platform that aims to make life in the field better for attorneys. To that end, Lawrence created an hoc committee with the goal of providing attorneys the tools they need to survive and thrive in the ever-changing legal landscape. Some issues the committee will address involve helping attorneys navigate the world of working ethically in a virtual environment, looking at roadblocks attorneys face in seeking payment for their work and finding creative ways to engage new members of the profession.

Lawrence is a managing member and founder of Lawrence Law, a practice devoted to matrimonial, divorce and family law. Along with her involvement with the NJSBA, Lawrence serves as president for New Jersey's chapter of the American Academy of Matrimonial Lawyers.

Albertina "Abby" Webb is Co-Chair of the NJSBA Diversity Committee and a partner in the Red Bank office of Hill Wallack LLP, where she is a member of the firm's Family Law practice group. She concentrates her practice on family law issues, including divorce, custody, support, post-judgment and domestic violence cases from inception through resolution, either by mediation, arbitration or trial. She also handles enforcement or modification of marital agreements, alimony and child support awards, post judgment enforcement and modification of agreements and pre-nuptial agreements, as well as engaging in litigation practice to set them aside or for enforcement.

She earned her J.D. from New York Law School and her B.S. from John Jay College Criminal Studies. She is the president-elect of the Hispanic Bar Association of New Jersey.

Keynote Address

Lora Fong is Chief Diversity, Equity, & Inclusion Officer for the Department of Law and Public Safety, responsible for developing and implementing the agency's strategic diversity and inclusion initiatives. Before joining the department in 2016, Ms. Fong practiced law both in private practice law firms and as in-house counsel in multi-national corporations. She also has served as the general counsel of an entrepreneurial multi-media company and as a consultant to members of the Fortune 500 on diversity, equity, and inclusion.

Fong is a former NJSBA Trustee and chair of the NJSBA Diversity Committee. She has been recognized as a Distinguished Leader of the Bar by the New Jersey Law Journal, was awarded the Mel Narol Excellence in Diversity Award by the New Jersey Bar Association, and received the Professional Achievement Award from the Asian Pacific American Lawyers Association of New Jersey. Additionally, she was the inaugural recipient of the Distinguished Alumni Award conferred by the Rutgers Law School Minority Student Program. Her pro bono and community activities include service as a member of the NJ State Advisory Committee to the U.S. Commission on Civil Rights, counsel to the Organization of Chinese Americans-NJ Chapter, and

counsel to the Women's Political Caucus of New Jersey. She is a past President of the Asian Pacific American Lawyers Association of New Jersey and member of its Advisory Board. Currently, she serves as a Director of the New Jersey Women Lawyers Association. Ms. Fong has been a member of the Rutgers Board of Governors as well as the Rutgers Board of Trustees.

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. She is admitted to the bar in New Jersey, New York and various federal courts.

The Value of Diversity on the Bench

Valerie Jackson is an NJSBA Trustee and a New Jersey Deputy Public Defender and Managing Attorney of the Office of the Public Defender, Office of Parental Representation.

She is a 1990 graduate of Rutgers College, Rutgers University. She received her M.A. from New York University in 1992 and her J.D. from Rutgers School of Law–Newark in 1998. During law school, she was a Judicial Intern to Hon. Louis Locascio, Superior Court of New Jersey. Admitted to the New Jersey Bar in 1999, Ms. Jackson began her legal career as an Associate with Wilentz, Goldman and Spitzer, after which she went into private practice. She joined the OPD as a staff attorney in 2009. She currently serves as the Public Defender's designee on both the NJ Supreme Court's Family Practice Committee, where she co-chairs the CIC/Juvenile subcommittee, and the NJ AOC's Children in Court Race Equity Leadership Team.

Jackson has remained steadfast in her commitment to service in the legal profession. In 2011, she was appointed to serve on the Supreme Court's District Ethics Committee for the (2011-2015) term. She is an active member of the New Jersey State Bar Association where she holds several leadership positions including, Trustee (Middlesex) and member of both the Minorities in the Profession Section Board of Directors and the Child Welfare Law Section Executive Board. She is also a member of the Judicial Administration Committee and the Diversity Committee. An active member of both the Middlesex County Bar Association (MCBA) and Foundation (MCBF), Ms. Jackson serves on the MCBA and MCBF Board of Trustees and is co-Chair of the MCBA Board for the Advancement of Racial Equity and Social Justice; in this capacity she has developed several CLE trainings on topics related to diversity, cultural competency, and implicit bias in the legal profession. Ms. Jackson is a member of the Association of Black Women Lawyers, the Garden State Bar Association and Delta Sigma Theta Sorority, Inc.

Hon. Charles W. Dortch, Jr. sits in the New Jersey Superior Court in Camden. He is a former Presiding Judge of the Family Division in the Superior Court Camden County and former Chair of the Statewide Conference of Family Presiding Judges.

Judge Dortch is member of the New Jersey Juvenile System Improvement Committee and a member of the Governor's Task Force on the Continued Transformation of Youth Justice in New Jersey. His primary caseload focus is juvenile delinquency matters.

