



CI Arb
evolving to resolve

Diversity and Inclusion Policy Statement: CI Arb Conferences and Events



CIArb is committed to being an inclusive global thought leader on dispute resolution. Our vision is of a dispute resolution profession that reflects the diversity of the global societies it serves, and in which individuals can flourish regardless of their identity, background or circumstances. We want this vision to underpin everything we do as an organization. In pursuit of this goal, we are committing to a set of principles that will inform the conception, development, and execution of all CIArb conferences and events. Our events are the public face of CIArb, and should meet the following requirements:

- 1. The formulation process for our event/conference themes will be fully inclusive, drawing on the contribution of a truly diverse range of members.**
- 2. CIArb panels, speakers and event participants will reflect the full diversity of the profession.**
- 3. Our events should be fully accessible to all, and the annual programme as a whole should be relevant to people from all backgrounds.**

Our Commitments

Conference/Event Planning

- We will compose our conference organising committees to ensure they are suitably diverse, taking account of the specific requirements/characteristics of the specific conference.
- We will take pro-active steps to ensure that conference committee deliberations are fully inclusive and that everyone has a voice.
- An 'inclusivity assessment' will form an integral part of all our event and conference planning from the outset of the process.

Speakers and Panels

- CIArb will not organise any all-male panels as part of our events or conferences.
- In any given year, the speaker list for all centrally organised CIArb events will be gender balanced.
- Where relevant, we will ensure diversity of geographic representation on all our panels.
- We will take account of ethnic diversity in selecting speakers for all our panels and events.
- We will ensure that all our panels are not ethnically homogenous, and furthermore, we will pro-actively seek out speaking opportunities for members from under-represented ethnicities.
- Wherever possible, we will provide speaking opportunities for younger and less experienced members, giving them the opportunity to speak alongside more high-profile colleagues.

Accessibility and Relevance

- We will take practical steps to make our events accessible to all, for example by providing subtitles/sign language interpreters or pre-reading materials for those with diverse learning styles.
- Our panel chairs will actively seek audience questions from a diverse range of participants.
- We will conduct voluntary D&I surveys of all our event attendees so we can track both diversity and the extent to which people of all backgrounds feel they are included. Where necessary we will take action to address issues.