



**EQUAL
REPRESENTATION IN
ARBITRATION**

NEW YEAR GOALS

HAPPY NEW YEAR FROM
EVERYONE AT ERA PLEDGE

MY 10 PLEDGE RESOLUTIONS

1

I will act as a mentor to a junior female colleague within the arbitration community.

2

I will suggest a woman for a speaking slot at an arbitration conference.

3

I will consider offering co-authorship to a female arbitration practitioner for my next article or opinion piece.

4

I will ask my firm / arbitral institution whether we have a policy in place for tracking the number of female arbitrators we appoint.

5

I will talk about having signed the Pledge at my next speaking engagement at an arbitration event and, where possible, make the Pledge available to sign at the event.

6

I will wear a Pledge badge at arbitration conferences and events to show my support for gender equality in arbitration.

7

I will send an email to my team introducing them to the Pledge or mention the Pledge at our next team meeting and encourage my colleagues to sign it.

8

Next time I am putting together a list of proposed arbitrators, I will use the Pledge's female arbitrator search tool.

9

I will invite a junior female colleague within the arbitration community for a coffee and a chat about career development.

10

I will bring a male colleague with me to the next event on women in arbitration / the Pledge.

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