



JOIN US IN CELEBRATING OUR 25TH ANNIVERSARY JUBILEE

President's Column

Onwards and Upwards

I am pleased and honoured to have been elected by the Board on 1 December 2017 as President of this outstanding association, and to have been entrusted with leading the efforts of ArbitralWomen ("AW") towards promoting diversity and narrowing the gender equality gap in the legal profession. I have appreciated the warm congratulations and words of encouragement that I have received from the Board and from many AW members and friends. I am also proud to report that AW's wonderful, dynamic, inspiring and hardworking Board is actively preparing to bring you an exciting 2018 filled with projects and programmes aimed at collectively raising the profile, expertise and achievements of women in our illustrious profession.

As reported in our previous newsletters, AW has once again enjoyed an extremely productive year, with a great number of events on all continents. These include our signature AW SpeedNet and Unconscious Bias seminars, both of which we anticipate holding more frequently in the future to satisfy the astounding demand.

Recognising the empowerment that the Vis Moot experience brings to law students, AW has for years assisted deserving teams consisting of at least as many young women as men, by paying their registration fees to compete in the Vis Moot in Vienna and the Vis East Moot in Hong Kong. Our generous law firm partners have enabled us to offer funding to several teams, including – to our pride and delight – the team of West Bengal School of Law, which took home the highest prize of this year's Vis East Moot, the Bergsten Award.

I am also thrilled to announce that the Board is working hard on producing the *ArbitralWomen Unconscious Bias Toolkit*, a unique training programme designed to help both men and women recognise the role played by our own prejudices and how to deal with them effectively.

Inside Issue No. 24 – January 2018

President's Column.....	1
Our 24 Years' Story – You Can Join Our Successful Story	2
Projects & AW Anniversary.....	11
AW Means to Me.....	13
Leading Women in ADR	14
Events.....	16
Members on the Move and Distinctions	31
Mark your agendas.....	32
ArbitralWomen Activities, Services & Benefits	33
ArbitralWomen Individual & Corporate Membership.....	34
2018 ArbitralWomen Board.....	

Follow us on Twitter @ArbitralWomen
and our LinkedIn page: AW 25-Jubilee hashtag #AW25th

*ArbitralWomen thanks all contributors
for sharing their stories.*

Copyright and reference: If you use any information from our Newsletters or from any ArbitralWomen material published online or otherwise, including bibliography communicated for information, we request that you refer to ArbitralWomen and to the material referenced.

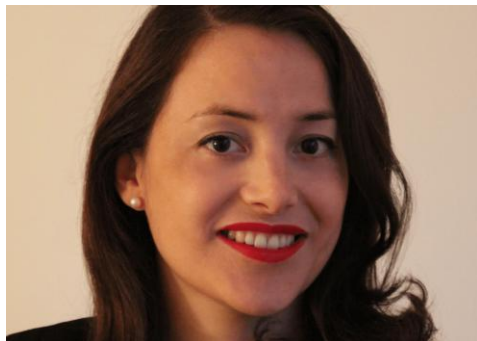
Thanks to a generous grant from the AAA-ICDR Foundation, AW is preparing a day-long participatory seminar for law firms, corporations, and any group interested in finding positive ways to deal with unconscious bias and promote diversity in arbitration.

In addition, AW is proud to announce the second edition of the book *Women Pioneers in Dispute Resolution*. This beautiful and inspiring bouquet of photos and stories celebrates the successes of women around the world and showcases some of the many challenges they have met and overcome in order to open doors previously accessible only to men.

As you may know, 2018 marks the 25th anniversary of ArbitralWomen, a “brand” that has become an internationally recognised symbol of the advancement of diversity and gender equality in the field of dispute resolution. To celebrate AW’s 25th Jubilee, in addition to the launch of the *ArbitralWomen Unconscious Bias Toolkit* and the presentation of the second edition of *Women Pioneers in Dispute Resolution*,

AW is planning a record number of events all around the world. Watch for details and news about these exciting events and activities on our website.

Finally, as we ring in the New Year we would like to share with our members and readers some highlights of AW’s initiatives, achievements and projects. AW’s achievements would not have been possible without the hard work of our Board and our members. We are likewise grateful to our sponsors and to our friends who have shown strong support to AW, its mission and its goals. We look forward to working with you in 2018!



Asoid García-Márquez
President

OUR 24 YEARS’ STORY – YOU CAN JOIN OUR SUCCESSFUL STORY

Nothing is impossible if you believe in your project. Twenty-four years ago, **Louise Barrington** gathered 60 of us at a restaurant in Paris, the “Thoumieux” on 22 November 1993. “Thoumieux” ... “Tout Mieux”, translated literally means “all better”. Was this premonitory? Probably yes. This was the start of what is now known as ArbitralWomen, co-founded by Louise Barrington and **Mirèze Philippe**.

Following an early period of initial gatherings from 1994 to 1999, Mirèze Philippe seized the opportunity of the rising electronic communities to create an electronic group in 2000 to bring together a number of women practitioners in dispute resolution. This was the beginning of a growing, successful network that expanded and became more and more active.

Today we are several hundred strong, spanning all parts of the globe. AW enjoys a global presence in dispute resolution. It can be proud of its work in promoting women in dispute resolution through conferences, seminars, other events and social gatherings, mentoring, coaching students to prepare them for practice moots, and granting funds to assist women law students to participate in moot competitions. Every year, AW leads several projects and programmes and assists in the promotion of women involved in any form of dispute resolution. AW has become a leader in the efforts to educate lawyers and clients alike in recognising and fighting gender bias – often unconscious – in the legal profession. AW also cooperates with kindred female associations and organisations involved in dispute resolution.

Our association has benefited from a wealth of ideas. Looking back, we can appreciate the long way we have come and rejoice in the spirit we have instilled in this network. This year, 2018, AW celebrates its 25th anniversary. To honour this Jubilee, AW shares here with its members and readers some highlights of the advances it has made and of its achievements. With the assistance of the current Board members, Mirèze Philippe prepared this report and retrospective.

HOW DID WE BUILD AW?

ArbitralWomen Board

ArbitralWomen has existed informally since 1993, actively since 2000 and officially as a non-profit organisation incorporated in 2005. Since then, AW has been run by a Board constituted of members, elected for a two-year term, willing to invest time and energy to bring the organisation forward. In its beginnings when AW was a smaller organisation, Board members had to invest less time. In the last decade, as AW became increasingly known and took on more and more projects to promote diversity and gender parity in dispute resolution, the time necessary to undertake all

initiatives has become significant and the size of the Board has increased.

Since 2005, 44 experienced practitioners hailing from a wealth of geographic, legal and cultural backgrounds, and of a wide range of ages, have served on the Board.

The success of AW would not have been possible without the participation of these dedicated women. AW would like its members and readers to join in conveying our appreciation to the contributions of all those Board members in bringing AW forward.

Those who have served as presidents (in chronological order) are: founding co-presidents Louise Barrington (Canada, UK) and Mirèze Philippe (France, Lebanon), Lorraine Brennan (USA), Dominique Brown-Berset (Switzerland), Rashda Rana (Australia, UK) and now Asoid Garcia Marquez (France, Mexico).

Members who have served on the Board (in alphabetical order, with their nationalities and/or places of business in brackets) are: Yulia Andreeva (Russia, USA), Gillian Carmichael Lemaire (France, UK), Valentine Chessa (France, Italy), Clare Connellan (UK), Jo Delaney (Australia), Diana Droulers (Venezuela), Juliette Fortin (France), Lorraine de Germigny (France, Switzerland), Beata Gessel (Poland), Florence Gladel (France), Lucy Greenwood (UK, USA), Elena Gutierrez (France, Spain), Catherine Kessedjian (France), Bronwyn Lincoln (Australia), Dana MacGrath (USA), Loretta Malintoppi (Italy, Singapore), Debora Miller Slate (USA), Karen Mills (Indonesia, USA), Gabrielle Nater-Bass (Switzerland), Marily Paralika (France, Greece), Alison Pearsall (France, USA), Amance Perrot (France), Carla Potok (Switzerland, UK), Anna Pukszto (Poland), Ann Ryan Robertson (USA), Ileana Smeureanu (France, Romania), Barbara Steindl (Austria), Salli Swartz (France, USA), Mary Thomson (Hong Kong, UK), Nancy Turck (UK, USA), Dorothy Ufot (Nigeria), Vilija Vaitkute Pavan (Lithuania), Carita Wallgren-Lindholm (Finland), Ana Carolina Weber (Brazil), Erika Williams (Australia), Louise Woods (UK), Rabab Yasseen (Iraq, Switzerland), Izabel Zivy (France, Spain).