In addition to his juvenile caseload, Judge Dortch also hears cases involving support, custody, visitation, domestic violence and children in court matters. Before his appointment to the Bench Judge Dortch was a partner at Sumners, Council, George and Dortch with offices in Camden City and Trenton. The firm collectively and the partners individually were the recipient of

various professional awards. At one time the firm was the largest 100% minority owned law firm in New Jersey. Judge Dortch is a past recipient of the Justice Thurgood Marshall Award from the New Jersey State Bar Association Diversity Committee and regularly speaks at schools and other organizations. He is a graduate of Hampton University and Rutgers University School of Law.

Hon. Pedro Jimenez sits in the New Jersey Superior Court in Middlesex County. He was nominated to the bench in 2008 by Gov. Jon Corzine. Originally assigned to the Civil Division of the Middlesex Vicinage, he has also served in the Mercer Family, Criminal and Civil Divisions. He was also designated by Chief Justice Stuart Rabner as a wiretap judge authorized to receive applications and issue orders authorizing interceptions of wire, electronic, or oral communications pursuant to the New Jersey Wiretapping and Electronic Surveillance Act. Judge Jimenez has been in the Criminal Division of the Middlesex Vicinage since 2017 and has served a member of the Supreme Court Advisory Committee on Minority Concerns, was a charter member of the New Jersey State Bar Association's Task Force on Diversity and has served as co-chair of the NJSBA Diversity Committee. Prior to his time on the bench, he served as the first Latino Assistant Prosecutor in the Middlesex County Prosecutor's Office, and was a Deputy Attorney General with the New Jersey Department of Law & Public Safety.

Hon. Sohail Mohammed is a Presiding Superior Court Judge in the Criminal Division of the Passaic Vicinage. He serves on the Supreme Court Committees on Diversity, Inclusion and Community Engagement; and Language Access Plan. Prior to becoming a judge in July 2011, he was a defense attorney concentrating in immigration law. At the time of his appointment, Judge Mohammed became the first Indian-American judge in New Jersey. Judge Mohammed has served as a Trustee of the Passaic County Bar Association, as an executive Board member of New Jersey State Bar Association Young Lawyers Division, as Chair of the Passaic County Bar Association's Young Lawyers Division, and as a Trustee and Vice President of Legal Affairs of the FBI's Citizens' Academy. He also served as a member of the New Jersey Supreme Court Committees on Attorney Fee Arbitration and Attorney Ethics. For over fifteen years, as part of the annual Law Day celebration at the Passaic County Courthouse, he has run the New Citizens' Swearing-in Program.

Judge Mohammed has given numerous lectures on criminal law, family law, criminal law, family law, cybersecurity, mental health, international law, immigration law, courtroom technology, diversity and motor vehicle laws. He is also a former Adjunct Professor of Medical Law and Ethics. He has made numerous appearances on national and international television and has provided diversity training to judges, court personnel, prosecutors, and thousands of members of the law enforcement community. Judge Mohammed received his B.S. degree in Electrical Engineering from the New Jersey Institute of Technology and then worked full-time as an electrical engineer while earning his law degree at Seton Hall University Law School. At Seton Hall, he served as the founder and President of the Seton Hall Law School Science and Technology Law Society.

Hon. Michael A. Shipp was nominated to the federal bench to serve as a United States District Court Judge for the District of New Jersey by President Barack Obama and confirmed by the Senate 2012. Prior to his elevation to the District Court, Judge Shipp served as a United States Magistrate Judge for the District of New Jersey, Newark, from October 2007 through July 2012.

Prior to his appointment to the federal bench, Judge Shipp served in several different capacities in both government and private practice. Including a clerkship for the Hon. James H. Coleman, Jr. at the Supreme Court of New Jersey; and at the law firm of Skadden, Arps, Slate, Meagher & Flom LLP where he handled complex commercial litigation, labor and employment, products liability, and contract disputes.

In September 2003, Judge Shipp joined the New Jersey Department of Law and Public Safety as the Assistant Attorney General in-charge-of the State's Consumer Protection Practice Group. As an Assistant Attorney General, he managed and assisted counsel in the litigation of large institutional investor class actions and individual lawsuits, served as the primary point person on Consumer Protection enforcement issues, and reviewed and commented on proposed legislation and policy issues. In February 2007, Judge Shipp was named Counsel to the Attorney General, where he served as a top advisor on a variety of sensitive legal issues relating to ethics, appointments and other matters requiring personal involvement by the Attorney General. Judge Shipp is an adjunct professor at Seton Hall University School of Law. He is a graduate of Rutgers University and Seton Hall University School of Law. He also completed an LLM degree at Duke Law School.

Hon. Demetrica Todd-Ruiz is the Municipal Court Judge in Vineland, Salem and Deptford Township; and former Central Judicial Processing Judge for Cumberland County. When appointed in Vineland in January 2017, Todd-Ruiz became the first African American and first female to serve as judge in the City of Vineland. Todd-Ruiz is also an adjunct professor at the University of Phoenix and Wilmington University. She is a graduate of Widener University with a B.S. in Business Administration, and a Masters in Taxation, and graduated from Rutgers School of Law – Camden in 2001. After graduating law school, Demetrica worked two years as a tax and corporate attorney at Stradley, Ronon, Stevens and Young, LLP in Philadelphia. She also served as the Director of Economic Development at Gateway Community Action Partnership in Bridgeton, also serving as the Public Defender in Bridgeton Municipal Court. In 2012, she became the first African American in the City of Bridgeton and in Cumberland County to be appointed to the position of Municipal Prosecutor.

