



# NEW JERSEY ASSOCIATION for JUSTICE<sup>Inc.</sup>

Formerly the Association of Trial Lawyers of America - New Jersey (ATLA-NJ)

#004

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September 24, 2020

Hon. Glenn A. Grant, J.A.D.

Acting Administrative Director of the Courts

Hughes Justice Complex; P.O. Box 037

Trenton, New Jersey 08625

Re: Comments on Proposed Amendments to Rule 1:42-1 and CLE Regulations –  
Diversity, Inclusion, and Elimination of Bias Requirement

Dear Judge Grant:

The New Jersey Association for Justice strongly supports the proposed amendment requiring all attorneys admitted to practice in New Jersey complete Diversity, Inclusion and Elimination of Bias Continuing Legal Education as part of their overall CLE requirement.

The proposal puts New Jersey in line with our neighbor, New York, which adopted a similar requirement in 2018 and is a welcome step in the right direction.

Our country is engaged in an important reckoning on how various groups are treated currently and have been treated historically. The proposal to require Diversity, Inclusion & Elimination of Bias training for attorneys in New Jersey will serve a major role in helping to guard against bias.

This proposal is particularly needed and welcome given the makeup of the New Jersey bar.

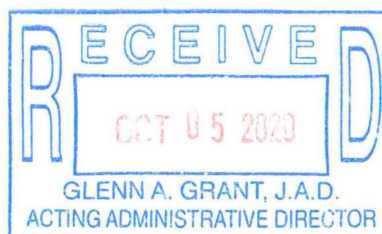
We reiterate the position we took in our July 27, 2018 letter to Chief Justice Rabner:

“We must guard against discriminatory actions taken by others against those we represent, but it is also incumbent upon all of us as attorneys to learn about and promote diversity, inclusion and elimination of bias in our profession. Attorneys working in the public sector, academia, corporations, or for larger law firms are more likely to have an opportunity for education on these issues, but given that a significant portion of the New Jersey bar in smaller firms and sole practices, the formal inclusion in CLE requirements would be beneficial in equipping all attorneys to meet these important issues.”

The proposal is entirely in keeping with NJAJ's Statement of Mission and Values, which spells out this organization's commitment to diversity, inclusion and elimination of bias.

Our society needs for everyone to treat others with respect and dignity and this proposed requirement for attorneys helps move us closer to that goal.

As part of our recognition and appreciation of the importance of this issue, the New Jersey Association for Justice has mandated diversity, inclusion and elimination of bias training for our board members and has offered CLE programs on this subject since 2018.



*Protecting People's Rights.*



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September 17, 2020

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We applaud the proposal to require this training of attorneys and we stand ready to assist the New Jersey Supreme Court in eliminating bias and supporting the ideal of justice for all.

Respectfully,

A handwritten signature in black ink, appearing to read "E. Capozzi".

Edward P. Capozzi, Esq.  
President