

A vibrant background image of numerous fireworks exploding in a dark night sky, with streaks of light in shades of orange, yellow, and blue. The bottom of the image shows the silhouettes of trees and the tops of people's heads, suggesting a crowd at a fireworks display.

Women Belong In All Places Where Decisions Are Being Made

Let us be grateful for
trailblazing women.

We wish you and
your loved ones good
health, safety, and
support in 2022.

— Ruth Bader Ginsburg

President's Column

As 2021 draws to a close, we pause and remember those whose lives were lost and those who suffered severely in other ways across the globe this year. Unfortunately, like 2020, the year 2021 was very difficult for many. While we started 2021 with great optimism, we quickly faced the reality that the year posed as many, if not more, challenges than we encountered in 2020.

Despite its difficulties and challenges, the international dispute resolution community continued to come together to support each other and promote diversity and inclusiveness in 2021. There were new diversity initiatives, such as [Racial Equality for Arbitration Lawyers](#) (R.E.A.L.), [launched](#) on Martin Luther King Jr. Day (18 January 2021), and trailblazing women continued to break glass ceilings in arbitration and ADR, such as **Claudia Salomon** becoming the [first female President of the ICC International Court of Arbitration](#). International Women's Day 2021 was celebrated around the world. ArbitralWomen celebrated the increased representation of women in arbitration and [honored the five-year anniversary of the Equal Representation in Arbitration Pledge](#) as well as the one-year anniversary of the passing of the late US Supreme Court Justice Ruth Bader Ginsburg.



Dana MacGrath, ArbitralWomen President and Independent Arbitrator

As we look ahead to 2022, we can anticipate some setbacks as the pandemic again surges in many parts of the world. Nonetheless, I am confident we will achieve significant progress for women and diversity. Finally, in June 2022, the ArbitralWomen membership will elect a new Board of Directors to govern the organization going forward. This will bring fresh new ideas from young, diverse, new talent to the Board. These new Board members will work collaboratively side-by-side women who continue on the Board for another term to provide leadership and continuity. Ideally the 2022 Board composition will further reflect ArbitralWomen's

geographic and ethnic diversity as a global organization.

It has been an honor to serve as President of ArbitralWomen for the past four years. As many know, I will step down as President on 30 June 2022. I am excited about the next generation of ArbitralWomen leadership and am committed to ensuring a smooth transition and success for ArbitralWomen in the future.

*Dana MacGrath
ArbitralWomen President*

Recap of some ArbitralWomen highlights of 2021

ArbitralWomen continued to persevere and thrive in 2021, notwithstanding the challenging circumstances of the pandemic and other traumatic events around the world. We take this opportunity to share some of what ArbitralWomen achieved in 2021, thanks to our dedicated Board members, engaged membership community, and many allies around the world. We cannot capture everything in this limited recap of 2021, so we encourage our members to **please join us** for our upcoming virtual **Annual General Meeting on 1 February 2022** to hear from our Directors.

ArbitralWomen Connect, a programme launched by **Elizabeth Chan** in 2020 to connect members with different backgrounds, degrees of experience, and seniority in dispute resolution for virtual networking and knowledge sharing, continued to thrive in 2021. Four cycles of ArbitralWomen Connect were run in 2021 involving close to

100 members from more than a dozen jurisdictions. These virtual networking sessions were extremely rewarding to the participants, and we look forward to running the ArbitralWomen Connect programme in 2022. Many thanks to Elizabeth Chan for spearheading this initiative.

Our **Young ArbitralWomen Practitioners (YAWP)** group ran several initiatives and events in 2021 organised by the YAWP Steering Committee (YAWP SC) comprised of ArbitralWomen Vice-President **Louise Woods** as Chair, **Elizabeth Chan** as Co-Director, **Patricia Nacimiento** as Co-Director, **Cherine Foty** as YAWP SC Liaison, and YAWP SC 2020-2021 members **Katie Hyman**, **Montserrat Manzano**, **Aanchal Basur** and **Annabelle Möckesch**. In 2021, YAWP organised and/or supported 13 events/initiatives. YAWP continued its Workshop Training Series on damages and other expert topics, including its October 2021 YAWP/Ernst and Young workshop on "Demystifying

Quantum and Expert Evidence: The Impact of COVID-19 on Damages Assessment” and December 2021 YAWP/Mazars workshop on “Financial Reporting Fraud in International Arbitration.” Additionally, in August 2021, YAWP launched the **YAWP Speaker Panel Survey Project** to develop opportunities for AW members under 40 to build their professional profiles by serving as a moderator, speaker or volunteer at events organised and/or supported by AW/YAWP. The Speaker Panel Survey Project was launched to identify members who are interested in such opportunities and other professional development activities offered by AW and YAWP. Congratulations to the YAWP Directors and Steering Committee members on their accomplishments during 2021. Finally, six new geographically diverse members of the YAWP SC were selected to take office in January 2022: **Sanaa Babaa, Krystle Baptista, Manini Brar, Dilber DeVitre, Olga Sendetska and Jae Hee Suh.**

The **Newsletter Committee** co-chaired by **Maria Beatriz Burghetto** and **Erika Williams** was very busy in 2021. Thanks to their leadership and the hard work of the Newsletter team, ArbitralWomen issued 6 newsletters in 2021 (including this one). The team published several interviews of women leaders in arbitration, including an interview of **Rekha Rangachari** by **Cherine Foty**, an interview of **Crenguța Leaua** by **Mihaela Apostol**, an interview of **Karen Mills** by **Donna Ross**, and an interview of **Claudia Salomon** by **Patricia Nacimiento**. The team also published several articles on Women’s Initiatives in the Workplace, several reports by ArbitralWomen delegates regarding the UNCITRAL Working Group sessions, testimonials by “mooties” sponsored by ArbitralWomen, reports on initiatives by ArbitralWomen members, news articles you may have missed on our News Page, and more than 100 reports on arbitration and ADR conferences and events/webinars involving our members. Congratulations to our Newsletter team on such expansive coverage during such a difficult year, and many thanks to our contributors who submitted reports on events, articles, and interviews.