Parimal Garg serves as Chief Counsel to Governor Philip D. Murphy. From 2018 to 2020, Parimal served as Deputy Chief Counsel, advising the Governor on a variety of matters affecting his Administration, including legislation, executive orders, litigation, regulations, and public policy issues. Prior to becoming Deputy Chief Counsel, he served as a Senior Policy Advisor during the 2017 gubernatorial campaign, helping formulate the campaign's substantive positions. Prior to joining the campaign, he clerked for New Jersey Supreme Court Chief Justice Stuart Rabner. Garg worked as an attorney at Paul, Weiss, Rifkind, Wharton & Garrison LLP in Washington, DC, where his practice focused on antitrust matters, financial investigations, and appellate arguments. He received his B.A. from Georgetown University, magna cum laude, and J.D. from Harvard Law School, cum laude. He grew up in Lawrenceville, NJ and resides in Jersey City.

Representation and Practice Areas

Leonard V. Jones is a civil litigation attorney with Chasan, Lamparello, Mallon & Cappuzzo, PC, focusing his practice on contracts, governmental entity representation, labor and

employment law, and represents individuals, municipalities, counties, authorities, and school boards in various litigation and compliance matters arising under New Jersey's Tort Claims Act. Prior to joining Chasan, Lamparello, Mallon & Cappuzzo, PC, Jones was an Associate with the Law Offices of Viscomi and Lyons for Liberty Mutual Insurance Company. During his tenure as an insurance defense attorney, he successfully defended numerous matters through jury verdict in various counties in New Jersey. Jones has experience representing public entities and served as an Assistant Prosecutor with the Union County Prosecutor's Office, prosecuting cases involving narcotics, violent crimes, and economic crimes. Jones clerked in the Union Vicinage of the Superior Court of New Jersey-Family Division for the Honorable James P. Wilson. Jones graduated Rutgers School of Law in May 2014. He serves on the New Jersey Supreme Court District XII Fee Arbitration Committee. He is a member of Alpha Phi Alpha, Fraternity Inc. and is also a 2015 fellow for New Leader's Council-New Jersey.

Monica E. de los Ríos is General Counsel to the New Jersey Casino Reinvestment Development Authority where she is responsible for advising and guiding CRDA in its statutory mission to revitalize Atlantic City. Previously, she was Counsel at Scarinci Hollenbeck in the firm's Municipal Law and Litigation practice groups where she managed municipal client accounts, as well as handled a variety of public and private litigation matters. She was also a member of the firm's Ethics, Women Lawyers, and Diversity Committees.

De los Ríos was appointed to the Rutgers University Board of Trustees in 2021. She is also an American Bar Foundation Fellow. She serves on the New Jersey State Bar Association's Nominating, Professional Responsibility and Diversity Committees and is a lifetime member of the Hispanic Bar Association of New Jersey, where she has served in various leadership roles including vice president and general counsel. She is also an active member of the Hispanic National Bar Association, having served as a Latina Commissioner and Deputy Regional President.

De los Ríos began her legal career clerking for the Hon. Harold W. Fullilove, Sr. and the Hon. Susan D. Wigenton. She began her legal practice at a New Jersey insurance defense firm, and then transitioned to practicing commercial litigation at an international law firm. There, in addition to handling litigation over the 2001 World Trade Center attacks, she devoted much of her time to pro bono matters. She graduated from Rutgers College and later Rutgers Law School-Newark.

Crystal West Edwards is a Principal in the Wealth Preservation Group at Porzio, Bromberg & Newman and has extensive experience in the areas of elder law, special needs planning and advocacy, estate planning and estate administration, and counseling. She is highly experienced working with the legal problems of aging individuals and those with disabilities. She counsels seniors, individuals with special needs and their families with issues pertaining to complex estate and tax planning, asset preservation, eligibility for means-tested government benefits, fiduciary appointments and representation and advocacy. She is also a trusted advisor to financial institutions and corporate fiduciaries with judicial and administrative accountings and counseling regarding initial or continued means-tested government benefits eligibility for its trust beneficiaries.

West Edwards is a sought after speaker and has authored numerous publications on the topics of elder and disability law, estate planning, special need trusts and government agencies. She is a member of the Board of the National Academy of Elder Law Attorneys (NAELA) and a Fellow to the American College of Trust and Estate Counsel (ACTEC).