The wide diversity of backgrounds of our Board members has substantially contributed to AW's success. Further details of the mandates and profiles of each Board member are available on AW's website (www.arbitralwomen.org/About-Us/AW-Board).

Members of the AW Board, now led by its President **Asoid Garcia Marquez**, volunteer a great deal of time to undertake AW's activities and projects aimed at empowering women in dispute resolution and promoting diversity and equal representation. As AW takes on more projects, we have needed additional Board members. Today, the Board has 17 voting members and 3 non-voting Advisory Board members.

Each and every Board member has undertaken a substantial workload on behalf of the organisation. Joining the Board involves a commitment to devote time and energy to AW activities and projects. The Board is comprised of committees with directors that lead AW activities and initiatives (see committee details at the end of the newsletter). AW members seeking a seat on the Board indicate their willingness to commit the time and energy required. Thus far, every member who has ever taken a seat on the Board has either been elected, or co-opted, in order to fill all the roles necessary.

We continue to encourage new members from diverse backgrounds to join the Board. The next AW Board elections will take place in June of 2018. Any AW member who is prepared to devote the time and energy to our projects is invited to run for election. Board members typically serve for a two-year term.

Continuity is essential to the smooth running of AW. Our two founders, Louise Barrington and Mirèze Philippe, have relentlessly invested time and energy since AW's early days and have contributed tremendously to the success of AW. Louise and Mirèze have remained on the Board to ensure continuity and assist new Board members in developing the knowledge base and experience for the elaboration and promotion of projects, and ultimately hand over responsibilities to new Board members. AW likewise benefits from an Advisory Board which includes former Presidents. The Advisory Board constitutes a valuable knowledge resource about our operational structure and is available for advice when the Board is faced with challenging decisions about the way forward. While Advisory Board members do not vote on governance related issues, they are informed of these and other operational issues to enable them to be in a position to provide advice to the Board.

Finally, the Board is composed of committees, each of which reports about its activities during annual general meetings (AGM). The reports are communicated to the members together with the minutes of the AGM. The last AGM was held on 30 November 2017, generously hosted by White & Case in Paris, and was followed by an enjoyable dinner.

We look forward to the upcoming AW Board elections in June of 2018.



30.11.2017 AW Dinner following the AGM

L to R back: Alison Pearsall, Mirèze Philippe, Beata Gessel, Dorothy Ufot, Olufunke Agbor, Nathalie Makowski, Vanina Sucharitul, Nora Fredstie, Alexa Romanelli, Ana Gerdau de Borja Mercereau, Cristina Martinetti, Elena Gutierrez.

L to R front: Meloria meschi, Yamina Kebir, Marily Paralika, Affef Ben Mansour, Valentine Chessa, Asoid Garcia Marquez, Angelika Hunnefeld, Sarah Lucas, Marion Lespiau.

Membership

AW is a network of women from diverse backgrounds and legal cultures active in international dispute resolution including *inter alia*, arbitrators, mediators, experts, adjudicators, marine surveyors, facilitators, lawyers, ombudswomen and forensic consultants. The group has grown from 60 practitioners in 1993 to several hundred from over 40 countries.

AW is globally recognised as the leading professional organisation for the advancement of women in dispute resolution. Membership is relevant and useful to all women in dispute resolution, irrespective of their level of experience, the jurisdiction in which they work, or

their role in the field. The continued support of the members ensures that AW can provide its members with opportunities to grow their networks and their visibility within the dispute resolution community. The exceptional work we have accomplished is reported periodically in our [Newsletters](#). AW's website is the only hub offering a database of female practitioners in dispute resolution, in all roles, and is regularly consulted by visitors searching for dispute resolution practitioners. AW also assists in identifying practitioners in dispute resolution, as well as speakers for conferences, from all over the world.

Our website and newsletter provide numerous benefits for our members, including:

- * Searchability in the Members Directory and Find Practitioners webpages
- * Promotion of dispute resolution speaking engagements on the Events webpage
- * Visibility on the Publications webpage for articles added under the members' profiles
- * Exposure on the News webpage
- * Exposure on the Kluwer webpage for blogs posted
- * Promotion of news and events in its newsletter
- * Ability to obtain referrals of dispute resolution practitioners
- * Networking with other women practitioners

All women practicing in the field of dispute resolution are qualified to join AW by completing an application available [online](#). The annual membership is only 150 Euros. If several women from the same firm wish to join or renew their membership, AW offers a corporate membership rate for five members at 650 instead of 750 Euros, and for each additional member a rate of 135 instead of 150 Euros. The subscription may be for individuals based at any of the firms' offices worldwide.

Events organised by AW members in their countries contribute to increase the network and visibility of female practitioners in dispute resolution from around the world. Countries represented by a higher number of members are those where arbitration has been most commonly used in the past few decades. As additional countries increase the use of arbitration, we look forward to including women from those countries in our membership and Board. The tremendous growth of arbitration as a dispute resolution method for international matters has resulted in more female practitioners developing expertise in arbitration and participating in AW.

Every organisation is only what its members make it. AW has continued to grow exponentially due to the active participation and innovation of its membership. A member's role is shaped by how she wishes to contribute, helping to spread the word and invite others to join AW, and participating in conferences and other events. Some members organise conferences or gatherings in their countries, cooperate with AW on specific projects, and propose and/or administer new projects, which if accepted by the Board, enjoy the full support of the Board.

The membership committee members **Alison Pearsall** and **Mirèze Philippe** will be happy to answer your questions.

Website

Initiated at the same time the organisation was incorporated in 2005, our website has contributed substantially to the visibility of the organisation and of its members. As many know, few organisations may succeed without a presence on the internet. Building and updating the website has been tremendously time consuming, but well worth the effort and investment. In 2014, we decided to give our website a fresh look and use dynamic/interactive pages as opposed to the static pages previously used. Funds were raised and thanks to our sponsors, by 2016 we have been able to deliver a modern platform with an attractive look and feel for the benefit of all members as well as visitors.

As is always necessary in technology projects, more improvements are underway, and a newly engaged IT provider is currently revamping the back-office.

The website committee members are **Alison Pearsall** and **Mirèze Philippe**, together with **Amanda Lee**, **Elaine Kassabian** and **Donna Ross**.

Mentorship Programme

AW conducts a Mentorship Programme annually, whereby younger members or experienced members who wish to benefit from the programme, are matched with more experienced members to act as their mentors. The latter are willing to provide advice and assistance in the smooth and proper development of the mentees practice in dispute resolution. This programme was the brainchild of Louise Barrington and has been in effect since 2006. It is currently under the directorship of **Karen Mills** and **Elena Gutierrez**.

The mentorship programme offers a host of nourishing benefits. A good mentor is wise and willing to share his or her knowledge and experiences in order to help mentees succeed. Mentors become wonderful trusted allies to go to whenever mentees feel unsure or in need of support. Mentors can help mentees [set and achieve career goals](#), make intelligent business decisions, overcome [workplace challenges](#), learn new skills or simply offer an outside perspective when mentees are [facing frustrations at work](#). The benefits are truly endless. Mentors are helpful regardless of the stage at which mentees are in their career, whether fresh out of school or a few years from retirement; there are always others who have "been there, done that" from whom mentees can learn.

It is also an incredibly [fulfilling experience](#) for mentors who learn just as much as those they assist. As humans, we are always [learning and evolving](#), and even the most experienced professional does not know everything. In particular, younger mentees are encouraged to assist and advise their mentors with respect to technological issues where the latter may have less understanding.

Generally one or two mentees will be assigned to each mentor. We seek to match mentors and mentees with geographical proximity, to the extent possible, or at the least nearby time zones to allow telephone conversation if they wish. Occasionally, when there are insufficient applications to act as Mentor, some members may be contacted directly and requested to serve.

Once assigned a mentor it is the responsibility of the mentee to establish contact with her mentor, although there is nothing preventing the mentor from making the first contact if she so wishes. The actual scope of the programme and relationship will be forged directly between the mentor and mentee, usually based upon the mentee's needs and interests.

Often the pairs meet when in the same city, but they can always be in touch by email or other electronic media. Mentors volunteered from as diverse locations as Dubai, Brazil, as well as Hong Kong, Singapore and many parts of Europe and the US.

