



PUTTING DIVERSITY INTO PRACTICE

The AAA® is committed to the growth of diversity and inclusion within the alternative dispute resolution (ADR) field. We believe that diverse ideas, backgrounds, and experiences improve decision making and increase public trust in the process.

Eliminating bias and enhancing diversity makes good sense—and good business sense. Reflecting today's increasingly global society and diverse work force is a conscientious as well as practical imperative.

HOW CAN COMPANIES AND LAW FIRMS DEMONSTRATE THEIR COMMITMENT TO DIVERSITY THROUGH THEIR DISPUTE RESOLUTION PROCESS?

In-house counsel can partner with outside counsel to ensure that diverse arbitrators and mediators are considered and selected for their cases.

To that end, the AAA can help.

DRIVING DIVERSITY & INCLUSION IN ADR

LONGSTANDING COMMITMENT

The AAA-ICDR® has been advancing diversity and inclusion in the ADR field since the 1960s with the establishment of the National Center for Dispute Settlement to help ease urban crises through arbitration and mediation.

Today our efforts continue to center on actively recruiting highly qualified women and racially and ethnically diverse arbitrators and mediators to serve on the

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AAA-ICDR National Roster of Arbitrators and Mediators, assist in leading education programs, and share their expertise in publications and other media.

SUPPORT AND GOVERNANCE

The AAA-ICDR governance structure fosters and supports diversity in the ADR field. The AAA-ICDR Council's **Diversity & Inclusion Committee** of legal and ADR professionals provides insight into the marketplace, and the **Diversity & Inclusion Committee** of AAA executives and staff coordinate initiatives and collaborate with firms and organizations.

IMPACT

Focused efforts have led to significant increases in the percentage of female and racially and ethnically diverse members on the AAA-ICDR Roster and in the percentage of diverse panelists appointed to hear AAA-ICDR-administered cases.

PANEL DIVERSITY

As of the end of 2021 **29%** of active panel members and **50%** of new additions to the AAA-ICDR Roster are women and racially and ethnically diverse.*

**This reflects the full Roster, including specialty panels.*

OUTREACH

The AAA-ICDR co-sponsors, organizes, funds, hosts, and supports numerous racially and ethnically diverse bar associations, law schools, and trade groups around the country through **Partnering Efforts and Diversity-Related Events**.

ADR PIPELINE

Discovering, developing, and advancing inclusivity for the next generation of arbitrators and mediators is central to the AAA-ICDR's mission and crucial to the future of a diverse ADR community. Two significant programs that provide training and mentoring for up-and-coming diverse professionals and law students are the **Higginbotham Fellows Program** and the **Diversity Student ADR Summit**.

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THE AAA HIGGINBOTHAM FELLOWS PROGRAM

The AAA created this highly visible, extremely successful program in 2009 to provide training, networking, and mentorship for up-and-coming diverse ADR practitioners, who historically have not been included in meaningful participation in the field.

- Since inception, the Program has inducted 150 Fellows.
- Almost all Fellows who have applied have advanced to AAA Roster appointment, with a majority selected to serve on cases. One was elected to the AAA's Council.
- Fellows represent the United States (24 states, Washington, D.C., and territories Puerto Rico and Virgin Islands) and two foreign countries (Ghana and Kenya).

THE DIVERSITY STUDENT ADR SUMMIT

Launched in 2019, this program introduces ADR to students. The 1½-day ADR Summit for diverse law students provides an in-depth understanding of what it really takes to become a successful arbitrator and/or mediator.

Presenters include experienced ADR professionals and litigators from a variety of backgrounds demonstrating a successful career path as an arbitrator or mediator. Attendees learn the importance of focusing on a specific industry, networking, connecting with mentors, gaining relevant experience, and building a good reputation in the field. Applicants come from all over the country and overseas; accepted students are provided with a stipend to cover travel expenses.

For more information on the AAA-ICDR® and diversity, please visit www.adr.org/diversity-and-inclusion or contact the vice president at your local office, found at www.adr.org/ContactUs.