



## **Diversity & Inclusion Committee Report July 2020**

### **Committee Members**

Co-Chairs: Eleanor Barr

Gail Wright Sirmans

Members:

Andrea Morrison

Joyce Mitchell

Angela Tolbert

Marvin Johnson, Ex-officio

Jeff Krivis, Ex-officio

Paul Monicatti, Ex-officio

Since its formation in the Spring of 2020 the Committee on Diversity and Inclusion has held several meetings and engaged in the following activities:

- Expanded the Committee to include Andrea Morrison of Montreal, Canada. We have further identified additional potential members who are committed to the mission of the Committee and will enhance our efforts.
- Crafted and distributed statements reflecting the positions of IAM and the Diversity and Inclusion Committee in response to the COVID-19 pandemic and the racial crisis. (See attached)
- Established communication with other committees to coordinate programs and initiatives.
- Conducted a survey of previous IAM programs addressing diversity and inclusion.

Our goals are to:

1. Update the demographic membership data as recommended in the 2019 Membership/Admission Task Force Report. This information has not been collected since the report was issued in 2016.

2. Enhance our presence and communication with IAM members who are interested in diversity and inclusion. To accomplish this goal, we are requesting:

- a. a webpage on the IAM website, and
- b. an internal Google Group

3. Conduct a confidential survey of our membership with regard to diversity so we can understand the current interest of our members.

We seek the IAM Board's guidance and support in order to accomplish these goals.

Best regards,  
Gail and Eleanor

## **IAM Statementa**

The International Academy of Mediators (IAM) is profoundly grief-stricken by the killings, the long history of racism, profiling, and targeting of the Black community, communities of colour, and all other minorities worldwide. Our organization is comprised of leading professional mediators from around the world, whose life's work depends on people listening to, understanding and considering divergent points of view with an open mind. We are committed, with our hearts open, to engage in meaningful and challenging dialogue within our organization and within our communities to address the pain and suffering caused by these injustices and to help foster understanding and healing.

### **DIVERSITY & INCLUSION COMMITTEE STATEMENT**

The mission of the newly launched International Academy of Mediators Committee on Diversity and Inclusion is:

“...to recognize that difference in perspectives, capabilities, and style are crucial to managing organizations and to providing mediation services in our diverse, complex and evolving global community. In this spirit, IAM is committed to diversity, equity, inclusion, and access in its membership, structure, and organizational work regardless of race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, marital or veteran status.”

Without a doubt, we are beginning at a crucial time in the history of IAM and in the history of our world. This is a time for much heavy-lifting, and we will begin by accepting where we are and planning on where we need to go.

- We lament the disregard for human lives as evidenced by the recent killings of George Floyd, Breonna Taylor, Ahmed Aubrey, and countless others who have been killed, persecuted, profiled, or oppressed due to the color of their skin.
- We acknowledge the disproportionate impact of the COVID-19 pandemic on the physical health and economic condition of the Black community.
- We affirm the responsibility we have to use our time, talent, and skills as mediators to address racism, bias, and unfairness that affects and infects our professional and personal lives.

We invite members of the IAM community to join us in an open dialogue to share thoughts, concerns, strategies, and to actualize our commitment to humanity, justice, fairness and equality.