The **News Committee** was busy in 2021 as well. ArbitralWomen published close to 20 News Page articles. Contributing authors included **Sneha Ashtikar, Laura Canet, Elizabeth Chan, Rachel Chiu, Derin Coker, Diana Droulers, Cherine Foty, Nata Ghibradze, Ema Vidak Gojković, Olga Hamama, Nadja Harraschain, Emily Hay, Ayelet Hochman, Iuliana Iancu, Jennifer Ivers, Annie Lespérance, Dana MacGrath, Ibukunoluwa Owa, Nicola Peart, Maria Eugenia Ramirez, Dara Sahab, Olga Sendetska, Mrinalini Singh, Eunice Shang-Simpson, Debi Slate, Shayda Vance, Svenja Wachtel, Aviva Will, and Vanessa Zimmermann de Meireles.** The News Committee also shared news about approximately 100 of our members’ achievements, promotions and appointments in our News Alerts and on our webpage dedicated to News about ArbitralWomen Members (led by **Cherine Foty**). We issued countless News Alerts.

The **social media** team (**Amanda Lee** and **Elizabeth Chan**) was on overdrive in 2021. They shared more than 500 posts on LinkedIn and more than 400 tweets on Twitter: a record-breaking year for ArbitralWomen!

The **Parental Mentorship Programme** (led by **Gisèle Stephens-Chu** and **Louise Woods** together with YAWP SC member **Katie Hyman**) was very active as well. ArbitralWomen held five parental mentorship group virtual discussion events, with close to 50 members registering for the events over the year 2021.

Our traditional **Mentorship Programme** (led by **Yasmine Lahlou, Amanda Lee, and Alison Pearsall**) matched more than 40 mentees with mentors in 2021 and held its inaugural exclusive event for Mentorship Programme participants featuring **Wendy Miles QC** and **Lucy Reed**.

Our **Moot Programme** (led by **Affef Ben Mansour**) is funding 13 teams from around the world participating in a variety of moot competitions.

The **Cooperation and Collaboration Committee** led by **Rekha Rangachari** was also very active in 2021. We entered into several new cooperation agreements, for example with the BVI International Arbitration Centre, Dispute Resolution Data, and Arbitrator Intelligence.

The **Events Committee** organized events in 2021 on the occasion of Australia Arbitration Week, Hong Kong Arbitration Week, BVI Arbitration Week, Dubai Arbitration Week, New York Arbitration Week and Washington Arbitration Week (coordinated by Global Events Director **Rekha Rangachari**).

In parallel, throughout 2021 our Board has been doing extensive work in the background that is less visible to our members. The **Membership Committee** has been intensely busy, given that applications for membership increased substantially this year. Our **Treasurer, Juliette Fortin**, has similarly been tasked with additional work, as ArbitralWomen has funded more moot teams, accepted more members, and incurred additional expenses related to administrative aspects of the Organisation. Our **Secretary, Gaelle Filhol**, has been preparing for the 1 February 2022 Annual General Meeting and the June 2022 Board elections. We assembled a special **By-Laws Task Force** to draft revised By-Laws. Notwithstanding the pandemic, the Board has met monthly throughout the year, allowing for a free flow of information among the Board and good governance.

To conclude, this has been a productive and successful year for ArbitralWomen against a backdrop of difficult global circumstances. Given ArbitralWomen’s perseverance and success in the challenging climate of 2020 and 2021, just imagine how much ArbitralWomen can achieve when the pandemic is truly behind us.

We thank everyone who supported ArbitralWomen in 2021. Have a wonderful holiday season. We hope to see many ArbitralWomen members at the virtual Annual General Meeting on 1 February 2022.

News you may have missed from the ArbitralWomen News webpage

This section in the ArbitralWomen Newsletter reports on news posted on the ArbitralWomen News webpage regarding events or announcements that readers may have missed.

Young Mute-Off Thursdays celebrates its First Year Anniversary on 26 August 2021!

By Rachel Chiu, ArbitralWomen Member
and Laura Canet, Derin Coker, and Ayelet Hochman
19 August 2021

Young Mute-Off Thursdays (the younger sister group to Mute-Off Thursdays) will celebrate its First Year Anniversary on 26 August 2021, to mark one year of weekly Thursday meetings and to celebrate our international community of bright and capable young women practitioners in arbitration.

Young Mute-Off Thursdays is another story of creating opportunity for women in the legal profession amidst the challenges of practice in the Covid-19 pandemic. In May 2020, when many of us were subject to strict pandemic-related social restrictions, ArbitralWomen member **Rachel Chiu** reached out to **Ayelet Hochman** (a colleague whom she had met at a conference before the pandemic) for a telephone catch-up. This phone call was a small part of our new reality, in which professional connections are harder to maintain and create.

Just a few months earlier, ArbitralWomen members **Ena Vidak Gojković**, **Gaëlle Filhol**, **Catherine Anne Kunz** and **Claire Morel de Westgaver** launched the successful online forum Mute-Off Thursdays. The forum is designed to help senior women in arbitration share knowledge and stay connected with the arbitration community and combat the challenges of underrepresentation and invisibility that women

practitioners faced, which risked being amplified under the new normal of socially distanced working and living.

The phone call between Ayelet and Rachel marked the start of a new online forum where young women practitioners in arbitration from all corners of the world could meet, network, and find support. They reached out to two other colleagues with different backgrounds and from different jurisdictions, **Derin Coker** and **Laura Canet**, to help build this community. Together, with the support of the Mute-Off Thursdays' team, Derin, Laura, Ayelet and Rachel launched Young Mute-Off Thursdays in August 2020!

Ever since, Young Mute-Off Thursdays has met every Thursday, at

the same time (9am ET / 2pm GMT), over Zoom for 30 minutes. Every Thursday, a woman practitioner (either a senior practitioner in the field or a member from the group) is invited to lead a discussion on a select topic. A wide range of topics have been discussed at these Thursday sessions, from developments in the law, drafting and advocacy tips, to maintaining sustainable success and work-life balance. Occasionally, senior practitioners share details about their person journey in legal practice, which is always an inspiration to members in the group. Young Mute-Off Thursdays also hosts regular networking sessions for members to interact with each other in smaller groups, and features workshops by external speakers on law-related topics such as accounting, expert work, and mental health.

A year on, Young Mute-Off Thursdays' community has grown from a small list of each co-chair's personal contacts to a strong following of more than 200 young women practitioners from all over the world, from West Africa, to Europe, the Americas, India and Singapore!

