

THE LATEST IN DIVERSITY, EQUITY AND INCLUSION

A Note from the Editors

Welcome to the first **JAMS DE&I Pulse** of 2022. In this edition, we'll provide an update on our diversity, equity and inclusion (DE&I) initiatives; share some news about our diverse neutrals; and highlight some engaging blogs, articles and videos.

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

News and Updates

Celebrating Black History Month: One of our core values here at JAMS is embracing diversity, and celebrating and respecting each other's differences—we believe that our culture is a differentiating factor that contributes to our success. We are recognizing the importance and significance of Black History Month with our associates and neutrals. [Read more](#) about what JAMS is doing to celebrate and recognize this important month.

Staying on Track: In 2018, JAMS became the first major ADR provider to introduce a [diversity and inclusion clause](#). Since that time, we have expanded and enhanced our efforts, and can now track the utilization of the diversity and inclusion clause via our online case management portal, [JAMS Access](#). The system will provide JAMS with analytics on the use of the clause by allowing a client to notify JAMS if an inclusion clause is in place at the time of the case filing. Should the parties not have a diversity and inclusion clause within their contract, the system will provide counsel with information about the clause. We are confident this will help to expand our DE&I efforts by further encouraging and recognizing the benefits of considering diversity in the arbitrator selection process.

Striking the Right Balance: Many times, parties will use a strike list during the arbitrator selection process. A strike list is used when parties are given a slate of proposed

FEATURED ARTICLES

Ground Rules: What Evidentiary Rules Should You Use in Arbitration?

[Hon. Jackson Lucky \(Ret.\)](#)



How to Improve Your Network of Diverse Neutrals

[N. Damali Peterman, Esq.](#)

ADR and Diversity in the Life Sciences Sector

[Hon. Elizabeth D. Laporte](#), [Gregory P. Miller, Esq.](#); [Hon. Janice M. Symchych \(Former\)](#); and [Hon. James Ware \(Ret.\)](#)

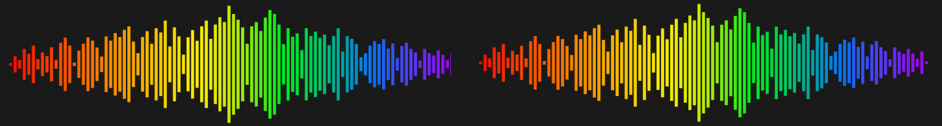


The Top Five Issues in Startup Co-Founder Separations

[Shirish Gupta](#) and JAMS Diversity Fellow Genesis Fisher, Esq.

'Hearing' the Other Side in Employment Mediations

[Abby B. Silverman, Esq.](#), and JAMS Diversity Fellow Cyrus Dugger, Esq.



neutrals. The parties are permitted to strike and rank the arbitrators, resulting in the appointment of the most mutually agreeable arbitrator. While we have always focused on providing lists that include diverse neutrals, we are now working to enhance this process even more. We have created a system enhancement that enables us to track the number of diverse neutrals on each slate. By understanding more about the data, we'll also be able to fine-tune our recruiting process when it comes to diverse neutrals.



Remembering Justice Low: We are saddened to share that former JAMS San Francisco neutral and retired California Court of Appeal [Justice Harry W. Low](#) passed away on December 9, 2021. The first Asian American named to the San Francisco Municipal Court in 1967, Justice Low later served as a superior court judge, presiding justice of the California Court of Appeal and Insurance Commissioner of the State of California. He joined JAMS in 1992 and was a popular and active neutral for more than two decades. He will be greatly missed.

FEATURED SPOTLIGHT INTERVIEW

Hon. Donald G. Wilkerson (Ret.)

JAMS Mediator, Arbitrator, Referee/Special Master, Hearing Officer



FEATURED VIDEOS

My Story: Learn more about two diverse neutrals through these video snapshots, which provide an overview of their extraordinary careers and the experiences that shaped them.



Cristina Pereyra-Alvarez (Retired Judge)

JAMS Mediator, Arbitrator and Referee/Special Master



Justice Faith Ireland (Ret.)

JAMS Mediator, Arbitrator, Neutral Evaluator, Referee/Special Master

Neutral Bio Video: In this video, you'll learn more about [Hon. Bonnie H. MacLeod \(Ret.\)](#), her ADR style, the types of disputes she enjoys and her best practices for resolving matters.



Please visit our website to learn about more of our [diverse panelists](#) at JAMS.

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.