



**EQUAL  
REPRESENTATION IN  
ARBITRATION**

# 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.

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