At Young Mute-Off Thursdays, many women are in the early stages of their stages and in the process of establishing their professional network. As such, Young Mute-Off Thursdays serves as a platform for members to build and maintain their network amongst their peers, and a bridge between young and senior practitioners, to benefit from their experience, mentorship, support and collaboration. It also aims to provide



Young MUTE OFF Thursdays

Special Anniversary Session

Thursday 26 August 2021

From 9 am to 10 am New York / 2 pm to 3 pm London / 3 pm to 4 pm Paris / 9 pm to 10 pm Singapore



Being at your Best and Bringing out the Best in Others
An interactive and practical **one-hour** workshop
Develop key career skills that will help you be the best version of yourself and bring out the best of others on your team
With Certified Business Coach **Amanda Pelham Green** from Odysseymentor

This event is organized by the **Young MUTE OFF Thursdays** Team
Laura Canet, Bettina Perben Pradel Filhol
Rachel Chiu, Bryan Cave Leighton Paisner
Derin Coker, Peter Dovey and Co Solicitors
Ayelet Hochman, White & Case

Our special thanks for the constant and invaluable support of the **MUTE OFF Thursdays** Team
Gaëlle Filhol, Bettina Perben Pradel Filhol
Ena Vidak Gojković, King & Spalding
Catherine Anne Kunz, Laive
Claire Morel de Westgaver, Bryan Cave Leighton Paisner

women practitioners with a safe space for knowledge sharing and discussion, assist young female practitioners with raising their profile, and strives to promote a culture of collegiality and kindness.

As part of its anniversary celebrations, Young Mute-Off Thursdays will host a special one-hour session on 26 August at 9am ET / 2pm GMT / 9pm SG. It will feature a practical workshop by professional coach Amanda Pelham Green that will aim to equip participants

with career skills to help them be the best versions of themselves in practice, and bring out the best of others in their teams. Participants will also be invited to interact in smaller break-out rooms. Details of the session may be found on the ArbitralWomen events page here.

The event is open to ArbitralWomen members up to 7-PQE. If you would like to attend the Special Anniversary session or are interested to join the group, please send your request to youngmuteoffthursdays@gmail.com.

Young Mute-Off Thursdays founding co-chairs

- **Laura Canet**, Associate, Betto Perben Pradel Filhol
- **Derin Coker**, Associate, Peter Dovey and Co Solicitors
- **Ayelet Hochman**, Associate, White & Case
- **Rachel Chiu**, Associate, Bryan Cave Leighton Paisner

Young Mute-Off Thursdays' full syllabus for its first year (August 2020–August 2021) Session | Topic | Speaker / Affiliation

1. Building your career in international arbitration – Jacomijn van Haersolte-van Hof, LCIA	25. The Future of Investor-State Relations – Melida Hodgson, Jenner and Block
2. Navigating cross-border sensitivities – Rose Rameau, Rameau International Law	26. Making transitions in a cross-border career – Chiann Bao, Arbitration Chambers
3. Are instant messages (social media messages) discoverable forms of evidence? – Claire Morel de Westgaver, BCLP	27. Experience-sharing session – Virtual Hearings
4. How to hone your advocacy and public speaking skills – Kirtan Prasad, RPC	28. Using Harvard Negotiation Workshop Principles to Improve your Advocacy – Ema Vidak, Vidak Arbitration
5. Finding your niche in arbitration – Wendy Miles, Twenty Essex	29. The Environmental and Social Impact of Investment Law and Disputes – Angela Ha, Volterra Fietta
6. Tips on Pitching Your Case to Third Party Funders – Rachel Chiu, BCLP	30. Networking session: Easter Special
7. Security for claims applications in arbitration proceedings – Karolina Latasz, Allen & Overy	31. How to use intersectionality as your superpower – Ariel White – Tsimikalis, BCLP
8. Career paths in arbitration: Working as an arbitrator / how to build your experience and portfolio as an arbitrator – Maxi Scherer, Wilmerhale	32. JOINT SESSION MUTE-OFF ANNIVERSARY: Imposter Syndrome and how to overcome it
9. Cross-examination of expert witnesses – Srishti Jain, Keidan Harrison Disputes	33. Preliminary assessments in international arbitration – Viktoria Schneider, Hanefeld
10. Mental resilience and sustainable success – Claire Williamson, Leading Minds	34. Arbitration in India – Ishita Mishra, Chambers of Mr. Gourab Banerji
11. Working with experts in international arbitration – Daniela Bambaci, BRG; and Jessica Pineda, PGMBM	35. Experience-sharing session: Document Production
12. Discussion on the differing approaches between jurisdictions on law applicable to arbitration agreement – Saadia Bhatti, Gide Loyrette Nouel	36. Mediating complex cross-border commercial disputes – Jane Player, Independent Mediators
13. Cyber Security and International Arbitration: Understanding the ICCA Protocol – Wendy Gonzales and Sophie Nappert, CyberArb	37. Making sense of financial statements – Vikki Wall, Haberman Ilett
14. Networking Session: Thanksgiving Special	38. Do's and don'ts in persuading arbitrators – Elena Gutierrez, Independent Arbitrator
15. Acting as a Tribunal's Secretary – Catherine Schroeder, Schroeder Arbitration	39. Tribunal's questions to parties outside the hearing: dos and don'ts – Maria Hauser-Morel, Hanefeld
16. How to recover internal in-house legal costs at the end of an arbitration – Elizabeth Chan, Three Crowns	40. Advocacy and drafting tips: Keep it simple, keep it interesting – Sapna Jhangiani QC, Clyde & Co
17. ICCA Report on Gender Diversity – Presentation on work and findings – Jennifer Ivers, White & Case; Nicola Peart, Three Crowns	41. Draft Guidelines on Standards of Practice in International Arbitration – Lucy Reed, Arbitration Chambers
18. Building Your Brand – Yaara Diechter, Robus Consulting	42. Gender statistics in arbitration – Umika Sharma, NUS PHD Researcher
19. Greener arbitrations – Lucy Greenwood, Greenwood Arbitration	43. How to Find and Maintain Work Life Balance – Kristen Young, White & Case
20. Corruption in international arbitration – Patricia Snell, Covington & Burlington	44. Networking session: Celebrating our Accomplishments
21. Demystifying quantum evidence workshop – Saana Babaa, EY Disputes	45. The role of amicus curiae in international arbitration – Dr Crina Baltag, Stockholm University
22. Creating and Maintaining Networks in a Multicultural Environment – Yael Ribco, Shearman & Sterling	46. Role of ICSID and other institutions in administering investment disputes – Professor Emilia Onyema, SOAS University of London
23. How to survive your first appointment as an arbitrator? – Gaëlle Filhol, Betto Perben Pradel Filhol	47. Building your career through changes between law firms and different roles in arbitration – Marie-Isabelle Delleur, Clifford Chance
24. Key updates to LCIA Rules 2020 and ICC Rules 2021 – Eleanor Scoggings and Ange la Casey, LALIVE	48. The Margin of Appreciation in Investment Arbitration – Danielle Morris, Wilmerhale

