A Note from Chris Poole

Welcome to the inaugural issue of the JAMS DE&I Pulse. Through this newsletter, we aim to provide a concise yet comprehensive update regarding our commitment to combat discrimination in all forms and the progress we are making in promoting diversity, equity and inclusion at JAMS and within the legal industry.

This effort is an ongoing process and requires a constant commitment to lead real change and fight to eradicate bias. That is a commitment that I have made and I have been so pleased to see that same commitment from all who have joined me on this journey. We have come together to make a difference.

I hope you find this bulletin informative, useful and encouraging. Future issues will arrive quarterly so that you can follow our progress as it relates to DE&I. As we begin 2021, we wish you and your families a safe, happy and healthy New Year.

Chris Poole, JAMS President and CEO

FEATURED ARTICLES

Looking Back; Moving Forward – Career Transitions as a Woman of Color
Hon. Risë Jones Pichon (Ret.)

Success for Women In and Out of the Courtroom
Hon. Elizabeth D. Laporte (Ret.)

Forward Momentum...

It takes a village. In August, JAMS President and Chief Executive Officer Chris Poole formed a special CEO Advisory Task Force, to develop concrete, actionable ideas to accelerate JAMS’ drive for greater DE&I. The team quickly and enthusiastically engaged in recommendations on multiple fronts—such as recruiting, training and creating deeper conversations—which has resulted in significant progress already.

Identifying Diverse JAMS Neutrals: In order to provide the essential information that clients are seeking regarding diversity, we recently conducted an internal survey of our 400-plus neutrals to encourage them to self-identify as to specific demographics. We want to make it easier for clients to gain a more comprehensive view of our panel and we plan to make that updated information available upon request beginning this month.

Doubling Down: We are constantly pursuing talented individuals to join our panel. Diversity is a big part of our recruitment efforts, and we are expanding our focus in that area. We have set a goal of increasing the percentage of diverse neutrals by at least 50% by 2023. Our VP of Corporate Development and Panel Relations and others are working even more closely with bar association and affinity group leaders in key markets to partner on identifying and engaging diverse candidates.

In addition, we are strengthening our vetting process to ensure that prospective neutrals of all demographic backgrounds exhibit a commitment to diversity and inclusion that aligns with JAMS’ values. For example, as we review neutral candidates, we will be speaking to leaders of affinity bar associations as well as former peers and colleagues regarding each candidate’s history in this area.

CONTINUED ON THE BACK

FEATURED PODCAST

Getting to Know Former NAACP General Counsel and JAMS Panelist
Kim M. Keenan, Esq.
CONTINUED FROM THE FRONT

Cultivating Talent: Beyond doubling down on our search for accomplished diverse neutrals, we also see great potential in identifying diverse talent across the legal field, academia and other professions who might be interested in building a career in alternative dispute resolution.

We have established the JAMS Diversity Fellowship Program, which will provide training, mentorship, sponsorship and networking opportunities. It is a 12- to 18-month program that is flexible and can be built around each fellow’s schedule. We will soon launch this program in New York with plans to expand it to other markets.

Opening Eyes and Minds Through Training: While embracing diversity and inclusion is a continuous process, part of the journey begins with training. On that front, JAMS recently held DE&I training—Communicating Across Differences—with Dr. Arin Reeves, president of Nexctions, a consulting and research firm. Dr. Reeves delivered a valuable and educational program for all JAMS neutrals and associates. JAMS will continue to provide this type of important training.

FEATURED SPOTLIGHT INTERVIEWS

Hon. Lawrence E. Mooney (Ret.)
Missouri Court of Appeals, Eastern District

Chris M. Kwok, Esq.
Former EEOC Mediator

FEATURED VIDEOS

Hon. Charles N. Clevert, Jr. (Ret.)
U.S. District Judge and U.S. Bankruptcy Judge, Eastern District of Wisconsin

Hon. Ariel E. Belen (Ret.)
Associate Justice, Appellate Division, Second Department, Supreme Court of the State of New York

Sign Up for Future Updates

Future editions will highlight DE&I initiatives and share our progress and news on that front. We want to ensure that we are providing information that is relevant and meaningful to you. Subscribe to our quarterly newsletter to stay up-to-date on diversity in ADR and the latest information from JAMS.

For more information, please contact Joanne Saint Louis, JAMS Diversity Program Manager, at JSaintLouis@jamsadr.com.

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