

National Task Force on Diversity

Diversity Commitment - Ray Corollary Initiative™

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. Therefore, we at CPR and in the corporate and law firm community support greater inclusion of diverse neutrals in our ADR matters. To accomplish this goal, we wish to support the **Ray Corollary Initiative™ (RCI)**.

The RCI was launched to drive greater diversity in the selection of neutrals for ADR matters. It recognizes that social science research has demonstrated that, when 30% or more of a final slate of candidates is diverse, the statistical chance of selecting a diverse candidate is disproportionately higher. The RCI thus sets a 30% metric for inclusion of diverse neutrals on any slate from which mediators or arbitrators will ultimately be selected. Diverse neutrals are Black, Latinx, Indigenous, AAPI, other people of color, women, persons of differing sexual orientations and gender identities, and persons living with disabilities.

Accordingly, as signatories hereto and in furtherance of our commitment to diversity, equity, and inclusion, we make the following pledge with respect to disputes venued in the United States:

FROM THE CORPORATE COMMUNITY:

We set as a goal to include at least 30% diverse neutrals as candidates on any slate (three or more candidates) from which the mediators or arbitrators for a given matter are ultimately selected and will ask our outside law firms and counterparties to do the same. To further drive accountability, we also will track the percentage of diverse neutrals proposed and/or appointed in our matters, including asking our outside counsel to track the percentage of diverse neutrals proposed and/or appointed across all matters for which they represent us.

FROM THE LAW FIRM COMMUNITY:

Subject to the direction of the parties we represent, we set as a goal to include at least 30% diverse neutrals as candidates on any slate (three or more candidates) from which the mediators or arbitrators for a given matter are ultimately selected. To further drive accountability, we will track the percentage of diverse neutrals proposed and/or appointed in matters where we represent a Party. With permission of our clients, we also will help our clients track the percentage of diverse neutrals proposed and/or appointed in their matters where we represent them.

FROM CPR DISPUTE RESOLUTION SERVICES:

To facilitate the selection of diverse neutrals, we set as a goal to include 30% diverse neutrals as candidates on any slate (three or more candidates) we are asked to provide to the parties for selection of arbitrators or mediators, and when given the opportunity to make a default appointment, to appoint at least 30% diverse neutrals. To further drive accountability, we will track the percentage of diverse neutrals selected across all of the slates we provide and across the default appointments.

COMPANY OR LAW FIRM

SIGNATORY

DATE

POSITION

For questions, or to submit a PDF of your completed form by email, please contact Ellen Waldman at ewaldman@cpradr.org.