

ICCA DIVERSITY AND INCLUSION POLICY

(11 May 2020)

Founded in 1961, the International Council for Commercial Arbitration (ICCA) is a worldwide nongovernmental organization (NGO) devoted to promoting the use and improving the processes of arbitration, conciliation and other forms of resolving international disputes.¹ By adopting this policy, ICCA hereby affirms its commitment to the two mutually reinforcing values of diversity and inclusion and pledges to uphold them in our mission, activities and practices.

Our Commitment

As a global leader in international arbitration and in alignment with our historical tradition of promoting international dispute resolution across countries and cultures, promoting diversity and inclusion are integral to ICCA's core mission and excellence.

Our commitment to diversity means that ICCA acknowledges the inherent dignity and equality of all people. ICCA affirmatively values the diverse ways by which people identify inclusive of age, colour, disability, ethnicity, gender, indigenous origin, nationality, national origin, race, religion, sexual orientation and socioeconomic status.

Our commitment to inclusion means that ICCA will continue its efforts to advance meaningful measures to ensure the institution is welcoming to all people. ICCA will identify and work to eliminate barriers that may limit equitable access to ICCA activities and opportunities.

In accordance with the ICCA Non-Discrimination and Harassment Policy, ICCA is committed to prohibiting discrimination and harassment.

Our Responsibilities

1. ICCA recognizes the inherent value and dignity of all people who come from a diverse array of human identities.
2. ICCA is dedicated to fostering involvement from all people with an emphasis on those who have been historically underrepresented.
3. ICCA acknowledges the need to build an institutional culture that is equitable, accessible and welcoming to all.
4. ICCA is committed to addressing bias, discrimination and harassment that threaten the realization of diversity and inclusion.

¹ ICCA operates through ICCA Foundation Inc., a registered Not-For-Profit corporation in NY, New York, U.S.A.

5. ICCA is dedicated to ensuring inclusive and equitable practices in its activities, which include convening international arbitration congresses and conferences, sponsoring authoritative dispute resolution publications, and promoting the understanding and the harmonization of arbitration and conciliation rules, laws, procedures and standards.

Scope

The terms of this Policy apply to all ICCA Governing Board Members, ICCA Advisory Board Members, the ICCA General Editor, ICCA project chairs or co-chairs, Young ICCA office-holders (including Young ICCA co-chairs and events coordinators, mentoring programme coordinators, blog coordinator and editors), and ICCA staff members. We further expect ICCA members and participants in ICCA-sponsored activities to respect and advance these core values in their participation in ICCA's activities and in their other professional endeavours.

Accountability

ICCA is committed to ensuring full compliance with this policy and the Governing Board reserves the right to terminate the office or the membership of those who fail to comply.

ICCA recognizes that achieving diversity and inclusion will be an iterative, ongoing effort requiring sustained commitment by ICCA leadership and the entire organization and has set up the ICCA Diversity and Inclusion Implementation Plan to facilitate these aims.