ArbitralWomen and Dispute Resolution Data Sign a Memorandum of Understanding



By Diana Droulers, CEO of DRD, and Debi Slate, Co-Founder and COO of DRD – both former ArbitralWomen Board members.

20 August 2021

ArbitralWomen and Dispute

Resolution Data (DRD) are delighted to announce having entered a Memorandum of Understanding (MoU) to promote diversity in ADR, a few weeks after **Diana Droulers** succeeded Bill Slate as the new CEO of DRD. Diana Droulers, along with **Debi Slate**, DRD's Co-Founder and COO, are both ArbitralWomen Founding Members and former Board Directors. ArbitralWomen is thrilled to see Diana and Debi leading a pioneering initiative that offers the benefits of data analytics.

The DRD global database allows users to access yearly trends starting in 2005 and set multi-year parameters in their data and statistical searches. DRD's dynamic data is unique in its uniformity and sheds light on many aspects of international arbitration and mediation that were previously not accessible. DRD addressed the vision of Bill and Debi Slate, to better equip international arbitration and mediation with data that supplement lawyers' knowledge and confidence via uniform data-based statistics and analysis. The mission of DRD is to enhance and expand the practice of arbitration and mediation through the collection and dissemination of

trusted aggregated case data, while maintaining confidentiality, a key component for DRD. This data provides insights into ADR practices and trends for parties, dispute resolution institutions, advocates, arbitrators, mediators, researchers and policy makers.

DRD is the first and only global database pertaining to international commercial arbitration and mediation dispositions. Global Arbitration Review (GAR) awarded DRD in 2017 the *Best Innovation by an Individual or Organization* award. This innovation refers to the development of a robust, dynamic database, now over 5,000 cases and 172,000 data points, for data collection and reporting. The number of institutions contributing their closed case data has more than doubled from nine in 2015 to nineteen in 2021. Thus far the data that has been contributed includes data from CACC, ICDR, CEDR, ACICA, CAM, CECAP CAM Santiago, BCDR, CANACO, CCB, CAM-CCBC, CEDCA, CRC, ICC, VIAC, CAINCO, MCIA, MIAC, CAC with more on the horizon. DRD is grateful that so many institutions understand the value of the DRD's mission to advocate for transparency and inclusiveness in international commercial arbitral data in order to enhance the abilities of those working within this area.

To effectively be available to those wanting the most current data, DRD offers "on-demand" custom-

ized reports, as well as the ability to have API access. Look for more information in the coming months as DRD becomes a universal resource in the field of international commercial arbitration.

DRD first began collecting gender information on arbitrator tribunals by case type and region when it became a signatory of the Equal Representation in Arbitration pledge in 2015. The diversity data collected shows incremental progress of the number of female arbitrators. While more progress is needed, Diana and Debi are happy to see the changes in a field where they have contributed to promote gender diversity.

In addition to bringing her experience as former Executive Director of the Centro de Arbitraje de la Cámara de Caracas (CACC) for sixteen years, President of IFCAI for eight years, member of the ICC Court for a second mandate of three years, and former Latin America Advisor for DRD for five years, Diana has continuously promoted female practitioners in Latin America ([click here](#) to see an interview with Diana published in ArbitralWomen Newsletter 2014). Diana and Debi, former National Vice President of Online Dispute Resolution with American Arbitration Association, combine an invaluable experience in international dispute resolution, which will help them steer DRD as it becomes a necessary resource for anyone working in the international ADR field.

Debi commented, "Diana was the natural choice to follow Bill as she has been integrally involved with DRD since its start five years ago. She immediately understood the necessity and benefits to the world of international commercial arbitration that DRD's data analytics could provide. We are pleased to have Diana at the helm moving DRD forward."

ArbitralWomen and Arbitrator Intelligence Formalise Collaboration by Signing Cooperation Agreement



27 October 2021

We are pleased to announce that

ArbitralWomen and Arbitrator Intelligence formalised their longstanding relationship by entering into a Cooperation Agreement in October 2021.

The Cooperation Agreement was signed on behalf of ArbitralWomen by **Dana MacGrath**, ArbitralWomen President, and on behalf of Arbitrator Intelligence by **Catherine Rogers**, Founder and CEO of Arbitrator Intelligence.

The Cooperation Agreement encourages collaboration on the organisation of dispute resolution-related events as well as providing support and promotion for events, projects, and initiatives.


"We are excited to formalise ArbitralWomen's collaborative relationship with Arbitrator Intelligence and encourage the sharing of information about diverse arbitrators with Arbitrator Intelligence to increase the visibility and recognition of the many diverse arbitrators in international arbitration," commented ArbitralWomen President **Dana MacGrath**.

"Arbitrator Intelligence contributes significantly to raising the profile of diverse arbitrators and we share a common goal of promoting the visibility of qualified female arbitrators."

Arbitrator Intelligence Founder and CEO **Catherine Rogers** commented, "Given ArbitralWomen's leadership in putting diversity on the agenda in international arbitration, we could not be prouder about the opportunity to work together with ArbitralWomen to improve informational resources about female and diverse arbitrators."



ArbitralWomen recently supported Arbitrator Intelligence's 2021 Diversity Campaign, which encouraged members of the arbitration community to share feedback on diverse arbitrators and help them to turn places on shortlists into appointments.



As part of the Arbitrator Intelligence Diversity Campaign, ArbitralWomen President **Dana MacGrath** joined representatives of leading diversity organ-

isations and arbitral institutions from across the globe for a webinar focusing on "Assessing and Resolving Disparities in Arbitrator Appointments." A recording is available [here](#) .