The mentor-mentee relationship is private. AW requires only that mentors and mentees provide a brief periodic report to the Mentorship Directors, indicating the progress of the relationship and the value they find in the programme, but no details need be shared. This minimal feedback is essential for us to ascertain how

valuable the programme may be to members. Continuation of the programme depends on such feedback. So far the feedback has been extremely positive and appreciative from some of the participants. The programme is working well and is proving helpful.

The number of women taking advantage of this programme increases every year. Up to 2017 we matched several dozens of AW mentors and mentees, from over 50 countries and all continents, ranging from 5 mentors with 8 mentees for 2006-2007 to 22 mentors with 27 mentees for the period of 2017-2018. The programme has been very successful. Considering the numerous requests that mentees submit, we welcome as many mentors as possible.

Members seeking a mentor and those with considerable experience who are willing to take on a mentee or two for a year, may submit an application form available on [AW website](#) before end July in any year and the assignments are generally made by the end of September, effective for a year from such date.

Moot Bursary

Moot competitions in dispute resolution have become increasingly popular, with more and more law schools sending teams, to the Vis Moots in Vienna and Hong Kong as well as to similar competitions around the world. However, attending these competitions can be expensive, particularly for teams from developing countries with no financial support to be able to participate.

The Moot Bursary Programme was again developed by Louise Barrington and has been in effect since 2009. As the founder and director of Vis East Moot convening in Hong Kong, the sister of the Vis International Arbitration Moot taking place in Vienna, Louise had been confronted with teams who did not have the chance to compete due to lack of funds, material or coaches. She thus suggested that AW provide assistance to teams in any possible way to enable talented young people to compete.

Since 2009, and provided they fill a set of criteria, AW offers financial support to teams comprised of at least 50% women participating in these dispute resolution competitions, by covering their registration fee. In addition, many AW members serve as coaches for the teams from the schools in their vicinity. They also serve

as evaluators of the memoranda prepared by the students and as arbitrators at the pre-moots and moots.

Where possible the funds are contributed by firms and occasionally by individuals, so that the cost does not become too much of a burden to AW itself. The more firms and individuals are willing to provide sponsorship the more teams can be funded, and there are excellent public relations benefits to the sponsors. Each sponsor's donation carries the donor's title on the award, and sponsors may be introduced to the teams they funded if they wish, or even invite one or more of these students to serve as trainees in their firm. It is a win/win situation all around, as many teams would not afford to participate without this assistance. Although the support is limited to payment of the registration fee, there is nothing to prevent sponsors from providing additional assistance to the teams if they should so desire.

The Vis and other moots are an extremely valuable experience for law students, as they have the opportunity to play a role it would otherwise take decades of practice to achieve. The students work hard in preparing their memorials and arguments, and perform spectacularly. In March 2017, one of the sponsored teams, the West Bengal National University from India, came first in the Vis East Moot, a huge success for the university. AW was honoured to have contributed to the team's victory.

From 2009 to 2014 AW funded 3 to 4 teams each year. Since 2015, AW succeeded to fund 5 to 7 teams thanks to the support of generous sponsors. AW is grateful to the sponsors who have so far supported moot teams, namely Lara Pair, Jane Willems, Ashurst, Dentons, FTI Consulting, King & Wood Mallesons, Lazareff Le Bars, Perkins Coie, Skadden Arps Slate Meagher & Flom, White & Case, and Rashda Rana who sponsored a team each year from 2015 to 2017. The sponsored teams came from Bahrain (it is worth noting that the team was from the Royal University for Women), Costa Rica, Egypt, India, Indonesia, Japan, Kenya, Nepal, South Korea, Tunisia and Vietnam.

We hope and encourage more firms and practitioners to support this important programme. Those interested should contact the Moot Bursary Directors, **Mary Thomson** and **Marilyn Paralika**. Further details are available on the [website](#).

Events

AW has been organising events since 2006. These activities have increased every year since. In the early years, AW would approach other organisations offering speakers for events they organised, as well as offering to co-organise joint events. In the last decade, organisations and law firms now approach us requesting our participation. Considering the number of events organised every year and the number of invitations to co-organise events, the Board has established an events' committee consisting of 12 Board members including the events' coordinator, to manage the increasing demand.

AW frequently works with other organisations and institutions around the world who share similar goals. Methods of cooperation may include partnering, cross-referencing and sponsorship. For example, over the years, it has become a tradition to organise breakfast panels at the annual IBA, ICCA, CIArb and ICC conferences.

One of our signature events is the *ArbitralWomen SpeedNet*, initiated by a member, Lisa Tomas, who suggested an event inspired by speed-dating. The Board agreed with this brilliant idea and the very first such event was held on 8 September 2014 during the first ArbitralWomen Days in London. Following the success of the first SpeedNet, AW has regularly replicated this event all over the world. Its purpose is to bring together women practitioners in dispute resolution, of all ages and stages in their career in a comfortable and collegial setting. This format has inspired many other organisations and courts similarly to bring together lawyers with in-house counsel, or lawyers with judges.

Another signature event is the *ArbitralWomen Unconscious Bias* seminars. The very first one was organised on 3 November 2015 in Miami. It has now spread all over the world, with many AW Board members and members presenting issues related to bias: how to recognise and eliminate it in oneself and one's colleagues. Presentations are also made in law firms and universities. The experience of several members has inspired AW to produce an *ArbitralWomen Unconscious Bias Toolkit*, a training programme designed to help both men and women recognise the role played by our own prejudices and to deal with them effectively. The Toolkit will be launched in 2018.

Other regular events co-organised or supported by AW include a two-day conference co-organised with Beata Gessel every two years since 2010 in Warsaw on the subject of arbitration in M&A, which has been a huge success, even the first one gathering 300 participants coming from all over the world.

AW has similarly co-organised or supported other events, such as the Dubai Arbitration week and many other regular or occasional conferences. It publicises two types of events on its website: those organised by AW and those sponsored by AW or in which AW members are speakers. In general, AW is present at almost every major dispute resolution events the world over.

Generally one major event is organised every year. These have included gala dinners in Dublin in 2008, Paris in 2010 and London in 2014, and celebration of the International Women's Day co-organised with the Chartered Institute of Arbitrators in 2013 in Dublin and 2016 in Paris.

In 2015 AW organised 24 events, 32 were organised in 2016, and in 2017 the number rose to approximately 50 events.

In 2016, AW organised 2 events in Africa, 7 in Asia/Pacific, 11 in Europe, 6 in Latin America, 1 in the Middle East and 5 in North America. Our events activity has increased in 2017 with 2 events organised in Africa, 6 in Asia/Pacific, 21 in Europe, 7 in Latin America, 1 in the Middle East and 7 in North America.

Periodical alerts on upcoming events are sent to members on a regular basis.

Part of our job involves encouraging conference organisers to increase equality of representation on speaking panels. Under-representation is often unintentional and, from experience, most organisers have rectified it when we have pointed it out by ensuring inclusion of women speakers. We do not seek token representation, but can recommend or nominate women who are as experienced and reputable as the men participating on the panel.

Members who wish to organise events and would like to have AW's support are welcome to contact the Board and submit information about the event. As long as the Board deems the event to be in line with AW objectives, AW assists the member and promotes the event on AW website.

Likewise, organisations and firms who wish to jointly organise events or have AW's support for events they are organising, may contact the events co-ordinators **Valentine Chessa** and **Marily Paralika**.

Newsletter, News, Social Media

In late 2007, Sharon Delshad, an AW member at that time, suggested to have a newsletter. Putting together a newsletter is extremely time consuming, and thus it was not until 2009, when Mirèze Philippe rose to the challenge of editing and publishing AW's first newsletter (NL) in January 2010. Since then, both AW's membership and activities have expanded so greatly that the newsletter has become an indispensable tool to report to the members and AW followers about its events and initiatives. The newsletter has now become, together with the website, our primary communication tools, growing from 8 pages in 2010 to over 30 pages in recent years.

Thanks to contributions from AW's members, the newsletter includes interviews, announcements, news from the dispute resolution community, information and reports on AW activities and conferences, as well as information about its members. As the newsletter has become increasingly well-known, interviews with women leaders in dispute resolution have added dimension and increased its visibility.

As AW continues to amplify its reputation through its multiple activities, conferences, newsletters and media coverage, continuing reportage about these initiatives is crucial.

The newsletter is published quarterly and is available on AW's website. Members and followers are informed about the publication of newsletters through alert messages. The Board also publishes bumper issues on the occasion of special events, such as the gala dinners (issues n°2 & n°12), the International Women's Day (issues n°8 & 17) or the Vis Moot (issues n°3 & n°14).

