



EQUAL  
REPRESENTATION IN  
ARBITRATION

# NEW YEAR GOALS

HAPPY NEW YEAR  
FROM EVERYONE AT  
ERA PLEDGE

## My 10 Pledge Resolutions

- 1 I will help the Pledge reach 6,000 signatories by talking about the Pledge and encouraging others to sign.
- 2 I will appoint women as arbitrators on an equal opportunity basis.
- 3 I will ensure lists of arbitrator candidates I am involved in putting together include a fair representation of women.
- 4 I will refer to the [Checklist of Best Practice for the Selection of Arbitrators](#) when constituting a tribunal.
- 5 I will consider using the Pledge's [Arbitrator Search Tool](#) hosted by ICCA to identify more female candidates and will recommend the service to other members of my team.
- 6 I will go the extra mile to diligence strong female candidates for every list of arbitrators with a view to recommending their appointments.
- 7 I will ensure my firm/arbitral institution has a policy in place for tracking the number of female arbitrators we appoint.
- 8 I will call out any arbitration conferences, events and/or publications that do not have sufficient female representation.
- 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.