



## THE LATEST IN DIVERSITY, EQUITY AND INCLUSION

### A Note from the Editors

Welcome to the spring edition of the **JAMS DE&I Pulse**. As a reminder, this communication will provide you with the latest updates from JAMS regarding our ongoing commitment to promote diversity, equity and inclusion at JAMS and within the legal industry.

In this month's edition, you will find Chris Poole's CEO Advisory Task Force updates, a few important JAMS announcements and some highlighted videos and thought leadership from our diverse neutrals.

We welcome you to stay updated on diversity at JAMS by visiting the [Diversity, Equity and Inclusion](#) section of the JAMS website.

### FEATURED ARTICLES

[The Mask Off Trilogy: Race Relations, Revelations, and the Overlapping Pandemics](#) by [Rebekah Ratliff](#)



[Behind the Screens: Challenges for Working Mothers During the Pandemic and the Impact on ADR](#) by [Robin Gise](#)

### SPOTLIGHT INTERVIEWS

#### Q&A WITH



Honorable [John H. Sugiyama](#)  
(Retired)



[Richard J. Suarez](#)  
(Retired Judge,  
District Court  
of Appeal)



[David Huebner](#),  
C.Arb

### ▶ NEUTRAL BIO VIDEO:

[Lexi W. Myer, Esq.](#)  
[JAMS Los Angeles](#)  
[Mediator & Arbitrator](#)



## Focusing on the Task at Hand

Since its formation in August 2020, the CEO Advisory Task Force has been forging ahead and making progress in multiple areas. The task force's recommendations fall into five key areas: recruiting, training, communication, diverse neutral visibility and promoting a safe and open culture.

We're proud to share several important updates.

**Visibility of Diverse JAMS Neutrals:** Earlier in the year, we completed an internal survey of our 400-plus neutrals to encourage them to self-identify as to specific demographic groups. Providing a more comprehensive view of our panel is critical to assisting clients in choosing the right alternative dispute resolution (ADR) professional to handle their matter. This information is now available. Please contact [Joanne Saint Louis](#).



**Seeking Talent and Building Bridges:** In our quest to identify diverse talent across the legal field, we've officially launched the JAMS Diversity Fellowship Program in New York with three impressive individuals. This program will provide training, mentorship, sponsorship and networking opportunities to these Fellows over the course of 12 to 18 months. While this pilot program is kicking off in New York, the goal is to expand the program to a number of other markets throughout the country.

We believe that this program can build bridges to and create opportunities for others within the legal field, academia and other professions who might be interested in pursuing a career in ADR.

**Embracing Education:** We view training as a continuous journey of increasing skills and knowledge, as well as changing attitudes, to understand each other better and to celebrate our differences. Over the last few months, our neutrals have participated in a variety of diversity skills and context trainings and book club discussions, as well as The 1619 Project, which is an ongoing initiative from The New York Times Magazine that started in August 2019, the 400th anniversary of the beginning of American slavery. The feedback on all of the trainings has been overwhelmingly positive, and we're continuing to make these important programs available on a regular basis.



## TAKING A STAND

JAMS recently shared our thoughts about the rising violence against the Asian American and Pacific Islander community that is taking place throughout the globe. Read our full statement [here](#) to learn more about the work of Chris Kwok, a JAMS neutral who is leveraging his skills and experience in ADR to help find peaceful resolutions to combat this cycle of violence.

We stand with this community and will continue to promote diversity, equity and inclusion; fight racism; and be part of a larger solution.

## MAKING AN IMPACT: WOMEN IN SENIOR LEADERSHIP AT JAMS

JAMS recently announced that its chief legal and operating officer, Kimberly Taylor, has been promoted to president. Kimberly has been with JAMS for over 20 years and serves as the organization's first female president. Read more about Kimberly's new role [here](#).

As part of Women's History Month last month, JAMS proudly shared a feature, "[Senior Leadership at JAMS: Women at the Helm](#)," which showcases five of the company's female executives and provides insight into their career journeys.



**We're proud that nearly half  
our top executives are women.**

## 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](mailto:JSaintLouis@jamsadr.com).