In addition to the newsletter, periodic news alerts are sent to members to provide current information and news are similarly published on AW's News webpage. Members are encouraged to contribute to the newsletter, the news alerts and the news webpage by providing reports on events to which they have participated, information about upcoming events and projects in the dispute resolution field, interviews with women leaders in dispute resolution and other leading

profiles. Newsletters are often displayed on tables at conferences organised or co-organised by AW to inform the participants about AW activities. AW also provides them to people and organisations wishing to learn more about us.

Social media accounts with LinkedIn and Twitter were created in 2015 by Lucy Greenwood, in charge of marketing at that time. Trinidad Alonso assisted Lucy Greenwood in promoting AW in social media.

The current social media directors are **Elena Gutierrez** and **Marily Paralika**, in charge of all AW social media matters. If members wish to contribute to the newsletter, they may contact the newsletter directors, **Jo Delaney** and **Erika Williams**. If members wish to contribute news items for the AW News Alerts, they may contact the news directors **Dana MacGrath** and **Louise Woods**.

Kluwer Arbitration Blog

AW cooperates with Kluwer Arbitration Blog and has been contributing a blog since January 2014. AW Blog posts address current issues in international dispute resolution. Editorial commentary and candid views are particularly welcome. **Ileana Smeureanu** was the initiator and leader of this project. She is assisted by an editorial committee including her and composed of **Gillian Carmichael Lemaire**, **Karen Mills** and **Mirèze Philippe**. Thirty members have so far contributed with forty blogs having been posted to date.

After 8 years of existence, Kluwer Arbitration Blog has become one of the most popular daily communication tool in our field, having developed into a successful forum. As indicated in a blog posted on 25 December 2017 by its Acting Editor, **Crina Baltag**, an AW member, the scope of the Blog is to include high quality discussions on international arbitration, commercial and investment related topics, and to offer a platform to established, as well as new voices in the arbitration community. She added that the Blog reflects the arbitration world, a diverse and unique community, which brings together professionals from all corners of the world, with their specific cultures and interests, gathered under the common umbrella of international arbitration.

Members are encouraged to participate and to benefit from this opportunity to share their views on current

trends. They may contact the AW-Kluwer directors **Ileana Smeureanu** and **Valentine Chessa**.

Young ArbitralWomen Practitioners (YAWP)

Young ArbitralWomen Practitioners (YAWP) is the under-40 subgroup of AW. AW members under 40 are *de facto* members of YAWP and encouraged to participate in the activities organised by YAWP.

YAWP's mission is to help young women build their careers and fulfill their professional aspirations in the field of international arbitration and other forms of dispute resolution, thereby supporting them during the initial stages of their careers and through their transition to more senior roles.

YAWP was launched in April 2016 and has since then undertaken on a number of projects, including the development of the newly launched ArbitralWomen Parenting Mentoring Scheme. In addition, the YAWP Steering Committee has been working on a YAWP chat room, a series of inspirational interviews with senior ArbitralWomen called "YAWP Inspire", and a project on arbitral secretaries. The Steering Committee also contributed an article to the Young Arbitration Review (YAR) Edition on Women in Arbitration published in October 2017.

Further, YAWP has organised a number of events and workshops around the world since its launch. The YAWP seminar "Skills that Make a Difference: What it Takes to be Effective Counsel in International Arbitration - How to Get Your First Arbitrator Appointment" took place in Hong Kong, New York, Singapore and Tokyo. In addition, events in cooperation with CIArb YMG, the Croatian Association of Women in Law, DIS 40, CEPANI 40, ICADR Y&I were organised in London, Zagreb, Munich, Hamburg, Brussels, Dusseldorf and Paris.

YAWP is chaired by AW Vice-President, **Gabrielle Nater-Bass**. The YAWP Steering Committee consists of **Kate Brown de Vejar**, **Katie Hyman**, **Yoko Maeda**, **Melissa Magliana**, **Annabelle Möckesch**, **Claire Morel de Westgaver** and **Ema Vidak-Gojkovic**.

The YAWP Steering Committee looks forward to an exciting 2018.

Equal Representation of Arbitrators (ERA) Pledge

AW has naturally been a supporter and promoter of the Pledge since the first dinners were launched by **Sylvia Noury** in 2015. Several Kluwer posts were published by **Mirèze Philippe** to promote the Pledge. The Pledge is likewise promoted at all AW events.

The Pledge Steering Committee was initially chaired by Sylvia Noury. AW members **Wendy Miles** and **Juliet Blanch** have succeeded to Sylvia as co-chairs. AW Board members **Gabrielle Nater-Bass** and **Mirèze Philippe** are members of the Pledge Steering Committee. AW member and ex-Board member **Lucy Greenwood**, a promoter of gender diversity, is also member of the Steering Committee. Other AW members who have joined the Steering Committee include: **Domitille Baizeau**, **Cecilia Carrara**, **Diana Droulers**, **Caroline Duclercq**, **Alice Fremuth-Wolf**, **Laurence Kiffer**, **Noiana Marigo**, **Heidi Merikalla-Teir**, **Erin Miller Rankin**, **Patrizia Netal**, **Doyin Rhodes-Vivour** and **Deva Villanua**.

AW members also contribute on the Search Committee to assist professionals seeking to find profiles of female practitioners to consider appointing as arbitrators.

GQUAL

Two years ago, GQUAL started as a global campaign for gender parity in international tribunals and monitoring bodies. The campaign was crafted as a response to the critical under-representation of women within these entities. GQUAL was launched on 17 September 2015 at UN Headquarters in New York and since then, GQUAL has become a leading platform advocating gender parity in international justice. To celebrate its second anniversary GQUAL's conference sought to bring together a diverse group of people from all over the world to discuss and approve an Action Plan that will build further upon these strategies. The event started with an opening ceremony on Tuesday 3 October 2017 in the magnificent Peace Palace and was attended by a hundred participants coming from around the world to discuss human rights and gender parity.

The GQUAL campaign is hosted by the Center for Justice and International Law (CEJIL). The GQUAL dynamic team is composed of **Viviana Krsticevic**, Executive Director, Center for Justice and International Law (CEJIL), who was a keynote speaker, **Claudia Martin**, Co-Director,

Academy on Human Rights & Humanitarian Law, **María Noel Leoni**, Senior Lawyer at the Center for Justice and International Law (CEJIL), who presented a very clear picture about the gender situation in various international organisations, **Alexandra McAnarney**, Communication Officer, and **Alejandra Vicente**, Senior Lawyer.

The two days' conference ended with a [signature ceremony](#) of the [Action Plan](#). **Mirèze Philippe** signed the GQUAL Action Plan. It was an excellent conference with wonderful inspirational women.

AW has supported the GQUAL campaign since the beginning of the initiative and before its official launch. AW is campaigning for gender equality in dispute resolution, and GQUAL is doing the same for gender equality in all fields. The end result we are all seeking, no matter who starts the initiative, ArbitralWomen, GQUAL, the Equal Representation in Arbitration Pledge or any other organisation, is parity and offering men and women equal opportunities for equal qualifications. It is therefore important to cooperate.

ArbitralWomen Partnership with Global Pound Conference (GPC)

In 2017 AW proudly continued its [partnership](#) with the [Global Pound Conference](#). This cooperation was initiated in 2016 by **Gillian Carmichael Lemaire**, Advisory Member of the Board, just after the first GPC event was held in Singapore. Given the active role of both AW and the GPC in global dispute resolution initiatives, this partnership has represented a wonderful opportunity for GPC and AW to promote and support one another by running concurrent events in a number of countries.

The GPC Series 2016-2017, an innovative international project, was initiated by the International Mediation Institute, also an AW partner organisation. **Jeremy Lack**, GPC Series Coordinator, described the Series as an unprecedented attempt to collect actionable data from all stakeholders involved in commercial dispute resolution: parties, their advisors, providers of services (both adjudicative and non-adjudicative) and other influencers such as government officials, policy makers and academics. Following events held in 40 cities in over 30 countries, the Series ended in July 2017 in London. It successfully generated a global dialogue about how to shape the future of dispute resolution and improve access to justice in the 21st century, using state of the

art information technology and voting systems to collate answers to a series of core questions put to conference participants. The data was collected and analysed with a view to finding out what users want and what is currently available. Some 2.500 participants voted and a final report and recommendations were produced and can be found [here](#).

AW members participated in GPC events around the world and spoke at both GPC events and related conferences organised by AW. Special mentions go to **Natasha Mellersh** who did a stellar job as GPC Series Blog Editor, and **Diana Paraguacuto-Mahéo**, who brilliantly organised the Paris GPC event during Paris Arbitration Week in April 2017.