Everett M. Johnson is a shareholder and co-chair of the Public Finance Team and the firm's Diversity Committee at Wilentz, Goldman & Spitzer. Johnson has concentrated his practice in the area of public finance since he began practicing law in 2001. He has extensive experience in the issuance of competitive and negotiated tax-exempt and taxable obligations, including general obligation bonds and notes, revenue bonds, variable rate demand bonds, auction-rate securities, lease-purchase financings, tax and revenue anticipation notes, tax appeal refunding notes, emergency notes, special emergency notes, and pooled loan transactions. He represents numerous public entities throughout the State of New Jersey in the issuance of tax-exempt and taxable obligations. He has also represented the State of New Jersey as Bond Counsel on various bond issues, including the conversion of Auction Rate Bonds to Fixed Rate Bonds for its Business Employment Incentive Program. Johnson has represented various investment banks as underwriter's counsel or placement counsel and is also a Certified Public Accountant. Prior to attending law school, he worked as a tax senior for Arthur Andersen, L.L.P. Johnson served as President of the Essex County Board of Taxation from May 2006 to May 2008. He currently sits on the Board of Greater Oaks Legacy Charter School and United Community Corporation, and he is the Chair of the Board to the New Jersey Children's Foundation. He is also a founding member and the Chairman of Black Americans Lobbying for Leadership of Tomorrow, a political action committee created for the purpose of supporting elected officials and candidates whose policies and positions benefit, serve and empower people of African descent.

Ramanjit Chawla is a Deputy Attorney General in the Department of Law and Public Safety, Division of Law, Treasury Section. She has served as a DAG for over 16 years. She represents the Division of Taxation in Tax Court, Appellate Court and also in the United States Bankruptcy Courts. Chawla has successfully litigated cases before the Tax Court, Appellate Division, United States Bankruptcy Court and also before the United States Court of Appeals in the Third Circuit. She is the current Chair of the Asian Pacific American Employee Resource group at the Department of Law and Public Safety. Earlier in her career she served as an assistant city solicitor in the Atlantic City Solicitor's office, providing guidance on all aspects of legal representation to the municipality. Chawla earned her law degree from the Rutgers School of Law-Camden.

Progress from the Pipeline

Rhasheda S. Douglas joined Rutgers Law School as the Assistant Dean of the Minority Student Program on the Camden campus in July 2016. Immediately prior to joining the Rutgers Law School, Douglas served as the Title IX Manager at Rowan University, where Douglas provided key guidance in ensuring the University's compliance with Title IX of the Education Amendments of 1972 and the Violence Against Women Reauthorization Act of 2013 (VAWA). From 2007 to 2015, Douglas served as a team attorney, and later as a team leader, with the U.S. Department of Education, Office for Civil Rights, where she led a team in the enforcement of

federal civil rights laws that prohibit discrimination on the bases of race, color, national origin, disability, gender and age. In addition to leading investigations at OCR, Douglas conducted numerous trainings and workshops, both internally and externally, regarding sexual harassment/sexual violence, race discrimination and disability discrimination. Prior to joining OCR, Douglas was an associate at Montgomery McCracken in Philadelphia, where she practiced commercial litigation and served on the firm's Hiring and Diversity Committees. She earned her J.D. from Rutgers Camden School of Law in 2002 and a B.A. in English from Boston University in 1997.

DEI Professional Roundtable

James A. Lewis V is the inaugural Chief Diversity, Equity & Inclusion Officer at Cole Schotz. He is President-Elect of the Garden State Bar Association and the Immediate Past Chair of the Minorities in the Profession Section of the NJSBA, past Chair of the Diversity Committee, and a Diversity Fellow with the American Bar Association. Before Cole Schotz, he served as Executive Director of the NYC Bar Association's Office of Diversity and Inclusion, which provides DEI services to a membership of more than 25,000. In that role, he cultivated opportunities for diverse attorneys, led seminars and trainings to combat implicit biases, and designed professional development content highlighting strategic and innovative approaches on how to strengthen the pipeline of diverse candidates. Prior to that, Lewis was a partner at the Chasan, Lamparello, Mallon & Cappuzzo.

Lewis also is a mentor for high school students through University High School in Newark, NJ and for the New Jersey Law and Education Empowerment Project (NJLEEP), where he also serves as an Advisory Board Member.

Lloyd Freeman is Chief Diversity & Inclusion Officer at Buchanan, Ingersoll & Rooney where he is responsible for advancing and expanding diversity throughout the firm and across the legal industry. Freeman develops and drives the firm's diversity initiatives related to attorney hiring, retention and advancement. He oversees the firm's Diversity & Inclusion Council and promotes equitable policies, mentorship and sponsorship as key retention initiatives. Through data and analytics, Freeman identifies potential risk areas and centers intentionality and accountability to drive meaningful impact. He also works to ensure that the firm continues to be a driver of diversity and inclusion in the communities in which it serves. Some of these initiatives include the firm's supplier diversity program, corporate share program as well as key partnerships with local nonprofits dedicated to promoting all dimensions of diversity. Additionally, he collaborates with Buchanan's clients to meet and advance their diversity and inclusion goals and coordinates partnerships for mutually-beneficial programs such as internships, thought leadership, speaking engagements and more. Freeman is also involved in nurturing key partnerships to drive strategic diversity and inclusion marketing, as well as business development initiatives.

Freeman is former president of the Garden State Bar Association, immediate past chairman of the board of Big Brothers Big Sisters Independence Region (BBBS) and is founder and chair of the Burlington Camden Achievement Foundation, which runs the Beautillion program.

Jayné J. Johnson serves as the Director of the Office of Diversity, Equity, Inclusion, and Belonging (Office of Equity) in the Office of the New Jersey Governor. The Office of Equity is charged with promoting internal diversity, equity, inclusion, and belonging measures; ensuring that equity considerations are embedded in state policy decisions; and coordinating this work across state government. The Office of Equity seeks to increase the engagement of historically underrepresented groups in government.

