



International Academy of Mediators

Diversity & Inclusion Committee Report

October 2020

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

The Committee on Diversity and Inclusion has conducted three official meetings and has met informally on several occasions. We have increased our membership and broadened our demographic scope to include Andrea Morrison from Canada and James Mangerere from Kenya. They bring an international dimension to the Committee and we look forward to their contributions.

In our August report to the Board, we discussed our initial accomplishments, plans, initiatives, and strategies. Our continued goals and efforts include:

- Reviewing IAM's member demographics. As stated in our previous report, this data will be used to guide recommendations with regard to membership and admission into IAM.
- Formulating an anonymous survey of our members via Monkey Survey to assess our members' perspectives, interests and needs with regard to diversity and inclusion. We intend to distribute the survey to our members after the October conference. Our goal is to share the results with the IAM Board, its Committees and membership.
- Establishing liaisons with other committees to collaborate and share information, perspectives, and opportunities. In this spirit, our co-chair conferred with the Conference Chair, and was instrumental in identifying and securing this year's keynote speaker, Paulette Brown.
- Enhancing and expanding recruitment efforts to underrepresented groups and communities with support and guidance from the Membership Committee. This may also include collaboration with the International Task Force to focus on countries that have developed mediation systems that are not involved with IAM. For example, Ghana, Liberia, and the Dominican Republic.
- Compiling diversity and inclusion resources to share with our membership on the IAM website. Specifically, we propose to include a Diversity and Inclusion page on the website that includes resources and more detailed descriptions of our committee members and their respective work and efforts in the area of diversity and inclusion.

- Establishing a Google group email and a book club. This will afford us the opportunity to engage with IAM members and discuss topics related to diversity and inclusion.
- Designing and producing webinars featuring leaders and speakers to address diversity and inclusion.
- Recommending strategies designed to enhance formal and informal relationships and partnerships with underrepresented groups. Such strategies may include the allocation of available resources, such as the Sustaining Distinguished Fellows Fund.
- Introducing members of the Committee during the October Conference during our 8 minute and 46 second segment.

Finally, we are requesting a diversity and inclusion webpage to share resources and activities of our IAM members.

We appreciate the Board's support in assuring the success of the Diversity and Inclusion Committee.

Kindly contact us should you have any questions.

Best regards,

Gail and Eleanor