AW looks forward to continuing its support of the GPC!

Representation at UNCITRAL

In 2015, **Ileana Smeureanu** suggested to the Board to obtain the status of participant in the UNCITRAL sessions for AW's role as an international organisation. Upon the Board's approval, Ileana approached UNCITRAL and completed a file to be examined by UNCITRAL, with the objective of hopefully obtaining the status of observer.

On 9 November 2015, AW was granted observer status for all sessions of the UNCITRAL Working Group II (Arbitration and Conciliation). This means that AW is included in the list of non-governmental organisations eligible for invitation to the sessions. This took effect from the 64th session of the Working Group on 1-5 February 2016 in New York, during which Ileana represented AW. It is a very significant achievement for AW.

Ileana is AW's leader for this project and is the AW representative at UNCITRAL working sessions. AW members may join a session in New York or Vienna if they wish and may contact Ileana in this respect.

Champion for Change

Although AW events are open to men, since the beginning of AW, we have had dozens of requests from men to join. While we appreciate this, AW is an organisation consisting only of women. There has been a constant conversation about how to reconcile our women-only stance with the fact that there are men who are just as active as we are in promoting diversity. We are confident that there is a real value to a women-

only forum, and the counterbalance has always been: how do we show that AW recognises their contribution and is grateful to the men who not only share our goal of promoting women, but also actively support it.

In 2009, AW decided to honour men who were particularly supportive of our activities. Initially known as “Honourable Men”, the Award has, as of 2017, been renamed “Champion for Change”.

AW acknowledges the support of our male colleagues around the world by granting a Champion for Change Award to men who have furthered the goals of AW or have been of real assistance to women in any manner in the field of dispute resolution. The Board may grant one or several Awards in any given year. Nothing in this Policy obliges the Board to grant an Award in any given year.

On 29 September 2017, AW held the presentation ceremony of the winner of the ArbitralWomen 2017 Champion for Change Award: **Michael McIlwrath**. The ceremony was generously hosted by CastaldiPartners in its offices in Milan.

[Earlier recipients](#) of this award are: **Donald Donovan** and **Klaus Reichert SC** in 2010, **Mark Kantor** in 2011, and the late **Arthur Marriott QC** and **Geoffrey Beresford Hartwell** in 2014.

PROJECTS & AW ANNIVERSARY

In addition to its regular activities, AW Board is conducting several projects, some of which are the following.

ArbitralWomen Unconscious Bias Toolkit

This project was inspired by the numerous panels on unconscious bias organised around the world by Board members as well as members, which has become one of AW’s signature events. The first one was organised during the 13th ICC Miami Conference in November 2015. Since then, panels dealing with unconscious bias and under-representation of female practitioners have been organised in over 20 countries and on all continents. The success of these discussions has also lead Board members to make presentations with practical exercises to law firms and to universities.

Having considerably learned from these various experiences, the Board considered that the time was ripe to share its knowledge in a more formal way. Questions and comments which have sparked during the panels and workshops prompted some reflection about the necessity to provide tools for professionals. AW therefore decided to elaborate tools intended to assist professionals in addressing issues related to identifying and recognizing conscious and unconscious biases, as well as fighting them.

The toolkit will offer a unique training programme designed to help both men and women recognise the role played by our own prejudices and to deal with them effectively. Thanks to a generous grant from the AAA-ICDR Foundation, AW is preparing a day-long participatory seminar for law firms, corporations, and any group interested in finding positive ways to deal with unconscious bias and to promote diversity in arbitration.

Louise Barrington has taken the lead of this project with the support of **Asoid Garcia Marquez**. The toolkit will be launched in 2018.

Women Pioneers in Dispute Resolution

AW is also proud to announce the second edition of the book *Women Pioneers in Dispute Resolution*. This beautiful and inspiring bouquet of photos and stories celebrates women around the world and showcases some of the many challenges they have met and overcome in order to open doors previously accessible only to men. Female practitioners have faced, and continue to face, many challenges and prejudices in a traditionally male-dominated arena. Despite these difficulties, the women in this book have succeeded in overcoming these problems and have been recognised by their peers. The main objectives of the book are to share success stories of women pioneers in their field of expertise and to promote female practitioners in dispute resolution. In sharing their experiences about their careers and opportunities, we hope the book will be inspirational for young generations. The wide geographical coverage of these success stories also demonstrates that irrespective of where in the world the featured women have been working, their challenges have been identical.

The hundred women featured have been selected according to certain criteria and from different parts of

the world, particularly those who have succeeded in breaking down stereotypes and establishing their reputations in a male-dominated world. The main criteria considered are, in general, women who have been active in the dispute resolution field since the 1980s/1990s, are role models and reputed, or women who have been pioneers in dispute resolution in their countries, women who were the first to be appointed at the head of a dispute resolution organisation, or women who have been pioneers in starting an organisation or an initiative related to dispute resolution.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), with the cooperation of ArbitralWomen, published the first edition of the book and will publish the second one. **Louise Barrington** and **Mirèze Philippe** were and are co-editors together with Adela Llatja from GIZ. The first edition is available on AW website ([click here](#)).

The second edition will be launched during the Paris Arbitration Week in April 2018.

TDM Special Issue

AW will be jointly producing a special issue on “*Strategic Considerations in Energy Disputes*” with Oil, Gas and Energy Law & Transnational Dispute Management. This Special Issue will consider the wide breath of energy-related disputes and the differing strategic considerations they often demand. It will examine new trends, developments, and challenges in the field of energy disputes, and discuss the range of strategies employed by top practitioners in the field to get the best results for their clients.

This OGEL/TDM Special Issue will provide international practitioners and academics with an overview of the strategic considerations at play in the world of energy disputes with regard to arbitrations under the Energy Charter Treaty, gas pricing disputes and the use of ‘baseball arbitrations’, to the exploitation and development of unconventional oil and natural gas, the increase in the use of renewables and the role of new energies in the energy transition.

This special issue will be edited by **Alison Pearsall** and **Marilyn Paralika**. We invite all those with an interest in the subject to contribute articles on one of the above topics or any other relevant issue. You may submit your

proposals for papers directly to Alison and Marilyn. The publication is expected in June **2018**. Proposals for papers must be submitted to the editors by **30 February 2018**.

Maternity Mentorship Programme

Louise Woods is the initiator of this programme.

The idea for the maternity mentoring programme arose out of the experience of being a pregnant woman, and then new mother, working in an international disputes career. We believe that at this time in their lives, our members could benefit from a mentoring relationship with another woman who has recently gone through the same experience, as there are specific questions and concerns connected with working while pregnant, deciding on the right childcare, and then balancing work and life with a child.

The ArbitralWomen Maternity Mentoring programme seeks to match women who are pregnant or who have just had a child with another member who has recently been through the same experience. AW already offers a mentoring scheme which matches younger or less experienced members with more experienced members, to provide advice on career and practice issues. The Maternity Mentoring programme is a separate and complementary programme, focusing specifically on pregnant women and new mothers as mentees, and with relatively new mothers as mentors. Wherever possible, we will aim to match women working in similar geographical locations and types of organisations (e.g. law firm/in house/academic etc.) so as to increase the likelihood that the mentor has similar practical experience of working while pregnant/as a new mother.

The scheme is of course open to women who are not themselves pregnant but are soon to be, or have recently become, new mothers, either through adoption or as part of a same-sex relationship.

We are very excited to announce that the Maternity Mentoring Scheme launched on 29 November 2017 and we are currently seeking volunteer mentors, who are willing to share their experiences and knowledge with those members who wish to be mentored. If you would like to act as a maternity mentor, please contact Louise Woods (AW Director) and Katie Hyman (AW YAWP Committee member) at:

news-newsletter@arbitralwomen.org

Revamping of website and material

New year, new look. AW 25th anniversary will be the occasion to revamp its website and its marketing material. A video will likewise be prepared to present a retrospective of AW successes.

Likewise, AW will be revisiting and updating its ByLaws and Policy Papers, to take into consideration our enormous growth over the past few years and challenges ahead.

AW Anniversary Celebrations

AW celebrated its 15th anniversary in Dublin in 2008, its 17th anniversary in Paris 2010, and its 21st anniversary in London in 2014, all with very successful gala dinners gathering over a hundred colleagues and friends from various horizons in prestigious settings.

In 2018, AW celebrates its 25-Jubilee. A series of events around the world is scheduled. A temporary planning is presented under Mark your Agendas; further details will be provided on our [Events](#) webpage. Stay tuned for announcements.