Before joining the Governor's Office, Johnson served as Senior Policy Analyst at The Council of State Governments, Justice Center. She has also served as Senior Counsel at the New Jersey Institute for Social Justice where she championed workforce systems and housing reforms aimed at closing the racial wealth gap in New Jersey. Previously, as an attorney with Legal Services of New Jersey, Jayné Johnson represented survivors of natural disasters in consumer and housing law matters and in claims for recoupment of state and federal disaster relief funds. Johnson also served as Counsel to the New Jersey Law Revision Commission which is tasked with recommending legislation to clarify and update existing state statutes.

Johnson earned her JD from Rutgers University Law School in Newark and a BA in International Studies from Oakwood University.

Tommy Shi is the Founder and Managing Partner of the Tommy Shi Advisory Group LLC, a full-service consulting firm focused on leveraging Diversity, Equity and Inclusion as a competitive business advantage. Most recently, he served as the Director of Inclusion & Diversity-U.S. for Bryan Cave Leighton Paisner responsible for strategic initiatives and the delivery of projects and activities related to inclusion and diversity in the US offices of the firm. Prior to BCLP, Shi was the Director of Diversity & Inclusion for Day Pitney and the Diversity and Inclusion Officer for Mercedes-Benz USA. He joined Mercedes-Benz USA as a Counsel in the legal department after working as a litigation associate at Riker, Danzig, Scherer, Hyland & Perretti in Morristown.

Shi is the immediate past President and current member of the Board of Directors for the Asian American Legal Defense and Education Fund and a past president of the Asian Pacific American Lawyers Association of New Jersey. He has served as a member of the Leadership Advisory Council of the National Asian Pacific American Bar Association; the Association of National Advertisers' Multicultural Marketing and Diversity Committee; the PGA Diversity and Inclusion Committee, the Corporate Advisory Board of the Association of Latino Professionals in Finance and Accounting and the Board of the Tri-State Diversity Council.

A graduate of the Boston College Law School, Shi holds a Bachelor of Arts from the Johns Hopkins University.

“The Value of Diversity on the Bench”

Moderator:

Valerie A. Jackson, Esq.

Panelists:

Hon. Charles Dortch, J.S.C.

Parimal Garg, Esq., Chief Counsel, Office of the Governor

Hon. Pedro Jimenez, J.S.C.

Hon. Sohail Mohammed, J.S.C.

Hon. Michael Shipp, U.S. District Court

Hon. Demetrica Todd-Ruiz, J.M.C.



This has been an extraordinary and historic week as it relates to the confirmation hearings for Judge Ketanji Brown Jackson. On February 25, 2022, Judge Jackson was nominated to become the 116th Associate Justice on the United States Supreme Court. If confirmed, Judge Jackson would be the first Black woman Justice, third Black Justice, and sixth woman Justice to have served on the Court in its 232-year history. She would also be the first Justice to ever have served as a federal public defender. For many this moment, although long overdue, represents progress, inclusion, hope and visibility. It is, indeed, an indelible moment in history. Hanging on my office wall for inspiration, is a framed poster of Thurgood Marshall, founder of the NAACP Legal Defense Fund, and the first Black American to serve on the U.S. Supreme Court. I am encouraged and hopeful that soon I will be able to hang a framed poster of Judge Ketanji Brown Jackson next to his. Someone who looks like me. A former federal public defender too. Imagine that.

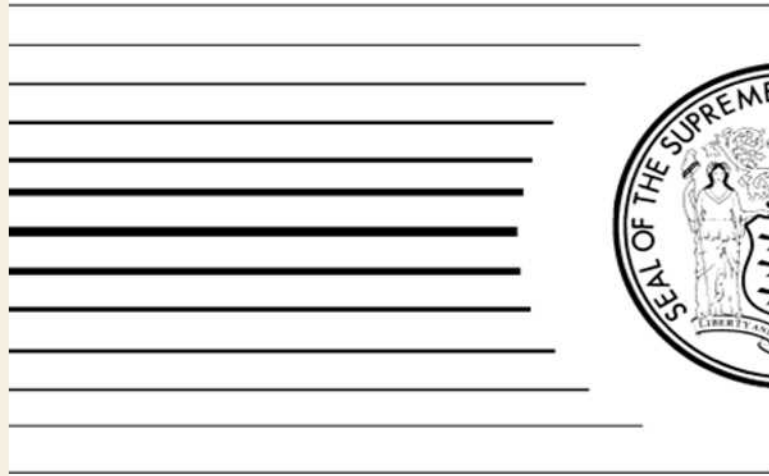


Law Library of Congress Presents: A Celebration of the Investiture of Justice Ketanji Brown Jackson
September 20, 2022



