

THE INTERNATIONAL ACADEMY OF MEDIATORS

Diversity Equity & Inclusion Committee Report

2022

Chair: Gail Wright Sirmans

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

“The International Academy of Mediators Committee on Diversity and Inclusion recognizes that differences in perspectives, experiences, 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.”

The Committee has continued to organize programs that focus on issues of diversity, equity and inclusion. In this regard, we revised the name of our Committee from "Diversity and Equity" to "Diversity Equity and Inclusion". Our monthly meetings, which we conduct on the third Thursday of each month, afford us an opportunity to develop strategies, design programs and discuss matters related to our mission. We appreciate the insight and support we received from IAM President Michel Kallipetis who conferred with us as a committee and individually.

Accomplishments:

* The Committee's presented, "Reaching Diversity in All Areas" on January 12th as a part of IAM's Symposium "Where Do We Go From Here". The comprehensive program, organized and orchestrated by Andrea Morrison (Quebec, Canada) and Earlene Baggett Hayes (Michigan, USA), featured Committee member James Mang'erere (Nairobi, Kenya) and a panel of experts from Brazil (Adolfo Braga), Australia (Professor Henrietta Marrie) and India (Varun Bhandari). The panelists provided a global perspective of cultural competencies involved in mediation.

* "In Recognition of US Black History Month" featuring Hon. Dennis Archer, IAM Co-founder Marvin Johnson, and moderated by IAM Co-founder Paul Manicatti. IAM President Kallipetis opened the webinar with eloquent remarks about the importance of diversity and respect as tools to combat prejudice. Mr. Archer, the first Black president of the American Bar Association, past president of the National Bar Association, and former Mayor of Detroit, Michigan, provided a historical review of Blacks in the legal profession, and shared "lessons learned" from public service that are transferable to other disciplines, including mediation. He also suggested that IAM join with other ADR professional groups to provide CLE programs. Mr. Johnson, an IAM past president, who currently serves on the Federal Service Impasse Panel, Federal Labor Relations Authority, reminded us of the mission of the DEI Committee and challenged us to do more to expand IAM membership to under-represented groups. This program, held on Saturday, February 26th, was viewed by IAM members and potential IAM members.

* International Women's History Month Seminar" with Madame Leymah Gbowee, a 2011 Noble Peace Prize Laureate, recipient of the John F. Kennedy Profile in Courage Award, member of the UN Secretary General's High-Level Advisory Board on Mediation, and executive director of the Women, Peace and Security Program at Columbia University's Earth Institute. President Kallipetis offered an opening statement with remarks by Gail Wright Sirmans. During this inspirational and informative discussion, Madame Gbowee shared her experiences mediating and negotiating peace in Liberia and around the world. She stressed the value and role of mediation in resolving conflict and building peace. We are most grateful to Madame Gbowee, the first Nobel Prize laureate to address IAM, for her compelling March 8th International Women's History Day lecture.

* Our Committee members are actively involved in mediation programs within IAM. Andrea Morrison and Orit Ansin assisted in developing the 2022 Annual Meeting agendas, and we are looking forward to meeting in Montreal where several of our Committee members are speaking. In addition, Earlene Baggett Hayes and Joyce Mitchell presented the webinar "Co-Mediation Does It Takes Two to Tango". Andrea Morrison, Afansa Gibson-Chowdhury and Priscilla Chan delivered the mentor webinar "Checking Our Biases: Tackling Our Biases and Understanding Harm", and examined the role of cultural competency and intercultural communication in dispute resolution.

Statements

- * Dr. Martin Luther King, Jr.
- * Black History Month
- * International Women's History Day
- * "Lifting Our Voices"
- * 'Juneteenth'
- * International Day of Persons with Disabilities Statement

Plans and Goals

* Construct a 1-2 year strategic plan. Determine and plan signature programs, training webinars and statements.

* Enhance and expand IAM membership to under-represented groups. We will continue to invite IAM mentees to join the Committee.

* Distribute the DEI Survey to new members. We will evaluate the findings, and submit conclusions and recommendations to the Board. In this regard, we are sensitive to the fact that this is an internal IAM project, and do not intend to share the results without Board approval.

* Create an IAM page to reflect dates and events related to diversity. This would afford IAM members an opportunity to learn about significant dates and events around the world. We are seeking the Board's approval for this initiative.

* Support a book drive for the Mediation Training Institute East Africa. The Center, founded by IAM Distinguished Fellow James Mang'erere, serves thousands of mediators and potential mediators, across East Africa. The Institute is in dire need of mediation books and materials. We would

would like to re-distribute the request for books that was circulated after the Banff Spring Conference. "On behalf of James Mangerere: An Appeal for Donation of Mediation Books for the First Library in Mediation in East Africa". The Institute is also seeking electronic materials. We are requesting the Boards approval to ask IAM members to bring books to the Annual Conference in Montreal. In addition, we are seeking financial support for the cost of shipping books to Kenya.

* Collaborate with other IAM committees. We will continue to partner with the Membership and Mentor Committees.

We look forward to Board's guidance and advisement with regard to our requests and proposals.

Respectfully submitted,

Gail Wright Sirmans