If you wish to suggest an event to celebrate the 25-Jubilee you can contact **Elena Gutierrez**.

Join us wherever you are.

AW MEANS TO ME...

AW shares in this section members' opinions on what ArbitralWomen means to them.

"I joined AW as a young graduate with an exceptional exemption from the membership fee, and now I have the honour of having the trust of the Board to lead AW as its President. Ever since I joined, AW has provided me with excellent tools for my career and personal development: a wonderful mentor (Louise Barrington), everlasting friends and professional contacts, profile visibility, job opportunities and, most importantly, an opportunity to make a meaningful contribution to narrowing the gap in gender equality, diversity and equal representation" (Asoid Garcia-Marquez).

"AW has a key role in the promotion of diversity in dispute resolution and I am sure it will continue thriving in this direction" (Valentine Chessa).

"AW, its networking opportunities and the message the organisation has spread has really helped me grow in so many ways and for this I will always be grateful" (Nathalie Makowski).

"As a relatively new member to the Board, I am very encouraged by the dedication and collegiality the Board displayed during recent events and I sincerely hope that this show of unity will go a long way to diffuse biases about female practitioners" (Louise Woods).

"AW and all the work that you have brilliantly accomplished for the promotion of female practitioners has given me the impetus I needed to finally take the great leap forwards. I am very happy to be now a full part of AW and hope to show myself worthy to belong to this organisation" (Gaëlle Filhol).

LEADING WOMEN IN ADR

DEBORAH TOMKINSON

Secretary-General at the Australian Centre for International Commercial Arbitration

AW has interviewed women leaders of dispute resolution organizations, namely in issues 7, 9, 10 and 11, and featured leaders from North and South America, Africa and Asia. With Sydney hosting ICCA 2018 this year, the editors of the AW Newsletter, Jo Delaney and Erika Williams, are delighted to seize this opportunity to continue the spotlight on women leaders of dispute resolution organisations featuring an interview with Deborah Tomkinson, Secretary-General at the Australian Centre for International Commercial Arbitration (ACICA).



Deborah Tomkinson

When did you first become interested in dispute resolution and how did you become interested in international arbitration?

I developed an interest in international law at university and chose to undertake my clerkship at Coudert Brothers in Sydney as a potential pathway to international work. After graduating, I took some time to travel and participate in the Hague Academy of International Law summer courses. Shortly after returning to Australia and taking up my graduate position at Coudert Brothers the firm's partnership dissolved. I was offered a graduate role at Clayton Utz and commenced in the commercial litigation group with a team of fantastic people and great work. I always enjoyed the challenges and variety of the work offered in dispute resolution. I had no experience with international arbitration at the time but was interested and knew that the construction industry was one of the main industries in Australia to regularly incorporate arbitration agreements in contracts. So when

considering my next rotation, I approached Doug Jones to discuss moving into construction team, which he encouraged. Within that team I was fortunate to work alongside some of Australia's leading arbitration practitioners. In 2008 I moved to Dubai and had the opportunity to be involved with arbitrations seated in the Middle East and United Kingdom, again working with highly experienced practitioners and reinforcing my interest in the area.

Do you have any specific goals that you would like to achieve at ACICA?

My goals have changed and developed over time and will continue to do so. I joined ACICA seeking to obtain institutional experience and to be a part of the effort to grow and profile arbitration and arbitration expertise in Australia. I continue to strive for that objective; I would like to see Australia recognised for many strengths that it has and to continue to open up more opportunities for younger practitioners.

How are the plans for ICCA 2018 shaping up?

This is an exciting time; with only a few months left until the ICCA 2018 Congress, delegate numbers are on track with 50 countries already represented. Speakers and moderators have been announced and delegates will have the opportunity to hear from many of the world's leading minds in international arbitration. The programme will explore cutting edge topics and I am particularly excited about the New Voices panel, which will showcase the expertise of a younger generation of practitioners with significant experience in international arbitration. The Congress will provide a unique networking and professional development opportunity in the Asia Pacific region, along with a chance to enjoy some time in Australia. The Congress will also be followed by the AMINZ-ICCA International Arbitration Day being hosted in Queenstown, New Zealand which will build on the main Sydney Congress. I encourage all practitioners who are interested in international dispute resolution to view the programmes online and register for the Congress and follow on event.

What has been your most satisfying professional achievement?

One of the most satisfying aspects of my work is the chance to work with a diverse range of practitioners who are passionate about arbitration. Over the last few years at ACICA we have looked to develop some skills

training and education opportunities in conjunction with other arbitration bodies, with a focus on younger practitioners, to provide exposure to practical skills development in Australia. I have been encouraged by the generosity of the many experienced practitioners who have been willing to offer their time to speak and teach in these programmes, and have really enjoyed bringing the programmes together.

Can you tell us about some of your more surreal/amusing experiences?

I had some fairly unique experiences while practising in the UAE. From being taken on a site view in a luxury car that was worth more than a few years' of my salary, to investigating stolen artwork and being involved in interviews with high ranking officials about a bank robbery, there were a few 'pinch me now' moments. Working in a foreign jurisdiction encourages adaptability and I felt that was an important area of learning for me.

What was your worst day as a disputes lawyer?

Having spent days onsite with a client drafting a series of disputes notices, on the day they were contractually required to be submitted nearly all the documents were lost from the laptop that I worked on while off site. Working frantically to try to re-construct those notices from memory was one of my worst days.

What are the main challenges you have faced in the dispute resolution field?

I think it can be a challenge, particularly as a younger practitioner, to make sense of the opportunities that are available and to know what to strive for to achieve your goals. Not every prospect will suit you and vice versa. Plotting your own course, understanding your potential and being open to possibilities that you had not previously thought of is important. Throughout my career I have been incredibly fortunate in that the people that I have worked with both in my formative years and later on have been supportive and encouraged me to pursue my goals. They were also genuine people who understood that it was important to enjoy your work. As such, I was able to consult with them on challenges which made them less daunting, and have fun in my job, which is crucial.

What is your advice to women in the field as regards achieving a work/life balance?

It's not an easy thing and there is no one-size-fits-all. While we are seeing more men take up the role of primary care giver for young children or sharing this role with their partner, it remains much more common for women to take on this responsibility. Even without children, 'balancing' family and friends with work commitments is a misnomer. There will inevitably be times when, for whatever reason, one takes precedence over the other. You need to adjust the expectations you have for yourself to take that into account and find a way to accept that you cannot necessarily do everything all of the time, but will need to prioritise. Having a good working relationship and open lines of communication with colleagues assists with this and senior women (and men) have a role to play in helping younger colleagues to develop these skills.

How have you seen the world of international arbitration change since you first started working in this area?

Certainly the landscape in Australia has changed significantly since I began practising. Stakeholders at all levels - government, judiciary and practitioners - have focused on ensuring that Australia provides an attractive, neutral venue for international arbitration and offers quality expertise to support it. This has led over the course of the last five to ten years to key legislative changes, a sophisticated approach by the courts to arbitration cases with arbitration cases allocated to Judges with special expertise, the growth of dedicated international arbitration teams within law firms and increased specialisation in this area at the Bar. More broadly, the growth of new centres throughout the world is challenging everyone to raise the bar and think innovatively about the service that is provided.

How do you feel that women can advance their own career in international arbitration?

If it is what you want to do, be confident and focused in your efforts. Understand your capabilities and always look for opportunities to extend yourself. Get involved – join young member groups, attend events and speak to more senior practitioners to begin building your network. Consider internships and mentoring programmes. Look for opportunities to write and speak to develop your profile.

What general advice do you have for women seeking to further their careers in dispute resolution?

The law is a competitive place and it is important to develop your skill set so that you have sufficient expertise to offer, be open to challenges and learn from them, and be comfortable with promoting yourself. If you are passionate about the area and really wish to succeed, there are many different careers paths available. Young practitioners shouldn't feel that they are tied to what they may consider to be a 'traditional' path. Maintain a sense of humour and try to avoid taking it all too seriously – there will be tougher moments and you need to have the resilience and perspective to learn from those times and let them build rather than break your self-confidence. Foster relationships with colleagues, women and men, who are supportive and can provide genuine guidance, they will be your mentors and sponsors in ways you may not even be aware of. Think about ways you can 'pay it forward' by helping others as your career progresses.

What do you think lies in the future of international dispute resolution?

