

# INITIATIVES THAT CAN BE UNDERTAKEN TO IMPROVE THE SELECTION OF DIVERSE NEUTRALS.

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## WHAT CLIENTS, OUTSIDE AND IN HOUSE COUNSEL CAN DO

- Select diverse neutrals whenever possible.
  - Encourage the use of diversity pledges.
  - Task outside counsel to present lists of diverse neutrals and emphasize the importance to your company to provide links to diverse arbitrators.
    - <https://arbitrate.com/directory-of-black-arbitrators/>
    - [ambar.org/widrdirectory](https://ambar.org/widrdirectory)
    - <https://sites.google.com/view/ny-dei-neutral-directory/home>
    - <https://www.ciarb.org/media/22276/revised-master-resource-guide-for-the-selection-of-diverse-arbitrators-and-mediators.pdf>
  - Encourage providers to increase the diversity of their lists and to provide diverse lists.
  - Take steps to meet diverse neutrals on the panels of major providers and get to know them.
  - Initiate discussion regarding diversity within law firms.
  - Consider not using neutral panels that do not adequately address diversity issues
  - Promote ABA Resolution 105.  
[https://www.americanbar.org/groups/dispute\\_resolution/resources/aba-resolution-105/](https://www.americanbar.org/groups/dispute_resolution/resources/aba-resolution-105/)
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## ADDITIONAL RESOURCES

### PIPELINE RESOURCES

#### Fellowships and Scholarships

AAA Higginbotham Fellows <https://www.adr.org/higginbothamfellowsprogram>

JAMS Diversity Fellows: <https://www.jamsadr.com/blog/2021/introducing-the-jams-diversity-fellowship-program-and-its-inaugural-class-of-fellows>

CCA Associates: College of Commercial Arbitrators <https://www.ccarbitrators.org/cca-associates-program/>

CPR/LCLD/FINRA Dispute Resolution Fellows Program (contact CPR directly)

#### ABA Diversity Fellows

[https://www.americanbar.org/groups/international\\_law/membership/diversity-fellowship/](https://www.americanbar.org/groups/international_law/membership/diversity-fellowship/)  
[https://www.americanbar.org/groups/gpsolo/initiatives/diversity\\_fellowship/](https://www.americanbar.org/groups/gpsolo/initiatives/diversity_fellowship/)

New York State Bar <https://nysba.org/awards-competitions/diversity-inclusion-fellowship-in-environmental-energy-law/>

<https://nysba.org/awards-competitions/labor-and-employment-law-section-diversity-fellowships/>

<https://nysba.org/antitrust-law-section-law-student-fellowship/>

New York City Bar <https://www.nycbar.org/serving-the-community/diversity-and-inclusion/student-pipeline-programs/programs/diversity-bar-fellowship-program>

NYS Bar Scholarship <https://old.nysba.org/fellandschol/>

AAA Diversity scholarships- foundation page <https://www.aaacdrfoundation.org/diversity-scholarship-fund#:~:text=The%20fund%20grants%20diverse%20law,at%20a%20well%2Drecognized%20conference.>

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## **DIVERSITY PLEDGES**

JAMS: <https://www.jamsadr.com/diversity/>

Equal Representation Pledge <http://www.arbitrationpledge.com>.

ABA Resolution 105 [https://www.americanbar.org/groups/dispute\\_resolution/resources/aba-resolution-105/](https://www.americanbar.org/groups/dispute_resolution/resources/aba-resolution-105/)

CPR <https://www.cpradr.org/about/2022-diversity-commitment>

Ray Corollary Initiative <https://www.raycorollaryinitiative.org/>

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## **RIDERS**

JAMS optional inclusion rider <https://www.jamsadr.com/news/2018/jams-introduces-inclusion-rider-promotes-diversity-initiatives-in-adr>

<https://www.jamsadr.com/files/Uploads/Documents/JAMS-Rules/JAMS-ADR-Clauses.pdf>

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