Previously in 2018, ArbitralWomen and Arbitrator Intelligence co-sponsored the [Campaign on Women Arbitrators](#) , encouraging members of the arbitration community to complete a feedback questionnaire about female arbitrators.

The insights obtained from feedback provided to Arbitrator Intelligence are used to produce Reports that will help to promote diversity and transparency by making information about lesser-known diverse arbitrators widely available, enabling their reputations to develop.

Readers can help Arbitrator Intelligence to continue to provide the market with information about female arbitrators and further the cause of diversity by completing an online questionnaire about them [here](#)  or by scheduling an appointment to provide feedback to a member of the Arbitrator Intelligence team [here](#) .

For media enquiries, please contact ArbitralWomen at: contact@arbitral-women.org  and Arbitrator Intelligence at: info@arbitratorintelligence.com .

Burford Capital expands The Equity Project





Burford

By Aviva Will, Co-Chief Operating Officer of Burford Capital, ArbitralWomen member and Founder of The Equity Project, and Maria Eugenia Ramirez, Partner at Hogan Lovells, ArbitralWomen member and Equity Project Champion.

16 November, 2021

Lack of diversity in arbitration

is a well-documented problem. Women account for only [about a fifth of arbitrators](#) , and ethnic diversity is largely absent. A [2021 survey](#)  by White & Case found that 61% of respondents

agreed that some gender diversity progress has been made in recent years, but less than a third felt similarly about ethnic diversity.

Burford Capital reviews hundreds of billions of dollars in commercial disputes annually, but since its inception in 2009, of the thousands of matters brought to it each year for funding, less than 5% had a woman in a leading role, and even fewer were led by people of colour. In 2018, Burford launched The Equity Project, a \$50 million pool of capital earmarked to back litigation and arbitration led by women. As of December 31, 2020, Burford had committed nearly \$57 million to matters led by women.

Building on this success, in October 2021 Burford [announced](#) its expansion of The Equity Project with an additional \$100 million and broadening its mission to address both female and racially diverse lawyers.

In earmarking capital through The Equity Project, Burford seeks to provide lawyers who have been historically underrepresented in the business of law an edge as they pursue leadership positions in significant commercial litigations and arbitrations.

Further, when Equity Project investments resolve successfully, Burford will contribute on behalf of the client some of Burford's profits to a charitable organisation focused on advancing the careers of female and diverse lawyers.

Arbitration is a focus area for Burford and the Equity Project. Of the 25 global Equity Project Champions—men and women who help Burford ensure that female and racially diverse lawyers are aware of the capital available—nine are leaders in international arbitration and dispute resolution. Further, of the nearly \$57

million committed in phase one of The Equity Project, 24% was committed to support women-led international arbitration claims.

Arbitration claims that may qualify for Equity Project financing include matters where a female or racially diverse lawyer is first or second chair, serves as lead counsel, earns the origination credit, is the client-relationship manager, or where the client is being represented by a law firm that is owned by female or racially diverse lawyers.

Maria Eugenia Ramirez commented: "I am delighted to have been invited to join the next phase of The Equity Project as an Equity Project Champion, and I look forward to its continuing growth throughout 2022."

We are pleased to share this announcement and requests for more information: equityproject@burford-capital.com [✉](#).

ARBinBRIEF: a practical arbitration video guide showcasing diverse arbitrator talent

By the members of the ARBinBRIEF founding team: Elizabeth Chan, Nata Ghibradze, Dr. Nadja Harraschain, Olga Hamama, Emily Hay, Iuliana Iancu, Ibukunoluwa Owa, Dara Sahab, Olga Sendetska, Mrinalini Singh and Vanessa Zimmermann de Meireles.

29 November 2021

ArbitalWomen is proud to support ARBinBRIEF, a new initiative that offers practical video guides on hand-picked arbitration topics while showcasing diverse arbitrator talent.

The ARBinBRIEF series is divided into seasons consisting of 10 episodes each. Each episode features a 15-minute live conversation between two arbitrators that is recorded, followed by a (not-recorded) 15-minute audience Q&A. The number of "live" audience members is limited for each episode to allow for meaningful engagement with the speakers. The episodes air every fortnight on Wednesdays. The recorded conversation is then shared as part of a

library of video guides on [ARBinBRIEF's YouTube Channel](#) [▶](#) and the [Delos Dispute Resolution's website](#) [🌐](#).

The first season of ARBinBrief launched in October 2021. Over the

course of ten episodes in the first season, ARBinBRIEF moves through the lifecycle of an arbitration. The first four episodes focused on the early stages of an arbitration, where arbitrators' decisions may





have important implications for the rest of the arbitration. The decision-making stages discussed during the first four ARBinBRIEF episodes included:

1. appointing arbitrators,
2. immediate steps to take after being appointed as arbitrator,
3. case management conferences, and
4. drafting Procedural Order No. 1.

The ARBinBRIEF format of two arbitrators in conversation offers a unique opportunity to showcase arbitrator talent. These conversations give arbitrators not only the opportunity to share their relevant experience and demonstrate their presentation skills but also to give insight into their general approach in conducting arbitrations.

Arbitrators featured in episodes to date (including several ArbitralWomen members) are: **Wendy Miles QC** and **Jennifer Bryant** (Episode 1); **Chiann Bao** and **Fatima**

Balfaqeeh (Episode 2); **Preeti Bhagnani** and **Suzanne Rattray** (Episode 3); **Dana MacGrath** and **Krystle Baptista Serna** (Episode 4).

Elizabeth Chan, a member of the founding ARBinBRIEF team, ArbitralWomen Board member, and member of the Equal Representation in Arbitration Pledge Young Practitioners Subcommittee, said, “ARBinBRIEF is a fantastic resource for everyone in the arbitration community, whether they are arbitrators, counsel, parties, experts, academics or others, looking for a quick, go-to guide on how to conduct specific parts of the arbitral process. It’s also a chance to celebrate the diversity of the global arbitrator pool, as a step towards achieving more diverse arbitrator appointments. The first four episodes featured arbitrators from diverse regions, including North America, Europe, Asia, the Middle East and Africa.”

Ibukunoluwa Owa, another member of the ARBinBRIEF team observed,

“ARBinBRIEF is a practical resource not just for young arbitrators but anyone conducting their first arbitration. For example, I enjoyed hearing Suzanne Rattray explain how the time management skills she gained as an engineer influenced how she conducts case management conferences efficiently.”

