

INTERNATIONAL ACADEMY OF MEDIATORS

Diversity & Inclusion Committee Report

December 2021

Chair: Gail Wright Sirmans

Members: Orit Ansin, Eleanor Barr, Earlene Baggett- Hayes, Marvin Johnson, Jeff Krivis, Peter Meyers, James Mangerere, Joyce Mitchell, Paul Monicatti, Andrea Morrison,

Our continued goal is to extend our membership, expand our dialogue and shared national and international interests. We are a robust committee! Eleanor Barr, who served as an outstanding co-chair, has stepped down. We are grateful that she has remained an active member of the Committee. After a summer hiatus, we have returned to develop

Accomplishments

- Published Statements acknowledging significant dates and events:
"In Recognition of Juneteenth - National Independence Day" - June 19
"International Persons with Disabilities Day" - December 3
- Under the leadership of Andrea Morrison and Earlene Baggett-Hayes, and with the participation of James Mangerere and Varuna Bhandari, we organized a dynamic symposium for the series, "Where Do We Go From Here". Our program, scheduled for mid-January, includes outstanding members of the world of mediation from Australia, Brazil, Kenya and Canada.
- Members of the Committee, including Jeff Krivis, Joyce Mitchell, Andrea Morrison and Paul Monicatti made presentations at the Center for Alternative Dispute Resolution's Annual Conference. The Center was founded by the creator of the Diversity and Inclusion Committee, Marvin Johnson. We are exploring the possibility of sharing these presentations with IAM.

Plans and Goals

- Enhance and increase IMA's membership to include persons from under-represented groups and regions. These continuing efforts involve collaborations with the Membership and Mentor Committees.
- Present a Black History Month program featuring Hon. Dennis Archer, the first Black president of the ABA and former president of NBA. (February 26)

- Present an International Women's Day seminar with 2011 Noble Peace Prize winner, Leymah Gbowee. (March 8)
- Format and submit the IAM survey that was conducted several months ago. The purpose of the survey is to assess the needs and interests of our members with regard to diversity, inclusivity and related training.
- Develop a comprehensive strategic plan to include short term plans and long term goals.
- Conduct a book drive to donate books and resources to the Mediation Center in Nairobi, Kenya.
- Develop programs and publish statements reflecting the mission of the Committee for diversity, inclusion, equity and fairness. (E.g. age, LGBT, etc.)

We appreciate the insight we have received from our IAM President who has conferred with us a committee and individually. In this regard, the re-naming of our committee to "Diversity, Inclusion and Equity" Committee has been pre-approved. We look forward to the continued support of the IAM Board.

Best regards,

Gail