There are many exciting current developments and advances in international dispute resolution. Important work is being undertaken to achieve international enforceability of mediated settlements and court judgments. Innovations in international arbitration law and practice continue to focus on the needs of the user, and we are seeing growing opportunities for the involvement of new stakeholders and the use of arbitration in new areas such as climate change and human rights. Improvements in technology will continue to provide greater opportunities and make distance virtually obsolete. The objective of these efforts is to provide users with a broader range of options for transnational dispute resolution and to ensure that these mechanisms are, and remain, robust, flexible and efficient.

Is there anything further you would like to say to our readers?

I encourage those with a keen interest in international dispute resolution not to be daunted but to work towards what they want to achieve. Today there are many forums, such as ArbitralWomen, which offer excellent networks and support to practitioners looking to obtain greater experience in the area. Talk to as many people as you can to get a broad perspective and just see what comes of it.

EVENTS' REPORTS

There have been a number of events over the last few months. Our members have provided a few highlights from these events to share with you.

Are People Waking Up to Online Dispute Resolution?

The author is presenting in this column a short summary about several conferences on online dispute resolution (ODR) which took place in 2017 and at which she spoke. She reported in a blog on Global Pound Conference dated 22 May 2017 about the hot topic of the role of technology in dispute resolution and titled the blog "[Are People Waking Up To Online Dispute Resolution](#)". Technology was indeed high on the agenda in 2017 and the topic is being increasingly at the centre of discussions.

On 26 April 2017 during the Paris Arbitration Week (PAW), a Global Pound Conference attended by over 300 participants was organised, which included a panel on the "Stakes of the digitisation of dispute resolution" (see report in issue 22 of the newsletter of June 2017). **Mirèze Philippe** moderated the panel and asked the panelists **Angela Albert**, **Marie Danis**, **Amiel Feldman**, **Christiane Feral-Schuhl** and **Fabien Gelin** why and how should technology be used in dispute resolution. The discussions highlighted not only the need for further incorporation of technology in dispute resolution processes, but also the existing tools available to users and advisors. During the same week, a round table discussion organised by [Wake-up with Arbitration](#) addressed the topic of "Arbitration and Legaltech"; **Louis Degos** and **Rosa Taban** pleaded the pros and cons of using technology in dispute resolution. Finally, **Erik Schäfer** trained participants on the use of technology and organisation of digital files at the [ICC Institute Training for Tribunal Secretaries](#).

A two-day conference on 12 & 13 June 2017 on "[Equal Access to Information & Justice, Online Dispute Resolution](#)", was organised in Paris by the ICC and was attended by over 160 lawyers, magistrates, academics, researchers, dispute resolution organisations and online dispute resolution providers, from more than 30 countries (see reports published on Kluwer Arbitration Blog on 11 & 12 September 2017). **Mirèze Philippe** orchestrated the 13 panels gathering some 60 speakers.

In addition to the continued development of ODR, there has been debate on the ethical principles and standards for ODR, and the challenges posed by artificial intelligence, predictive justice, data collection & analysis, data protection, privacy and cyber security.

Another two-day conference on “Alternative Dispute Resolution – Cooperation between the Public Administration and Judiciary with the Economic Sector” was organised by the Croatian Chamber of Trade and Crafts in Zagreb on 24 & 25 October 2017. It gathered a hundred participants mainly from the Balkans. Several speakers shared their experience in using technology in the field of justice, namely **Ethan Katsh** who discussed “The Evolution of ODR: Past & Present”; **Kyle Snowdon** who addressed the issue of “Trends in Success Stories in Modernising Justice”; **Petros Zourdoumis** who shared his experience about using technology at the service of human rights by raising the issue of “Online Justice: Are we getting there?”; and **Mirèze Philippe** who went over several areas to discuss whether “Online Justice is Possible?” and concluded that it is possible. Offering online access to justice is indeed possible in private and public justice, in business and consumer disputes, but it is unfortunately hugely under-explored. The obstacles which have been preventing an evolution and the lessons drawn from the pitfalls were discussed. A report will be published on Kluwer Arbitration Blog.



Conference in Zagreb

A conference dedicated to technology in arbitration was also organised on 16 November 2017 by Stephanie Cohen and Mark Morrill at the New York International Arbitration Centre, attended by a hundred participants. The topic spoke for itself “Arbitration Technopolis: Tips, Tools and Technology to support a Modern Arbitration Practice”. Lawyers, arbitrators and representatives of dispute resolution organisations shared their experiences in how best to use technology and to protect data. Arbitrators who leave large firms and go solo need to learn how to navigate in the technology world without which they cannot operate and be efficient. All stakeholders shared their concern about security and data protection, two topics that have become a significant fear generated by hackings that the

professionals experienced over the recent years. One of the panels was chaired by **Samaa Haridi** who asked her panelists **Daniel Kummer**, **Mirèze Philippe** and **Eric Tuchman** to share their experience drawn from dispute resolution organisations’ perspectives and from the technology perspective. Dedicated secured platforms were recommended to avoid posting confidential documents through open platforms, such as Dropbox or WeTransfer, and sending unprotected emails. It was noted that no ideal solutions so far exist and no one is immune from hacking; professionals must be extremely careful in using internet for their arbitration cases. Existing checklists about cybersecurity were recommended.

Finally, the Milan Chamber of Arbitration organised a conference on 23 November 2017, the topic of which also spoke for itself, “New Frontiers and Challenges in International Arbitration: from Stone Age to Artificial Intelligence”. A panel chaired by **Niccolò Landi** with panelists **Angelo Anglani**, **Mirèze Philippe** and **Eva Storskrubb** discussed about “Digitalization of Arbitration Proceedings” during which recommendations were given about how to best organise electronic files. Another panel chaired by **Cristina Martinetti** with **Corrado Druetta** and **Sophie Nappert** as panelists addressed the issue of “Artificially Intelligent Arbitrator” and drew the audience attention to the scaring rapid advancement of artificial intelligence and the risks that it represented in replacing human beings. Finally, a panel chaired by **Valentine Chessa** with panelists **Rick Barker** and **Alberto Oddenino** presented the issues at stake with “Privacy and Data Protection in Arbitration Proceedings”.



Conference in Milan. L to R: Angelo Anglani, Mirèze Philippe, Niccolò Landi, Eva Storskrubb and Giacomo Rojas Elgueta

Submitted by Mirèze Philippe, ArbitralWomen Co-Founder and Board member, Special Counsel at the Secretariat of ICC International Court of Arbitration

Inaugural ArbitralWomen Fireside Chat with former HKIAC Chair and Asian Academy of International Law (AAIL) Chair in Hong Kong on 23 June 2017

On 23 June 2017, ArbitralWomen and Winston & Strawn hosted the “Inaugural ArbitralWomen Fireside Chat with former HKIAC Chair and Asian Academy of International Law (AAIL) Chair **Teresa Cheng**, GBS, SC, JP” in Hong Kong. The event kicked off with networking drinks followed by welcoming remarks from ArbitralWomen member **Nassim Hooshamandnia** of Winston & Strawn. ArbitralWomen member **Vanina Sucharitkul** then sat down with Ms. Cheng for an informal fireside chat and asked regarding Ms. Cheng’s experience and insight on a wide array of topics including advice on career progression, being an effective counsel, getting your first appointment, profile raising, effective networking, overcoming bias or unconscious bias, and becoming known as “a silk with subtlety and steel”. The evening ended with a Chatham House Q&A session, an additional networking opportunity, and closing remarks from **Louise Barrington** and **Mary Thomson**.



L to R: Louise Barrington, Vanina Sucharitkul, Teresa Cheng, Nassim Hooshamandnia and Mary Thomson

The event proved to be a tremendous success and we received very positive feedback from attendees for the opportunity to hear the candid sharing of experience and advice from such a prominent arbitration figure as Ms. Cheng who will assume the role of Hong Kong’s Justice Secretary on 18 January 2018.

Submitted by Vanina Sucharitkul, ArbitralWomen member, ICC International Court of Arbitration

Innovative Dispute Resolution Mechanisms: Curse or Blessing? Panel Event during the IBA in Sydney on 9 October 2017

On 9 October 2017, Herbert Smith Freehills in conjunction with the International Centre for Dispute Resolution and the Bahrain Chamber for Dispute Resolution hosted a breakfast seminar panel discussion on “*Innovative Dispute Resolution Mechanisms: Curse or Blessing?*” The event was chaired by **Jo Delaney** (Partner, Baker & McKenzie, Sydney).

