



International Academy of Mediators

Diversity & Inclusion Committee Report April 2021

Co-chairs: Eleanor Barr and Gail Wright Sirmans

Members: Orit Asnin, Earlene Baggett-Hayes, Marvin Johnson, Jeff Krivis, James Mangerere, Peter Meyers, Joyce Mitchell, Paul Monicatti, and Andréa Morrison

The Committee on Diversity and Inclusion continues to launch programs and initiatives designed to meet our mission. We have sponsored webinars for our members, worked cooperatively with other committees and addressed issues affecting our members and our communities. The following summarizes those efforts and activities:

A. Webinar Symposiums

1. In Recognition of Black History Month – February 20
With IAM Distinguished Fellow Homer LaRue
“A Call and a Blueprint for Change” The Ray Corollary Initiative
2. Roundtable Discussion Celebrating International Women’s Day – April 10
“Looking Back and Moving Forward” with IAM’s three pioneering past presidents – Tracy Allen, Teresa Wakeen and Karin Hobbs

We are pleased to report that these virtual programs were well received and the attendance was significant!

B. IAM Member Survey

We formulated and distributed a questionnaire designed to assess the interests and needs of our members with regard to diversity. The results of the questionnaire, which was completed by more than half of our membership, will be reported shortly. After we evaluate the survey results, the D&I Committee will provide its recommendations for diversity and inclusion training and will be requesting funding for this training.

C. Statements

1. Celebrating Black History Month in Remembrance of the Legacy of Rev. Dr. Martin Luther King, Jr. - January/February
2. In Recognition of International Women’s Day - March 8
3. “Lifting Our Voice” condemning racial, ethnic and gender violence and injustice in light

of the recent attacks on Asians around the world - April 12

D. Collaborations and Communications

1. Mentorship Committee

We have begun a dialogue with the mentorship committee regarding an evaluation of the mentee criteria to ensure that it encourages participation of mediators from diverse backgrounds.

2. Membership Committee - We look forward to having a dialogue with the membership committee to evaluate whether membership levels and criteria promote diversity.

E. Goals

We continue to develop programs that enhance our organization. More specifically, we are planning:

1. Workshops that address multicultural and multinational mediation techniques

2. Additional resources to be included in our already comprehensive resource page

3. Expansion of our committee membership. Orit Asnin, our newest committee member, eagerly co-chaired the March Women's Day Roundtable. We look forward to adding members who broaden our concepts of diversity and inclusion.

4. Quarterly book club meetings designed to encourage understanding and interaction. IAM members and authors, as well as authors from across the globe, will be invited to discuss writings that address diversity and inclusion. Some costs may be associated with this effort, and we will request funding, if necessary.