Diversity and Inclusion Policy Statement: CIArb HQ Education and Training Courses

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 organisation. In pursuit of this goal, we are committing to principles that will inform the conception, development, and delivery of all CIArb Education and Training courses. Our courses are the main route into membership of CIArb and how individuals can establish themselves as practicing ADR professionals. They will be based on the following principles to ensure equal opportunities for development:

1. **We will develop our courses to take account of diversity and inclusion considering how individuals or groups may be excluded and taking steps enable inclusion.**
2. **We will, where possible support different learning needs and accessibility particularly for candidates with disabilities.**
3. **We will aim to ensure a diverse faculty to develop and deliver our courses.**

Our Commitments

Course Development

- We will consult with a wide and diverse range of members and others when developing our courses.
- We will undertake a diversity and inclusion assessment when developing and appraising our courses.
- We will ensure our courses reflect EDI principles thereby equipping CIArb students with the tools they need to consider EDI principles as part of their professional careers.

Course Delivery (HQ)

- We will ask about students' learning needs and whether they have specific requirements to enable participation and successful learning.
- We will endeavour to review accessibility tools and make them available to CIArb candidates and faculty at the earliest opportunity.
- As part of our course feedback processes, we will invite feedback on whether the delivery of the course facilitated inclusivity and supported diversity.
- We will review feedback on inclusivity and diversity and use this to improve the delivery of our courses.

Faculty

- Our faculty members will commit to CIArb's EDI policies, and to taking appropriate steps to ensure Inclusivity.
- We will monitor gender, ethnic, disability and other forms of diversity amongst our faculty and take steps to pro-actively improve representation where any group is under-represented.