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# Diversity Toolkit™

**Helping professionals address bias  
and ways to overcome bias.**



Visit [www.arbitralwomen.org](http://www.arbitralwomen.org) for an opportunity to take an ArbitralWomen Diversity Toolkit™ training program or to arrange a program at your firm or organization.

For more information, please drop us a line at [toolkit@arbitralwomen.org](mailto:toolkit@arbitralwomen.org)



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## Diversity Toolkit™

The **ArbitralWomen Diversity Toolkit™** offers a unique training programme designed to help men and women see the role played by biases and explore ways to address and overcome bias.

In our full-day seminar we examine:

- The value that diversity brings to international dispute resolution
- Seeing and understanding bias – in the workplace and in ourselves
- What we can do to respond to bias and progress toward diversity and inclusiveness
- Practical tips and ways to promote diversity

# We have come a long way, but not far enough

International arbitration previously was dominated by an insular group of men mainly from Europe. Today, more than half of law students are female. Law graduates from Asia, Africa and South America are entering the legal marketplace in increasing numbers.

After 25 years of promoting women and diversity in international dispute resolution, we finally see progress. In 1990, less than 1% of arbitrators were women. Since 2015, that number has been slowly but steadily increasing as institutions and participants in the international arbitration community focus on diversity.

As parties using arbitration become more diverse, arbitral institutions are recognising the need for broader representation

of geographical, ethnic, religious and cultural stakeholders. Now is the time to create a community of arbitrators that can respond to the diverse interests and expectations of arbitration users. Today we have the opportunity to help change the landscape of diversity in international dispute resolution by taking steps to recognize and address bias.

The Diversity Toolkit™ is designed to do just that – help people see the role played by bias and learn techniques to address and overcome bias – and thereby achieve diversity and inclusion.



The **ArbitralWomen Diversity Toolkit™** has been made possible by a generous grant from the AAA-ICDR Foundation. It was inspired by ArbitralWomen's successful conference series on unconscious bias.