

# Unicorn Brooch

\*Image adopted from Mute off Thursdays' cover of The Compendium of Unicorns – A Global Guide to Women Arbitrators

## Why the Unicorn Brooch?

In a head-nod to Lucy Greenwood, an ArbitralWomen member who conceived of the idea of sending unicorn brooches to women arbitrators around the globe, the story of unicorn brooches inspired Mute Off Thursdays to name its compendium of women arbitrators a "Compendium of Unicorns". The story behind it was described in the introduction of the Mute off Thursdays' Compendium of Unicorns – A Global Guide to Women Arbitrators as follows:

As many readers will know, a few years ago one highly prominent and accomplished woman arbitrator attended a conference. A male attendee remarked that he would like to appoint more qualified women as arbitrators, but they just did not exist. As he put it, "It's like finding a unicorn." Embracing that story with humor and grace, the woman arbitrator – **Lucy Greenwood** – thereafter embarked on a mission to acquire and send to many women arbitrators around the globe a silver unicorn brooch, which they today wear as a token of goodnatured defiance and solidarity.

The story would be amusing if the myth it reflects were not so pervasive. Despite years of growth in the number of women practicing international arbitration, overwhelming general support for gender diversity in the legal profession and commitment to

consider female candidates when making arbitral appointments, today **women remain significantly underrepresented on arbitral tribunals**. They comprise just 26.1% of all appointed arbitrators, and a woeful 17.9% of party appointed arbitrators (see [ICCA Report of the Cross-Institutional Task Force on Gender Diversity in Arbitral Appointments and Proceedings](#)).

The sheer number of women represented in this Compendium should by itself demonstrate that there are plenty of highly qualified women arbitrators. But our goal was not simply to disprove the unicorn myth. We also aimed to **make it easier** for well-meaning parties, counsel and institutions – including the more than 5,000 ERA Pledgers who committed to equal representation in international arbitration – **to find and appoint qualified women arbitrators**.

Look around you today to see how many women wear the unicorn brooch. **Are they a rare species?**

We encourage male practitioners to give the unicorn badge they received in their goody bag to a female colleague or to wear it as a symbol of allyship.

ArbitralWomen extends its sincerest thanks to Lucy Greenwood, who kindly gifted the unicorn brooches, for her generous support of ArbitralWomen's 30th anniversary celebration.

ArbitralWomen also thanks Mute Off Thursdays for authorising it to use the story of the unicorn brooch described in the introduction of the Mute off Thursdays' Compendium of Unicorns – A Global Guide to Women Arbitrators as follows, and to use the artwork.



The unicorn is one of the most famous mythological creatures, often depicted as a white horse with a spiraling horn on its forehead. The unicorn appeared in early Mesopotamian artworks, and it also was referred to in the ancient myths of India and China. The earliest description in Greek literature of a single-horned (Greek monokerōs, Latin unicornis) animal was by the historian Ctesias (c. 400 BCE). The common belief among Europeans that unicorns actually existed waned by the 18th century, according to the St Neots Museum. After all, no one was able to find a real animal that matched the unicorn description (source: [www.livescience.com/origins-of-unicorns](http://www.livescience.com/origins-of-unicorns)).

## Searching for female arbitrators? Visit the following websites:

[AAA](#)

[Abu Dhabi Global Market Arbitration Centre \(ADGMAC\)](#)

[ArbitralWomen](#)

[Arbitrator Intelligence](#)

[ASA Profiles](#)

[Breaking Through](#)

[Compendium of Unicorns – A Global Guide to Women Arbitrators](#)

[Delos Arbitrator Database](#)

[Energy Arbitrators List](#)

[GAR's Arbitrator Research Tool](#)

[HKIAC Arbitrator](#)

[IAI](#)

[ICCA - ICCA Membership Directory](#)

[JAMS](#)

[Jus Mundi Directory of Arbitrators](#)

["Meet the Female Arbitrators"](#)

[VIAC](#)

[Women in Dispute Resolution \(WIDR\)](#)

If you require additional assistance in your search for female arbitrators, the ERA Search Committee is pleased to offer assistance via the [ERA Female Arbitrator Search Tool](#) hosted by ICCA: [www.arbitration-icca.org/search-female-arbitrators](http://www.arbitration-icca.org/search-female-arbitrators)