THE VALUE OF DIVERSITY ON THE BENCH

**SUPREME COURT COMMITTEE
ON DIVERSITY,
INCLUSION, AND
COMMUNITY ENGAGEMENT**



**2019-2021
REPORT**



Diversity of State Court Bench 2019-2021

**Table 1. New Jersey Judiciary
- Justices and Judges By Court, Race/Ethnicity and Gender
As of December 28, 2020¹⁴**

	Total	Total Minorities		White		African American/ Black		Hispanic/Latino(a/x)		Asian/Amer. Ind/ MHOP	
		#	%	#	%	#	%	#	%	#	%
Supreme Court											
Male	4	1	14.3%	3	42.9%	0	0.0%	1	14.3%	0	0.0%
Female	3	1	14.3%	2	28.6%	1	14.3%	0	0.0%	0	0.0%
Total Supreme Court	7	2	28.6%	5	71.4%	1	14.3%	1	14.3%	0	0.0%
Appellate Division											
Male	21	4	12.1%	17	51.5%	3	9.1%	1	3.0%	0	0.0%
Female	12	2	6.1%	10	30.3%	1	3.0%	1	3.0%	0	0.0%
Total Appellate Division	33	6	18.2%	27	81.6%	4	12.1%	2	6.1%	0	0.0%
Superior Court, Trial Division (excluding Appellate)											
Male	235	26	7.1%	209	57.1%	13	3.8%	9	2.5%	4	1.1%
Female	131	40	10.9%	91	24.9%	21	5.7%	17	4.8%	2	0.5%
Total Superior Court, Trial Division	366	66	18.0%	300	82.0%	34	9.3%	26	7.1%	6	1.6%
Tax Court											
Male	6	0	0.0%	6	54.5%	0	0.0%	0	0.0%	0	0.0%
Female	5	1	9.1%	4	36.4%	0	0.0%	0	0.0%	1	9.1%
Total Tax Court*	11	1	9.1%	10	90.9%	0	0.0%	0	0.0%	1	9.1%
Total All Judges											
Male	266	31	7.4%	235	56.4%	16	3.8%	11	2.8%	4	1.0%
Female	151	44	10.6%	107	25.7%	23	5.5%	18	4.3%	3	0.7%
Total All Judges	417	75	18.0%	342	82.0%	39	9.4%	29	7.0%	7	1.7%

¹⁴ Chart Notes: * NHOP = Native Hawaiian/Other Pacific Islander; ** The Tax Court total includes four judges who are splitting duties between the Tax Court and vicinage Superior Court: one white female judge (Bergen County General Equity Division), one white female judge (Burlington County General Equity and Family Divisions), one white male judge (Cumberland County Civil Division), and one white male judge (Morris County General Equity). These judges are not included under the Superior Court section of this table.

SUPREME COURT COMMITTEE ON DIVERSITY, INCLUSION, AND COMMUNITY ENGAGEMENT



2019-2021 REPORT

Diversity of State Court Bench

Table 1. New Jersey Judiciary - Justices and Judges By Court, Race/Ethnicity and Gender, **As of December 28, 2020**-present race/ethnicity and gender information for all judges by court level. In summary, Table 1 shows the following:

- **Two** of the **seven** justices on the Supreme Court are people of color (**one** African American/Black and **one** Hispanic/Latino) and **three** are females.
- **Six** of the **thirty-three** judges in the Appellate Division are people of color (**four** African American/Black and **two** Hispanic/Latino(a/x)) and **twelve** are females.
- **Sixty-six** of the **366** judges in the Superior Court-Trial Division are people of color (**thirty-four** African American/Black, **twenty-six** Hispanic/Latino(a/x), and **six** Asian/Amer. Ind/NHOPI*) and **131** are female.
- **One** of the **eleven** judges in the Tax Court is a person of color (Asian/Amer. Ind/NHOPI*) and **five** are female.
- In sum, **seventy-five** of the **417** judges for all levels of court combined are people of color and **151** are female.

