



Diversity & Inclusion Committee Report

January 2021

Committee members:

- Eleanor Barr, Co-chair, Gail Wright Sirmans, Co-chair
- Joyce Mitchell, James Mangerere
- Andrea Morrison, Angela Tolbert, Paul Monicatti, Ex-officio, Marvin Johnson, Ex-officio
- Jeff Krivis, Ex-officio, Peter Meyers, Ex-officio

The Committee continues to broaden and diversify our membership. We have added longtime IAM founder Peter Meyers as an ex-officio member. In addition, we are in the process of adding a member from India and another from Israel. Our goal is to expand our dialogue and shared national and international interests.

Accomplishments and Plans of Action:

- Formulated an anonymous survey which will be formatted and distributed to the membership in January.
- Worked with the Mentorship Committee and submitted a preliminary report of recommendations. We intend to provide additional recommendations and look forward to continuing this collaborative effort.
- Compiled an extensive resource page that includes books, articles and videos of interest with regard to race and diversity. This page, which will also reflect the work of the Committee, will be launched in February.
- Our inaugural book club webinar is scheduled for February. The discussion of the much lauded book *Caste: The Origins of Our Discontents* by Isabelle Wilkerson will be facilitated by a leading scholar. Invitations to the membership will be posted on the IAM website and will be open to the membership. We anticipate a robust program. We conferred with the IAM book club and learned that that this effort has ended. Hence, we plan to sponsor book review programs on a quarterly basis to discuss books of interest to our members in light of the goals of our committee.

- Identified and communicated with potential speakers to address issues of diversity. This includes social scientists, historians, as well as those with expertise in ADR. We will begin to conduct webinars with invited guests, as well as members of our committee who have tremendous expertise on issues of multi-cultural mediation, racial literacy, and implicit bias starting in February. We intend to conduct these programs on a bi-monthly or "as needed" basis.

Our Committee has scheduled meetings on the second Saturday of every month. We look forward to the continued support of the IAM Board.

Best regards,

Gail and Eleanor