



IPBA ARBITRATION DIVERSITY PLEDGE

Individuals signing the “IPBA Arbitration” Pledge agree to promote diversity in general in arbitration and in particular to:

- 1) Increase the profile and representation of women arbitration practitioners as counsels into their respective arbitration teams;
- 2) Increase the profile and representation of women arbitrators in arbitration; and
- 3) Improve the profile and representation of arbitration practitioners below 45 years old (“young practitioners”) in arbitration.

THE PLEDGE

I am involved in the practice of domestic and/or international arbitration.

I am committed to diversity, inclusion and equal opportunities. We believe women and young practitioners should be included in the arbitration team and there should be appointment of women and young practitioners in arbitration on an equal opportunity basis.

As such, I endeavor to take the following steps to ensure that, wherever possible and practical to do so:

- Committees, governing bodies and conference panels in the field of arbitration to include a fair representation of women counsels and arbitrators and young practitioners;
- Nomination list of potential counsels and/or arbitrators or tribunal chairs provided to or considered by parties to include a fair representation of women and young practitioners;
- States, arbitral institutions and national committees to include a fair representation of women and young practitioners candidates on rosters and lists of potential arbitrator appointees;
- Where I have the power to do so, counsel, arbitrators, representatives of corporates, states and arbitral institutions appoint a fair representation of women and young practitioners; and
- I will support women and young practitioners to obtain appointments as arbitrators and enhance their profiles and practice in arbitration.

Name of signee: _____
(Name and Title)