



NEW YEAR GOALS

My Pledge Resolutions

- 1 I will help spread awareness of the Pledge and encourage others to sign.
- 2 I will appoint women as arbitrators on an equal opportunity basis.
- 3 I will ensure shortlists 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 referring to the [Pledge's Female Arbitrator Resources tool](#) and [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 a strong female candidate on a list of arbitrators with a view to recommending her appointment.
- 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 **Spotlight on equal advocacy opportunities**

As senior arbitration counsel:

- I will ensure that junior members of my team are given equal access to speaking opportunities throughout the life cycle of a case, including during meetings, procedural hearings, opening and closing submissions and direct or cross examination during hearings;
- I will coach and help junior members of my case team to develop and shine as advocates;
- I will help to normalise the advocacy role of junior associates/counsel and the coaching role of partners/senior advocates; and
- I recognise that equal access to advocacy opportunities is critical to developing the pipeline of talent and giving the arbitrators of the future a chance to be seen on their feet.