



Promoting Diversity, Equity & Inclusion in ADR

We know that diversity significantly enhances the quality of our services. We value diverse viewpoints and leverage them to guide our business. At JAMS, diversity starts at the top with our senior management and is reflected throughout our entire workforce, which is comprised of:

**25% diverse senior management • 42% women senior management
49% diverse employees • 70% women employees**

JAMS is also steadfast in pursuing increased diversity among alternative dispute resolution (ADR) practitioners. We recognize the benefits of recruiting and retaining the most qualified ADR professionals inclusive of varied ethnicity, race, gender, religion and sexual orientation. Learn more about our diverse panel at jamsadr.com/Diversity-At-JAMS.

JAMS supports affinity groups. Visit jamsadr.com/diversity-organizations for a more complete list of local and national organizations, including:
**National Hispanic Bar Association • National Association of Women Lawyers
National Bar Association • National Asian Pacific American Bar Association
National LGBT Bar Association • California Minority Counsel Program**

We encourage you to partner with US in a collective effort to bring more diversity to ADR. We invite law firms, corporations and legal organizations who value diversity in their business initiatives and wish to create more opportunities in the industry to:

- Consider women and ethnically diverse neutrals when participating in the selection of ADR professionals.
- Consider utilizing our **Diversity and Inclusion Clause** for arbitration contracts. For more information, visit jamsadr.com/inclusion-clause.
- Let us help you measure progress by tracking your firm's neutral selection process through the **JAMS Neutral Utilization Report**.

jamsadr.com/diversity

The world's largest private dispute resolution provider, JAMS and its panel of more than 400 experienced mediators and arbitrators offer custom solutions to address conflict at any stage.