SUPREME COURT COMMITTEE ON DIVERSITY, INCLUSION, AND COMMUNITY ENGAGEMENT

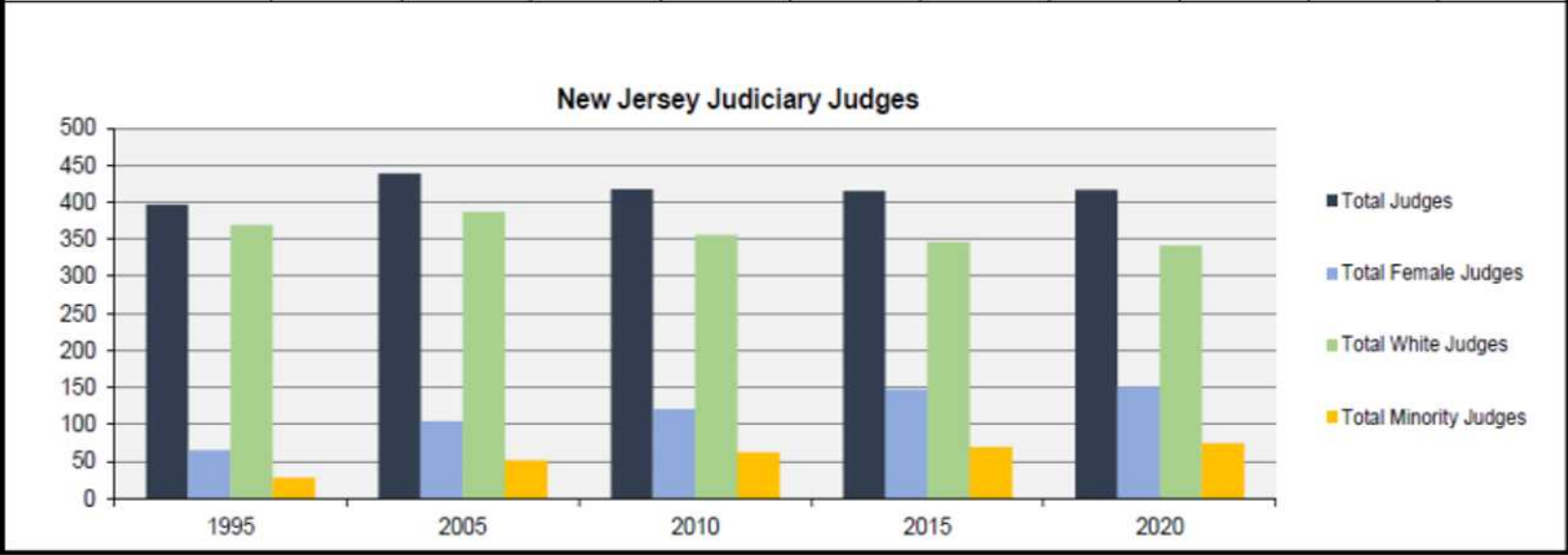


2019-2021
REPORT

Growth in Diversity on the Bench over 25 Years

Table 2. New Jersey Judiciary - Comparison of Judges For Total, Whites, Females, and Minorities, 1995-2020

	1995		2005		2010		2015		2020	
	#	%	#	%	#	%	#	%	#	%
Total Judges	397	100.0%	439	100.0%	418	100.0%	415	100.0%	417	100.0%
White	369	92.9%	387	88.2%	356	85.2%	346	83.4%	342	82.0%
Total Female Judges	65	16.4%	104	23.7%	121	28.9%	147	35.4%	151	36.2%
Total Minority Judges	28	7.1%	52	11.8%	62	14.8%	69	16.6%	75	18.0%



**SUPREME COURT COMMITTEE
ON DIVERSITY,
INCLUSION, AND
COMMUNITY ENGAGEMENT**



**2019-2021
REPORT**

Growth in Diversity on the Bench over 25 Years

Table 2. New Jersey Judiciary - Comparison of Judges for Total, Whites, Females, and Minorities, 1995-2020 shows:

- that the representation of judges of color **incrementally** increased in terms of both numbers and percentages.
- that the **inclusivity** this diversity represents has also **expanded**.

SUPREME COURT COMMITTEE ON DIVERSITY, INCLUSION, AND COMMUNITY ENGAGEMENT



2019-2021
REPORT



PROGRESS FROM THE PIPELINE

NJSBA DIVERSITY SUMMIT 2022

RHASHEDA S. DOUGLAS, ESQ., ASSISTANT DEAN OF MSP CAMDEN

DEMOGRAPHICS FOR THE ENTERING CLASS OF 2022 AT RUTGERS LAW SCHOOL

- 48% Women and 52% Men
- 38.3% Students of Color
- 18% LGBTQ
- 30 Countries Represented

DIVERSITY MILESTONES IN US

- One diversity milestone that was achieved with the 2020 census numbers is that a substantial plurality (more than 40%) of Americans now identify as one or more racial and ethnic groups.
- Between 2010 and 2020, the nation's under-age-18 population registered an absolute decline of more than 1 million. This resulted from a notable loss in the white youth population that was not fully countered by gains in other racial and ethnic groups. As a result, individuals who identify as a member of a racial minority group now comprise more than half of the nation's under-age-18 population.

Source: Brookings Report "New 2020 census results show increased diversity countering decade-long declines in America's white and youth populations" William H. Frey, Friday, August 13, 2021.

DIVERSITY MILESTONES IN THE US

- “LGBT identification has been increasing over time, [as] . . . younger generations are far more likely to consider themselves to be something other than heterosexual”. This includes about one in six adult members of Generation Z (those aged 18 to 23 in 2020) compared to:
 - Millennials (born 1981-1996): 9.1%
 - Generation X (born 1965-1980): 3.8%
 - Baby boomers (born 1946-1964): 2.0%

Source: Gallup, LGBT Identification Rises to 5.6% in Latest U.S. Estimate by Jeffrey Jones, February 2021

Gen Z

- Born 1997-2012
- Approximately 5% of the U.S. Labor Force – 9 million

Description:

- Most ethnically and racially diverse & education generation in history
- 1 in 4 are Hispanic
- Grew up with advanced technology
- More likely to be children of immigrants
- More likely to have college-educated parents
- Motivated by inclusion
- Digital native and digital focus

Shared Lived Experiences:

- Obama elected as President
- Increased climate change
- Trump election
- TikTok
- Black Lives Matter movement
- George Floyd murder

Core Values

- Societal change
- Non-binary view of gender
- Activism

Goals

- Positive work culture
- Address Climate Change

INTERNAL DEI INITIATIVE AT RUTGERS LAW

- Since 2017, Rutgers Law has conducted mandatory workshops for 1L students on diversity and inclusion within the legal profession.
- Since 2019, Rutgers Law has implemented mandatory implicit bias trainings for our 1L students. Those trainings are offered during our summer and fall orientation programs.
- The mandatory programming for 1Ls students has also expanded to include subsequent educational programming on microaggressions and other related topics.