ArbitralWomen President **Dana MacGrath** commented, “ARBinBRIEF is a fantastic virtual platform for knowledge-sharing on specific arbitration issues through short interviews followed by a Q&A session. You can learn a significant amount and gain unique insights from experienced arbitrators in less than 30 minutes per episode. It is also a wonderful way to feature diverse talent in the arbitration field.”

To join the live audience for future ARBinBRIEF episodes, visit www.ARBinBRIEF.com, follow us on [LinkedIn](#), subscribe on [YouTube](#), and consult our video [library hosted by Delos](#).

S1:E4 Drafting Procedural Order no.1

Dana MacGrath

Krystle Baptista Serna

Vanessa Zimmermann

Launch of the USA Subcommittee by the Equal Representation in Arbitration Pledge!



Dana MacGrath (Co-Chair), Sarah Reynolds (Co-Chair), Victoria Shannon (Co-Chair) and Nilufar Hossain (Secretary)

3 December 2021

The Equal Representation in Arbitration Pledge (Arbitration Pledge) has formed a new USA Subcommittee which launched in November 2021 to take forward the promotion of the Arbitration Pledge among the broad geographic reach of the United States, focusing on increasing awareness and driving change in the appointment of female arbitrators, female practitioners as lead counsel and the advancement of female in-house counsel.

The group is led by ArbitralWomen President and Arbitration Pledge USA Subcommittee Co-Chair **Dana MacGrath**, ArbitralWomen Member, Arbitration Pledge USA Subcommittee Co-Chair **Sarah Reynolds** (Managing Partner, Goldman Ismail Tomasseli Brennan & Baum), and ArbitralWomen Member and Arbitration Pledge USA Subcommittee Co-Chair **Victoria Sahani** (Associate Dean and Professor of Law, Arizona State University Sandra Day O'Connor College of Law), together with ArbitralWomen Member and USA Pledge Subcommittee Secretary **Nilufar Hossain** (Legal Counsel and Associate Investment Manager, Omni Bridgeway).

The Arbitration Pledge [USA Subcommittee](#) is composed of a diverse cross-section of men and women in the US arbitration community.

USA Subcommittee Members will work closely with the international arbitration community and other groups to understand

the needs and challenges which diverse arbitrators face in getting appointments, diverse arbitration practitioners face coming up through the ranks at law firms, and diverse

in-house arbitration counsel face in advancing within their organisations. The Press Release issued by the Equal Representation in Arbitration is accessible [here](#).



GLOBAL STEERING COMMITTEE	CORPORATE SUB-COMMITTEE	LATIN AMERICA SUB-COMMITTEE
INDIA SUB-COMMITTEE	AFRICA SUB-COMMITTEE	MIDDLE EAST SUB-COMMITTEE
YOUNG PRACTITIONERS SUB-COMMITTEE	ARBITRATOR SEARCH COMMITTEE	USA SUB-COMMITTEE

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ASSOCIATE INVESTMENT MANAGER,
LEGAL COUNSEL
OMNI BRIDGEWAY
SAN FRANCISCO, CALIFORNIA, USA

SUB-COMMITTEE MEMBERS

ArbitralWomen Proudly Supported New York Arbitration Week 2021!



8 December 2021

ArbitralWomen was a proud supporting organisation of [New York Arbitration Week 2021](#) that included a full week of programming by the AAA/ICDR, ICC, ASIL, SIAC, New York City Bar Association, Columbia Law School, King's College London and Three Crowns, ArbitralWomen, CIArb New York Branch and NYIAC, YIAP and NYIAC, CPR, JAMS, SVAMC and Fordham Law School.

ArbitralWomen hosted a panel discussion on November 19, 2021, **“New York Stories: Career Options, Opportunities, and Challenges in International Arbitration,”** focused on career options and opportunities, as well as the challenges faced by international arbitration practitioners. Speakers shared stories about their professional paths and career transitions.

Panelists included **Chris Alberti, Lorraine Brennan, Dana MacGrath** and **Friedrich Rosenfeld**. The panel was moderated by **Yasmine Lahlou** and **Louise Woods**.

Louise Woods introduced the panel with words by the famous poet, Robert Frost:

*“Two roads diverged in a wood, and I —
I took the one less traveled by,
And that has made all the difference.”*

Speakers noted that with globalization, arbitration has expanded across the world, and that increased diversity in the business community

calls for a diverse arbitration community. Additionally, due to technological advancements, virtual hearings and meetings are more common, and has afforded younger practitioners opportunities to launch initiatives, access mentoring opportunities, and participate in virtual webinars. Also, there is increasing transparency in international arbitration.

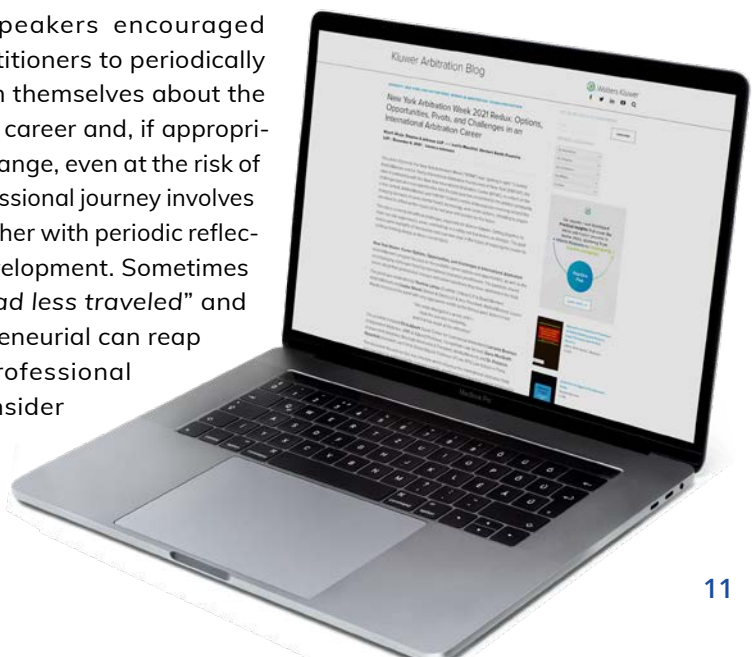
Panelists emphasized the importance of senior practitioners and arbitrators giving back to the arbitration community through coaching, mentoring, sponsoring and sharing advice. Speakers also highlighted the importance of networking among all levels, including peer to peer networking. Panelists also encouraged younger practitioners to join committees and activities relevant to their areas of interest and to be actively engaged participants.

