



# 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—whether or not a company or law firm has made a formal pledge to do so. 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.*

## PANEL DIVERSITY AND RECRUITMENT

The 2015 AAA's Roster of Arbitrators and Mediators is composed of 22% women and minorities. Importantly, this figure is increasing. Executives from each of the AAA's divisions actively recruit women and minority candidates who meet the criteria established for the panels.

Please turn over.



*Honoree,  
2015 New York  
Law Journal  
Diversity  
Initiative*

# PUTTING DIVERSITY INTO PRACTICE

---

## DIVERSE LISTS PROVIDED FOR CASES

The AAA has the ability to provide arbitrator lists to parties comprising at least 20% diverse panelists where the parties' arbitrator qualifications are met.

**Any questions?** There is easy access to the local vice president, case manager, and customer service.

## THE AAA DIFFERENCE

AAA's demonstrated focus on diversity and inclusion issues in ADR can complement the commitment and pledges of individuals, companies, and other ADR users who are interested in putting diversity into practice.

**The AAA Higginbotham Fellows Program** is a highly visible, extremely successful program created in 2009 to provide training, networking, and mentorship for up-and-coming diverse ADR practitioners. Fellows have not only advanced to appointment to the AAA Roster of Panelists but also have been selected to serve on cases. One even has joined the AAA's Board of Directors.

**The AAA Diversity Committee** builds coalitions and participates in events with national, minority, and local bar associations and law schools to provide training and create opportunities for diverse practitioners. These groups include the American Bar Association, the National Bar Association, the New York City Bar Association, the New York State Bar Association, Fordham Law School, the Minority Corporate Counsel Association, and other organizations around the country.



**DID YOU  
KNOW**



COMPANIES RANGING FROM TECH TO MEDIA  
TO LEGAL AND INSURANCE ARE TAKING AND  
ACTING ON DIVERSITY PLEDGES.

*Honoree,  
2015 New York  
Law Journal  
Diversity  
Initiative*

---

For more information on the AAA-ICDR® and diversity, please visit [www.adr.org/DiversityInitiatives](http://www.adr.org/DiversityInitiatives) or contact the vice president at your local office, found at [www.adr.org/ContactUs](http://www.adr.org/ContactUs).