

NATIONAL TASK FORCE ON DIVERSITY

DIVERSITY COMMITMENT

We recognize the imperative of drawing upon the knowledge, experience and talents of all people in preventing and resolving disputes. We also understand that the field of dispute prevention and resolution has not been nearly inclusive enough in its selection of, and reliance upon, diverse neutrals (women, persons of color, members of the LGBTQ community, disabled persons, or other under-represented minorities). Therefore, we at CPR and in the corporate and law firm community support greater inclusion of diverse neutrals in our ADR matters, and, as signatories hereto, make the following commitments:

FROM OUR CORPORATE MEMBERS:

We will include diverse neutrals among any list of mediators or arbitrators we propose, and ask our outside law firms and counterparties to do the same. We also ask that our outside law firms discuss with our counterparties the value in diversity and inclusion among those who mediate and arbitrate and emphasize selecting diverse mediators or arbitrators. Finally, to drive accountability and transparency, we will track the selection of diverse neutrals in our matters.

FROM OUR LAW FIRM MEMBERS:

We will discuss with our clients the value in diversity and inclusion among those who mediate and arbitrate our matters on behalf of our clients, which discussion may include the importance of: 1) including diverse neutrals among any list of mediators or arbitrators we propose in those matters, 2) selecting diverse mediators or arbitrators in those matters, and 3) tracking the selection of diverse neutrals in those matters.

FROM CPR:

To facilitate the selection of diverse neutrals, we will endeavor to include diverse neutrals on any slate of candidates we are asked to provide to the parties, to provide a slate that is made up of at least 30% diverse candidates,^[i] and when given the opportunity to make a default appointment, to appoint at least 30% diverse neutrals.

[i] The Ray Corollary Initiative™ recommends that at least 30% of any nominated slate be diverse.

COMPANY OR LAW FIRM

SIGNATORY

DATE

POSITION

Please email your completed form, with the subject heading "DIVERSITY COMMITMENT," to rmurphy@cpradr.org.