

National Task Force in Diversity Committee Meeting

Friday, May 3, 2013 Dial-in Only

Participants

Kenneth Andrichik
Charles A. Beach
Kenneth Standard
Laura Kaster
Corliss Scroggins Lawson
Laurel Pyke Malson
Erin Gleason Alvarez
Louise Barrington

Ricardo Granderson
Dan Naranjo
Monica Parham
Edna Sussman
Jay Waks
Irene Warshauer
David Burt
Jeff Kichaven

Kathy Bryan began the discussion by opening the floor to a review of the minutes from the February 8, 2013 meeting. With no comments made, she moved on to discussing the items on today's Agenda.

Ms. Bryan shared the enthusiasm with which the Task Force efforts have been received at the diversity panels she's spoken on. David Burt echoed the importance of raising awareness at panels and conferences.

Mr. Burt reviewed the progress at DuPont on the Diversity Commitment by reiterating his goals:

Ask in-house counsel to maintain a roster of diverse neutrals age 35-50. He noted that most current lists are of individuals age 50+.

To not only give work to diverse neutrals, but also to create a positive experience for everyone involved in the process, thereby promoting diversity by building positive experiences.

Ms. Warshauer commented on the success of the program held by the New York State Bar Dispute Resolution program. Ms. Bryan also noted that there was a good program of diverse neutrals, and that the program focused on what mediators and arbitrators could do to promote themselves, as opposed to a focus only on the buyers of the neutral services.

Ms. Bryan reported on the number of signatories to the CPR Diversity Pledge (5), and noted that a number of law firms had returned signed copies of the Corporate Diversity Pledge.

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Ms. Bryan suggested that perhaps we needed to take a different approach to marketing it (than utilizing only CPR's mailing list), as CPR send out many emails, and that is likely the reason for a limited positive response.

The group discussed whether or a law firm could sign the Commitment or whether CPR membership should be required. Membership is not a prerequisite and the group decided to update the Commitment to make it work for companies and law firms.

Ken Standard proposed that we enlist each member of the Task Force to **reach out to 3 clients between now and the next call to sign the Commitment.**

Mr. Naranjo suggested that we look at the ABA Dispute Resolution Section's commitment on diversity in ADR by contacting Homer LaRue.

It was suggested that CPR initiate some form of accountability measure or questionnaire follow-up for those who have committed to signing the Diversity Commitment.

It was suggested that a list along the lines of a "Companies that are Diversity Friendly" be produced and placed by CPR. Mr. Andrichik suggested that we utilize as a "shopping list" for potentially interested signatories, the list of recipients from the Alliance for Workplace Excellence "Diversity Champions" and "Workplace Excellence".

As to articles in various magazines and publications, Ms. Bryan noted that CPR would be happy to pitch such an article once we have enough signatories, noting that we have only 5 at the moment.

Ms. Malson thought that collaboration with those organizations that also have diversity commitments would be advised, and she thought that AAA might have one. However, Mr. Beach confirmed that there is no comparable AAA Diversity Commitment.

Mr. Granderson commented on his experience, both as a neutral and as one selecting from a list of neutrals, that in such lists of 200+ individuals, it is impossible to identify which individuals are of a diverse background. He noted that often times those selection decisions are based on relationships and personal trust with the neutral, and that without forming those relationships, there is little hope for the increased selection of a diverse neutral from within a list of names.

Ms. Bryan noted the legal implications of identifying individuals as "diverse. She noted CPR's methodology for assisting organizations in finding qualified "diverse" neutrals, commenting that if an organization calls CPR and asks for assistance, CPR can vet a roster of neutrals to include individuals of diverse backgrounds.

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Ms. Bryan encouraged Task Force members to get out and speak on the issues that the Task Force is addressing. She noted that this is an organization for its members, and that no one should feel as though only CPR Staff or the Task Force Chairs are in a position to speak on the issue.

Ms. Bryan commented that if someone is interested in speaking on the issues at a conference, CPR could provide them with all the necessary materials to do so. She reiterated that we have the PR contact and the ability to place articles, but that it is up to the Task Force to draft articles.

Ms. Gleason Alvarez reported on her idea of a **Mediator Speed Dating** event to facilitate diverse neutrals interacting with corporate counsel.

Ms. Bryan mentioned that CPR would be more than happy to help the Task Force, but noted that we have a limited staff, and would need significant assistance from the Task Force in order to do so effectively.

Mr. Andrichik proposed that the Task Force start by thinking small. He suggested 6 – 8 pairs of corporate representatives and neutrals, a 1.5 hour long event, with the pairs rotating amongst themselves.

Ms. Bryan noted that if we were to keep it small, then CPR has space and could host this event at its offices. She also suggested that perhaps we could do it as a “Lunch Hour in Manhattan”.

Mr. Beach asked about the number of minority speakers which CPR has had on its panels at the Annual Meeting and other conferences. Mr. Beach thought having minority individuals speaking on issues not necessarily related to diversity was key, and suggested that such exposure was a promotion of diversity in itself, provided that the individuals were competent on the subject matter. Ms. Barrington described the success of that strategy with Arbitral Women. Ms. Bryan agreed to reinforce this with the Annual Meeting Planning Committee.

The discussion then turned to the generous donation of \$10K made by long-time CPR member and ADR Diversity supporter, Victoria Pynchon. One idea for the grant was to develop a video stating the business case for diversity in ADR through interviews of notable individuals.

Ms. Bryan then solicited assistance from the Task Force in making this video a reality. She noted that in order to do so, we would need about 4-5 participants who could commit to 2-3 planning calls, along with some time for the actual filming for the video.

Mr. Barrington and Ms. Kaster volunteered to participate.

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The next meeting will be on **August 16, 2013 at 10 am EST.**

The call concluded at 11:05 am EST.