Finally, speakers encouraged younger practitioners to periodically “check-in” with themselves about the status of their career and, if appropriate, dare to change, even at the risk of failure. A professional journey involves planning together with periodic reflection on its development. Sometimes “taking the road less traveled” and being entrepreneurial can reap wonderful professional rewards. Consider looking for a practice area in line

with your interests that is underrepresented and develop a niche expertise in that area.

The ArbitralWomen event concluded by sharing ways to increase diversity in international arbitration, such as providing younger arbitration lawyers with advocacy opportunities, involving younger lawyers as tribunal secretaries on matters, providing younger lawyers visibility to arbitral institutions. Speakers noted that diversity extends far beyond gender and acknowledged there is much work still to be done to achieve diversity in arbitration.



For more information on this event and others during New York Arbitration Week 2021, see [Kluwer Arbitration Blog](#) posts between 6-10 December 2021, including the KAB post about the ArbitralWomen and YIAP programmes [here](#).



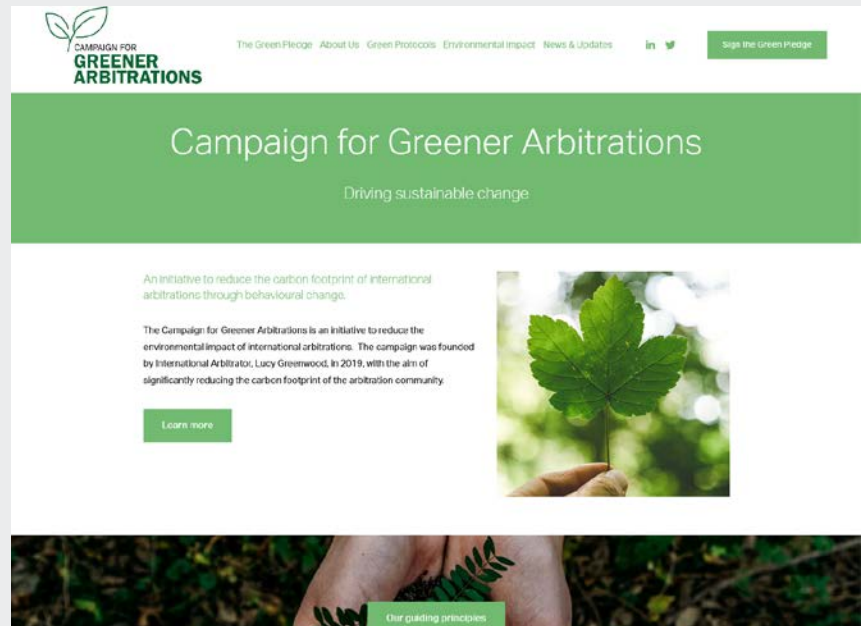
The Campaign for Greener Arbitrations Appoints ArbitralWomen Members to Lead Global Steering Committee and Sub-Committees


By ArbitralWomen Board Member and Campaign for Greener Arbitration Vice President Cherine Foty
9 December 2021

The Campaign for Greener Arbitrations  has newly constituted its **Global Steering Committee**  and **Sub-Committees**  for the 2022-2023 Term, spotlighting several ArbitralWomen members. The Campaign for Greener Arbitration is an initiative to reduce the environmental impact of international arbitrations by promoting awareness of the arbitration community's carbon footprint and producing best practice guides and concise action for better environmental behaviors. The Global Steering Committee is led by ArbitralWomen member **Lucy Greenwood**, who founded the Campaign in 2019 as a **"Green Pledge"**  which now has hundreds of signatories. She has now taken on the role of President.

ArbitralWomen Board Member **Cherine Foty** and ArbitralWomen Member **Christine Falcicchio** have been appointed as Vice Presidents of the Global Steering Committee and serve under the direction of the President. Both Christine and Cherine were integral members of the working group which launched the Campaign's **Green Protocols**  on Earth Day in April earlier this year. The launch was covered in **an article**  co-authored by Lucy, Christine, and Cherine on the Kluwer Arbitration Blog. Other board members of the Global Steering Committee include ArbitralWomen members **Stephanie Collins** (Law Firm Co-Liaison), **Rebecca James** (Research & Policy Co-Director), **Maguelonne de Brugiere** (Green Protocols Director), and **Nicola Gare** (Website and Social Media Co-Director).

In addition to the Global Steering Committee, **the Campaign has**



announced  that six regional sub-committees formed in the course of June 2021 are now fully operational. The regional sub-committees are led by 14 co-chairs and 4 vice-chairs, and have nearly 150 regional sub-committee members.

The following ArbitralWomen members sit as chairs of regional sub-committees: **Bronwyn Lincoln** (Co-Chair of the Asia Pacific Sub-Committee), **Nathalie Allen Prince** (Co-Chair of the Europe Sub-Committee), and **Antonia Birt** (Co-Chair of the MENA Sub-Committee).

In addition, the following ArbitralWomen members serve on regional sub-committees: ArbitralWomen President **Dana MacGrath** (North America Sub-Committee), ArbitralWomen Board Member **Affef Ben Mansour** (Africa Sub-Committee), ArbitralWomen Board Member **Rekha Rangachari** (North America Sub-Committee), and ArbitralWomen members **Laura Keily** (Asia Pacific Sub-Committee), **Chloé Vialard** (Asia Pacific Sub-Committee), **Iuliana**

Iancu (Europe Sub-Committee), **Charlotte Matthews** (Europe Sub-Committee), **Monika Diehl** (Europe Sub-Committee), **Patricia Snell** (Europe Sub-Committee), **Pamela McDonald** (MENA Sub-Committee), **Seema Bono** (MENA Sub-Committee), **Christine Falcicchio** (North America Sub-Committee), **Laurence Marquis** (North America Sub-Committee), and **Victoria Sahani** (North America Sub-Committee).