CURRICULAR CHANGES RELATED TO DEI

There is a first year one credit course on Law & Equity that first year students may enroll in.

Racial Equity Requirement

1. As a requirement for graduation, all J.D. students must complete at least one elective course that includes content relating to structural inequality, discrimination, cultural context, or cultural competency.

FACULTY WORKSHOPS ON DEI

- Throughout the school year, faculty workshops on creating equitable and inclusive classroom environments are offered.
- Faculty Workshops on developing anti-racist curriculums.
- Faculty Committees that focus on areas such as MSP and Equity & Inclusion.

MSP PIPELINE EFFORTS

- MSP's Annual Pre-Law Diversity Conference has provided close to 400 under-represented students with critical information about the law school admissions process, including but not limited to, how to compile a strong application, draft a strong personal statement, study for the LSAT, and finance a legal education.



EXPANSION OF INTERNSHIP OPPORTUNITIES FOR MSP STUDENTS

- Judicial Internship Stipends – providing financial support to MSP students who elect to pursue judicial internships following the first year of law school. Approximately 30 MSP students have interned with state and federal court judges since 2018.



CONNECTING TO OPPORTUNITIES IN THE PROFESSION

- Summer Internship Program – employers can participate in the program to have a 1L MSP student(s) intern with them in the summer following their 1L year.
- RAISE THE BAR – employers can participate in this program to have third years law students work in their offices during the school year to help offset the expense of bar exam preparation.



MSP COLLABORATIONS WITH THE LEGAL COMMUNITY

- MSP partners with local affinity bar associations to develop professional development opportunities (mock interviews, resume workshops) and scholarship opportunities for MSP students.
- Attorney mentors play a vital role in the lives of MSP students.



MSP'S ONGOING IMPACT AND LEGACY

Contact the MSP Deans for additional information on how you can be involved and support MSP:

Cliff Dawkins, Assistant Dean of MSP at Rutgers Law School's Newark location:

Cliff.Dawkins@Rutgers.edu or 973.353.3064

Rhasheda Douglas, Assistant Dean of MSP at Rutgers Law School's Camden location:

Rhasheda.douglas@law.Rutgers.edu or 856-225-6659



THE MSP LEGACY CONTINUES

Q&A

THE VALUE OF DIVERSITY ON THE BENCH



ADDITIONAL MATERIALS

American Bar Association National Lawyer Population Survey, 2022

https://www.americanbar.org/content/dam/aba/administrative/market_research/national-lawyer-population-by-state-2022.pdf

New Jersey Supreme Court Action Plan for Ensuring Equal Justice

- 2020: <https://www.njcourts.gov/public/assets/supremecourtactionplan.pdf?c=ZbM>
- 2021: <https://www.njcourts.gov/public/assets/supremecourtactionplan2021.pdf>

NEW JERSEY SUPREME COURT COMMITTEE ON DIVERSITY, INCLUSION, AND COMMUNITY ENGAGEMENT, 2019-2021 Report.

<https://www.njcourts.gov/courts/assets/supreme/reports/2021/dicereport19-21.pdf?c=RdK>

Building Diversity on the Bankruptcy Bench. Published November 19, 2019.

A recap of “Roadways to the Federal Bench: Who Me? A Bankruptcy Judge?” a program sponsored by a diversity working group of the Judicial Conference of the United States in an effort to encourage law students and lawyers to take an interest in the practice area, with the goal of creating a more diverse pipeline of candidates for the bankruptcy bench.

<https://www.uscourts.gov/news/2019/11/19/building-diversity-bankruptcy-bench>

Promoting Diversity Among Federal Bankruptcy Judges. Published by the Brennan Center for Justice on Oct. 18, 2019. <https://www.brennancenter.org/our-work/analysis-opinion/promoting-diversity-among-federal-bankruptcy-judges>

LinkedIn post by Joel Stern, former Chief Executive Officer of the National Association for Minority and Women Owned Law Firms. Published in 2020. https://www.linkedin.com/posts/jas1024_namwolf-whynamwolfnow-legalsupplierdiversity-activity-6688620145537019904-Izv3/

Berry, Kate. BUILDING A DIVERSE BENCH: SELECTING FEDERAL MAGISTRATE AND BANKRUPTCY JUDGES. Brennan Center for Justice.

https://www.brennancenter.org/sites/default/files/publications/Building_A_Diverse_Bench_0726.pdf

The Importance of Cultural Competence in Estate Planning. Video and transcript of a discussion held by the American College of Trust and Estate Counsel. <https://www.actec.org/diversity/importance-of-cultural-competence-in-estate-planning/>

Ibekwe, Iffy. Increasing Cultural Competency For Estate-Planning Lawyers. Published February 4, 2022. <https://abovethelaw.com/2022/02/increasing-cultural-competency-for-estate-planning-lawyers/>

A Proposal to Repair Racial Wealth Disparity. Video and transcript of a discussion held by the American College of Trust and Estate Counsel. <https://www.actec.org/diversity/proposal-repairing-racial-wealth-disparity-reparations/>

The Report on the Integration of the Federal Judiciary, published by the Minority Corporate Counsel Association. <https://mcca.com/resources/reports/federal-judiciary/third-circuit/>