

**ICCA DIVERSITY AND INCLUSION IMPLEMENTATION PLAN**  
(11 May 2020)

In accordance with the ICCA Diversity and Inclusion Policy and the ICCA Non-Discrimination and Harassment Policy, ICCA herein sets out the ICCA Diversity and Inclusion Plan. The purpose of this plan is to initiate an ongoing, iterative process for realizing the values of diversity and inclusion in ICCA's object as stated in Art. 2 of its Constitution and Bylaws, as well as in its organization and activities.

ICCA's Executive Body, as advised by its Inclusiveness Committee, will be responsible for ICCA's adherence to this Plan.

**A. Education and Outreach**

ICCA will continue to engage in outreach to a variety of relevant professional organizations and other groups around the world to continue to build diverse participation and membership in ICCA and its activities.

ICCA will review and update its website and promotional materials to be consistent with the ICCA Diversity and Inclusion Policy.

**B. Publications**

ICCA will work to ensure that its publications and research are from a diverse array of authors and offer inclusive perspectives on international arbitration and other forms of international dispute resolution, and related topics.

**C. Recruitment and Retention**

ICCA will continue to strengthen and promote Young ICCA

- a) ICCA established Young ICCA in 2010 to reach younger practitioners, especially from geographical areas where arbitration is not well developed, aiming to "open the doors of international arbitration".
- b) ICCA will continue to support the Young ICCA mentoring program.
- c) ICCA will continue to support Young ICCA's skills training workshops in all the regions of the world, including locations where arbitration is not well-developed, and is committed to ensuring speaker diversity at the workshops.
- d) ICCA will identify ways to promote the transition of Young ICCA members into ICCA.

ICCA will further explore the possibility of launching initiatives for specific groups of ICCA members to meet the needs particular to their situation or to the stage of their career.

#### **D. Accountability, Communication and Recognition**

ICCA will develop an accountability mechanism for the ICCA Diversity and Inclusion Plan. In first instance, this will take the form of (1) an annual report by the ICCA Inclusiveness Committee and Executive Body to the full ICCA Governing Board and (2) inclusion of a report on diversity issues in the annual ICCA President's Report to the ICCA membership published on the ICCA website.

ICCA will document, compile and publish data about its diversity and inclusion efforts. In first instance, this will take the form of a short annual report published on the ICCA website.

ICCA will develop ways to provide increased acknowledgement of and recognition for members who advance the values of diversity and inclusion.

#### **E. Development of an Inclusion Fund**

ICCA will consider best practices for developing a fund to be used to support participation and travel to allow for full engagement in its activities for those ICCA and Young ICCA members who do not have adequate funding. Administration of this Fund will fall under the ICCA Inclusiveness Committee and Executive Body.

#### **F. Development of a Best Practices Guide for Diversity and Inclusion**

ICCA will develop a best practices guide for diversity and inclusion addressing three areas of activity: conferences and events; publications; and working groups and project committees. The Guide will take account of the following elements.

##### Conference and Events

- a) Ensuring panellists and speakers at ICCA conferences and Young ICCA events are representative of diverse human identities.
  - i. In appointing a Programme Committee to draw up the programme and assist in the selection of the speakers for a Congress, ICCA takes account of regional, age, and gender diversity within the Programme Committee.
  - ii. In selecting speakers, ICCA with the assistance of the Programme Committee takes into account regional, age, and gender diversity, as well as diversity in legal specialization.
- b) When compiling panels, it is best practice to not determine any one participant until the entire panel has been formed.

- c) In allocating venues for future Congresses, ICCA takes into account the criteria set out in ICCA's Guidelines for the Hosting of Congresses and Conferences (as updated from time to time), including but not limited to geographic diversity.

#### Publications

- a) Ensuring that there is regional, gender, and age diversity in the authors of ICCA and Young ICCA publications, and working with the publisher to realise this commitment.

#### Working Groups and Project Committees

- a) Ensuring that there is diversity among the members of ICCA project committees and task forces in proportion and in relation to their respective goals.

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