

## THE LATEST IN DIVERSITY, EQUITY AND INCLUSION

### A Note from the Editors

Welcome to the fall edition of the JAMS DE&I Pulse. In this issue, we're going to highlight the progress we've made on our [diversity, equity and inclusion](#) initiatives, give you a glimpse at some of the diverse neutrals who have recently joined our panel and provide you with engaging videos, articles and more.

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

### Talented Additions Join the Ranks

The JAMS panel includes more than 400 retired state and federal court judges and attorneys with extensive practice area and industry expertise. We've made it a priority to increase diversity among our ADR practitioners and have added eight new diverse neutrals to the panel since January. Please join us in giving a warm welcome to the following new additions:

Welcome!

[N. Damali Peterman, Esq.](#)  
[Hon. Marcy Friedman \(Ret.\)](#)  
[Hon. L. Priscilla Hall \(Ret.\)](#)  
[Hon. Jackson Lucky \(Ret.\)](#)  
[Rebekah Ratliff, CCLS](#)  
[Hon. Randa M. Trapp \(Ret.\)](#)  
[Lita Masini Popke, Retired Judge](#)  
[Bernard Taylor, Sr., Esq.](#)

For more information on our diverse panel, please contact [Joanne Saint Louis](#).

### News and Updates

#### Stronger Together

At JAMS, we are continually striving to empower employees by respecting and appreciating what makes them different in terms of age, gender, ethnicity, religion, disability, sexual orientation, education and national origin. To provide ways to connect diverse communities, we recently launched JAMS Community Groups, which are organizationally supported groups of associates who share common characteristics or interests. Newly formed groups such as Black@JAMS, Out@JAMS, AllHands@JAMS, AAPI@JAMS and Latinx@JAMS have been meeting and sharing ideas with one another. Diversity is one of our organization's most valuable assets, so it is our goal to develop additional groups based on our associates' feedback.



#### ▶ 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.



[Bernard Taylor,  
Sr., Esq.](#)



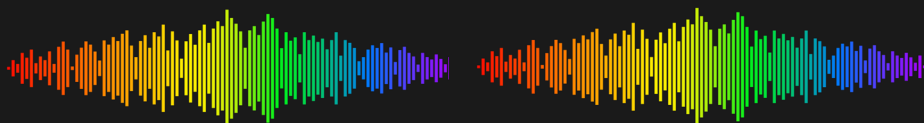
[Judge Gail S.  
Tusan \(Ret.\)](#)

### Championing Diversity Through Training

JAMS believes in providing the right tools to make learning a journey and not a singular experience. The JAMS Institute—our innovative in-house training department that provides exclusive continuing education on the latest case law, technology and best practices in ADR—has enacted DE&I Fridays, which encourages neutrals to participate

in skills-building trainings. Within the last few months, the institute has designed and implemented training for neutrals, such as Meaningful Allyship, Microaggressions & Microinequities Training, and Mediating Across Cultures, to name a few. JAMS will continue to cultivate an inclusive culture for our clients, neutrals and associates.

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## Utilization Report and Increasing Diverse Neutral Selection

In order to provide attorneys and their clients a way to measure DE&I progress, JAMS has created the Neutrals Utilization Report. This tool is available upon request and can provide law firms and companies a comprehensive list of their organizations' previous neutral selections. Being able to assess and measure progress in this manner is another step forward in increasing the selection of diverse mediators and arbitrators.

To learn more and/or to receive a copy of your organization's report, contact Joanne Saint Louis.

## Diversity in International Arbitration

Recently, JAMS hosted a seminar series, "Cocktails and Conversations," which offered the opportunity to hear from JAMS neutrals and leaders within the legal community on a variety of topics, including how the future of dispute resolution is being molded to reflect the need for greater diversity, inclusion and collaboration. The session—"Diversity in International Arbitration: Action Requires Commitment—but From Who?"—featured JAMS neutral [Laura Abrahamson](#) and JAMS Senior Vice President, Chief Marketing Officer [Mark Smalls](#) as co-moderators as well as four guest speakers. Learn more about this event and view the recording [here](#).

## Peruse, Listen and Learn

We invite you to learn more about our panel of diverse neutrals through the following articles, interviews and videos.

### ARTICLES



### BLOG POSTS



Learn more about the [diverse panelists](#) at JAMS.

## SPOTLIGHT INTERVIEWS

### Q&A WITH Hon. Ricardo M. Urbina (Ret.)



## 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).