

THE INTERNATIONAL ACADEMY OF MEDIATORS
DIVERSITY EQUITY & INCLUSION COMMITTEE REPORT

July 11, 2022

Co- Chairs: Joyce Mitchell and James Mang'erere

Members: Orit Asnin, Eleanor Barr, Earlene Baggett- Hayes, Marvin Johnson, Jeff Krivis, Peter Meyers, Paul Monicatti, Andrea Morrison, Jennifer Egsgard, Afsana Gibson-Chowdhury, and Prachi Mehta

“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, colour, sex, religion, national origin, age, disability, sexual orientation, gender identity, marital or veteran status.”

On 21st June 2022, the committee had its first meeting, and the agenda was to welcome new members and to work on the calendar of events for the year and program ideas. The committee brainstormed the following programs activities and agreed to pair them down in September:

- Continue the effort to support James with the resources he needs for his work in Africa and his center. James is presented at the July Professional Development webinar;
- Using the Ontario Bar Association recommendations: “Everyone Must Participate”:
 - Educate the IAM membership through a series of activities:
 - Disseminate the Report to IAM members; Develop ways to educate all members about trans-cultural dialogue;
 - Develop a cadre of trainers within IAM who will work with mediators in different geographic areas about non-academic theories, using unwritten statements, about how diversity and cultural involvement can be interspersed in their work with parties; Provide tools to use; Share stories to show how they, through stories, can view and experience intercultural dynamics; and /or
 - Set up a core group of trainers to hold diversity workshops, provide different programs, and locate speakers, who will train within IAM using a wise-voice, non-educated theory set of tools on how they view diversity through stories.

Already we have begun to receive feedback from the members on our proposed activities. One member wrote a slight revision to bullet 2 above:

“...Disseminate the Report to IAM members; develop ways to highlight recommendations that can be easily followed by IAM members to help increase the number and development of diverse mediators, such as via a webinar or brief conference session; consider whether any recommendations could be made to the IAM regarding policies or sample clauses that might help IAM members promote the development of diverse mediators...”

-Sponsor during the Zurich Conference, the Winter/Fall program, or one of the monthly professional development segments, a panel of the ‘young’ mediators, to discuss the implications of intercultural/intergenerational dynamics; and

-Continue our tradition of sponsoring the International Woman’s Day Program. (March 2023).

On top of the above, we intend to incorporate the plans and goals which the Committee outlined in our May 2022 end of the year report.

On July 6, 2022, the Chairs requested the members to confirm their calendar availability for September 8 or 15 at 1 pm est., to designate their sub-committee preference, to contact individuals who were designated as interested in a sub-committee and to come prepared in September with plans and dates for our activities.

We look forward to input from the Board, officers, and members for the work of our Committee.

Joyce Mitchell and James Mang’erere