NEW YEAR GOALS

HAPPY NEW YEAR FROM EVERYONE AT ERA PLEDGE

MY 10 PLEDGE RESOLUTIONS

1. I will appoint women as arbitrators on an equal opportunity basis.

2. I will ask my firm/arbitral institution whether we have a policy in place for tracking the number of female arbitrators we appoint.

3. Next time I am putting together a list of proposed arbitrators, I will use the Pledge’s female arbitrator search tool.

4. I will suggest a woman for a speaking slot at an arbitration conference.

5. I will consider offering co-authorship to a female arbitration practitioner for my next article or opinion piece.

6. I will talk about having signed the Pledge at my next speaking engagement at an arbitration event and, where possible, make the Pledge available to sign at the event.

7. I will wear a Pledge badge at arbitration conferences and events to show my support for gender equality in arbitration.

8. I will send an email to my team introducing them to the Pledge or mention the Pledge at our next team meeting and encourage my colleagues to sign it.

9. I will act as a mentor to a junior female colleague within the arbitration community.

10. I will bring a male colleague with me to the next event on women in arbitration/ the Pledge.

Happy New Year from everyone at ERA Pledge

仲裁许诺

1. 我将任命女性作为仲裁员，按照平等机会的原则。

2. 我会询问我的公司/仲裁机构是否有追踪我们任命的女性仲裁员的政策。

3. 下次我列出拟议中的仲裁员名单时，我会使用许诺的女性仲裁员搜索工具。

4. 我会建议一位女性参加仲裁委员会的演讲。

5. 我会考虑与一位女性仲裁员合作撰写我的下一篇文章或意见文章。

6. 我会在我下一次的仲裁活动演讲中谈到我已经签署过许诺，并且在可能的情况下，在活动中提供签署许诺的机会。

7. 我会在仲裁活动中佩戴许诺徽章，以表明我支持仲裁中的性别平等。

8. 我会发送一封电子邮件给我的团队，向他们介绍许诺，或者在下一个团队会议上提及许诺，并鼓励我的同事签署。

9. 我会担任一位年轻女性仲裁员的导师。

10. 我会带一位男性同事参加下一次关于女性在仲裁中的活动/许诺的会议。

Happy New Year from everyone at ERA Pledge