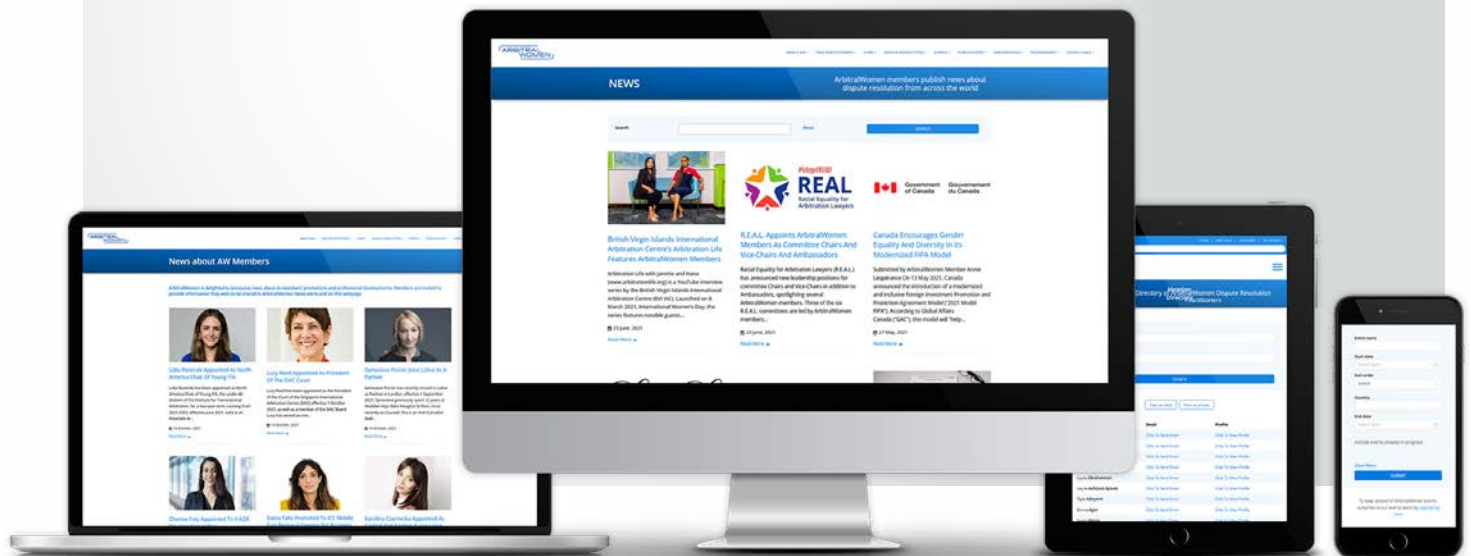
The Campaign also formalized five subject-matter sub-committees committed to further carrying forward the work of the Campaign. The following ArbitralWomen members sit on those sub-committees: ArbitralWomen Board Member **Rekha Rangachari** (Institution Sub-Committee) and ArbitralWomen members **Nicola Peart** (Green Protocols Sub-Committee), **Sarah Vasani** (Green Protocols Sub-Committee), and **Charlotte Matthews** (Website and Social Media Sub-Committee).



Click here to sign the Green Pledge.

Keep up with ArbitralWomen

Visit our website on your computer or mobile and stay up to date with what is going on. Read the latest [News](#) about ArbitralWomen and our [Members](#), check [Upcoming Events](#) and download the current and past issues of our [Newsletter](#).



SPEAKING AT AN EVENT?

If you would like ArbitralWomen to share details of a forthcoming external ADR speaking engagement on its website, in its Event Alerts and on social media, please provide the following information to marketing@arbitralwomen.org a minimum of 14 days before the event is due to take place:

- Title of event
- Date and time
- Names of ArbitralWomen members speaking at the event
- Venue or format/platform (virtual, webinar or otherwise)
- How to register / Registration link
- Flyer
- Short summary of the event for advertising purposes

ArbitralWomen thanks all contributors for sharing their stories.

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Follow us on Twitter [@ArbitralWomen](https://twitter.com/ArbitralWomen) and our LinkedIn page: www.linkedin.com/company/arbitralwomen/

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AW Activities at a Glance: [click here](#)

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ArbitralWomen Individual & Corporate Membership

ArbitralWomen's website is the only hub offering a database of female practitioners in any dispute resolution role including arbitrators, mediators, experts, adjudicators, surveyors, facilitators, lawyers, neutrals, ombudswomen and forensic consultants. It is regularly visited by professionals searching for dispute resolution practitioners.



The many benefits of ArbitralWomen membership are namely:

- Searchability under [Member Directory](#) and [Find Practitioners](#)
- Visibility under your profile and under [Publications](#) once you add articles under My Account / My Articles
- Opportunity to contribute to ArbitralWomen's section under [Kluwer Arbitration Blog](#)
- Promotion of your dispute resolution speaking engagements on our [Events page](#)
- Opportunity to showcase your professional news in ArbitralWomen's periodic news alerts and [Newsletter](#)
- Visibility on the [News](#) page if you contribute to any dispute resolution related news and ArbitralWomen news
- Visibility on the [News about AW Members](#) to announce news about members' promotions and professional developments
- Ability to **obtain referrals** of dispute resolution practitioners
- **Networking** with other women practitioners
- Opportunity to participate in ArbitralWomen's various programmes such as our [Mentoring Programme](#)

We encourage female practitioners to join us either individually or through their firm. Joining is easy and takes a few minutes: go to '[Apply Now](#)' and complete the application form.

Individual Membership: 150 Euros.

Corporate Membership: ArbitralWomen Corporate Membership entitles firms to a **discount on the cost** of individual memberships. For 650 Euros annually (instead of 750), firms can designate up to five individuals based at any of the firms' offices worldwide, and for each additional member a membership at the rate of 135 Euros (instead of 150). Over **forty firms** have subscribed a Corporate

Membership: [click here](#) for the list.

ArbitralWomen is globally recognised as the leading professional organisation forum for advancement of women in dispute resolution. Your continued support will ensure that we can provide you with opportunities to grow your network and your visibility, with all the terrific work we have accomplished to date as reported in our Newsletters.

ArbitralWomen membership has grown to approximately one thousand, from over 40 countries. Forty firms have so far subscribed for corporate membership, sometimes for as many as 40 practitioners from their firms.



Do not hesitate to contact membership@arbitralwomen.org, we would be happy to answer any questions.