The panel comprised leading international arbitration practitioners from across the globe: **Brenda Horrigan** (Partner – Head of International Arbitration - Australia, Herbert Smith Freehills, Sydney), **Annet van Hooft** (Partner, Bird & Bird, Paris) and **Edna Sussman** (Independent Arbitrator, New York). The discussion was stimulated by the panelists’ collective wealth of experience gained from involvement with many different arbitration processes across a variety of jurisdictions as both counsel and arbitrator.

The panel agreed that lawyers must familiarise themselves with the ‘complete tool-kit’ of mechanisms that can be deployed to increase efficiency and reduce costs including, the ability for parties to ‘opt-into’ expedited procedure processes, summary dismissal procedures, bifurcation, effective case management conferences and well-structured procedural timetables. The panelists also noted the inefficiencies created when international arbitrations are conducted like court style litigation. Edna Sussman made the case for a more consensual dispute resolution process such as mediation. Brenda Horrigan observed that lawyers should engage with clients early on to increase their awareness of the international arbitration process and how it can be used to increase efficiency and reduce costs.



L to R: (Back) Jo Delaney, Brenda Horrigan, (Front) Edna Sussman and Annet van Hooft

While the panel shared their own views on those mechanisms that work well and those that do not, all agreed that the appointment of the appropriate Tribunal is a critically important pre-condition to the effectiveness of any strategy. It was noted that parties need to be mindful of arbitrator availability and should arm themselves with as much information as possible about prospective arbitrators.

Following the main panel presentation, the event provided a great forum for networking and discussion amongst international arbitration practitioners who have travelled to Sydney for the International Bar Association Conference.

Submitted by Anne Hoffmann, Herbert Smith Freehills, Sydney and Mitchell Dearness, Herbert Smith Freehills, Sydney

Women's role in international arbitration breakfast event in Curitiba on 16 October 2017

On 16 October 2017, a breakfast session was held at the FTD-Arena amphitheater, at Pontifical Catholic University of Paraná (**PUCPR**), in Curitiba, to discuss 'Women's Role in International Arbitration'. The event took place at the opening of Universitas, which is the largest PUCPR Law School's academic event, in which there are several international congresses, thesis defenses as well as scientific works defenses, mini courses and various lectures.

As debaters, were present the President of Câmara de Arbitragem e Mediação da Federação das Indústrias do Paraná (**CAMFIEP**), **Rafael Munhoz de Mello**, Arbitrac counselor, **Inaiá Nogueira Queiroz Botelho**, PUCPR professor **Jair Gevaerd**, together with the members of ArbitralWomen **Helena de Toledo Coelho** and **Melina Fachin**. **Ana Carolina Weber**, who is member of the ArbitralWomen board, mediated the debate.

Important issues were addressed, such as the impact of a greater presence of women on the list of arbitrators compared to the number of appointments. Rafael Munhoz de Mello reported that the CAMFIEP's list is 30% approximately composed by women. It represented an improvement in the statistic of appointment of women, which increased to 11.5% in the ambit of the arbitrations administered by the Chamber. This percentage is almost double of the average registered, which is 6.5% in the several studies that have been carried out on the subject.



L to R: Guilherme Barros, Melina Fachin, Jair Gevaerd, Ana Carolina Weber, Carlos Eduardo Pianovski, Vivian Lima Lopez Valle, Eduardo Agostinho, Helena Coelho, Inaiá Botelho, Rafael Munhoz de Mello.

Melina Fachin brought researches proving that the participation of women in the work teams generates productivity gains and improved corporate income. Helena Coelho noted that the number of women in law courses has been increasing in the last decade, but the labor market is still male. They all discussed a number of surveys that have projected the 80 to 100 year period for women's participation in the labor market. They all affirmed the necessity of be more engaged in giving women more opportunities in the labor market. Ana Carolina Weber suggested that participants and the public present, before the appointment of arbitrators, spend few minutes to think about if there is a female name with equal competence and know-how to perform the function. This exercise will show that there are great female that could be appointed. In addition, not think about women professionals will always entail indication of same people, which does not contribute to the expansion of the labor market in arbitration, specially the increased of the women participation.

Submitted by Ana Carolina Weber, ArbitralWomen Board Member, Eizirik Advogados, Brazil

Young International Arbitration Group – International Centre for Dispute Resolution seminar on “In-house & External Counsel – What we’ve always wanted to tell each other” in Frankfurt on 19 October 2017

Michael McIlwrath, Senior Counsel – Litigation at GE Oil & Gas, was recently honoured by AW as the 2017 Champion for Change in recognition of his invaluable work as a male colleague supporting the goals of

ArbitralWomen in striving for equal opportunity and treatment of women.

When speaking at a YIAG-ICDR event on 19 October 2017, he took the opportunity to share his views on how men could advocate in favor of diversity. He even insisted that the hidden workforce of young mothers having recently left law firms to have flexibility in their schedules were resources he regularly tapped into.



He is pictured here with ArbitralWomen members, (pictured left to right) **Cherine Foty** of Jones Day Paris, **Flore Poloni** of August Debouzy Paris, and **Luca Thoenes** of Luther Lawfirm in Hamburg, proudly wearing his ArbitralWomen pin at the YIAG-ICDR event on the relationship between In House and outside counsel in international arbitration which took place at Jones Day's Frankfurt office.

Submitted by Cherine Foty, Jones Day, Paris and Flore Poloni, August Debouzy, Paris

Reaching Equal Opportunity in International Arbitration: Old Challenges and New Chances in Hong Kong on 19 October 2017

During the Hong Kong Arbitration Week, on 19 October 2017, ArbitralWomen and Stephenson Harwood welcomed attendees to a morning of simulating discussion on the topic of *"Reaching Equality Opportunity in International Arbitration: Old Challenges and New Chances"*. Stephenson Harwood Partner Hong Kong **Andrew Rigden Green**, a great supporter of our event, gave welcoming remarks on the firm's promotion of diversity and the event was successful also due to the efforts of ArbitralWoman member from the firm

Giovanna Kwong in Hong Kong and **Krystal Lee** in London. Then, Co-Founder of ArbitralWomen **Louise Barrington** discussed old challenges of ArbitralWomen and the path to diversity in international arbitration. ArbitralWomen arbitrator and moderator **Vanina Sucharitkul** presented staggering statistics where 50% of law graduates are female. She then noted that *"It is sobering to know that the figure of women entering the legal profession drops to 20% by the time those graduates reach partner level, known as the "pipeline leak. In the international arbitration field, once a female makes it through the pipeline to partnership, it is likely that she will find that 9 of 10 of her partner colleagues are male. When it comes to international arbitrators, women make up just roughly 6%."* Vanina Sucharitkul then moderated a lively and diverse multi-regional and multi-generational panel consisting of: (1) President of CIArb and founder of Obeid Law Firm, Lebanon, Professor **Dr Nayla Comair-Obeid**, (2) Managing Partner Herbert Smith Freehills, Greater China, Hong Kong, **May Tai**, and (3) Registered Foreign Lawyer Winston & Strawn, Hong Kong and ArbitralWomen member, **Nassim Hooshmandnia**.



L to R: Louise Barrington, Dr Nayla Comair-Obeid, Mary Thomson (standing), Vanina Sucharitkul, May Tai and Nassim Hooshmandnia

The panelists shared their insights on whether those numbers reflect their personal experiences in practice and shed some light on whether unconscious bias is still an everyday battle in their professional lives today. Although the event was an early breakfast meeting, we had a full house with both male and female participants who were fully engaged and interested in taking part in

the debate. ArbitralWomen Events Director **Mary Thomson** gave closing remarks and encouraged members to participate in ArbitralWomen and all the wonderful programs and activities.

Submitted by Vanina Sucharitkul, ArbitralWomen member, Court member of the ICC International Court of Arbitration

Freshfields breakfast event on women in arbitration and international law, "Tales from the Front Line" in Vienna on 21 October 2017

On 21 October 2017 Freshfields opened the doors of the 25Hours Hotel terrace – with its spectacular view over Vienna – to practitioners in arbitration and international law. The event was opened by **Moritz Keller**, Head of the Freshfields arbitration group in Vienna followed by an update on the status of the Equal Representation in Arbitration Pledge from the Austrian Steering Committee members, **Alice Fremuth-Wolf** (Deputy Secretary General of Vienna International Arbitral Centre) and **Patrizia Netal** (Partner, Knötzl). Alice and Patrizia reported on the great impact the Pledge has had since it was launched in 2016 and of its over 2,000 signatories. Further, Alice informed the audience that subsequent to the call for more transparency in the appointment process of institutional arbitration, VIAC decided to publish the names of arbitrators acting in current proceedings. In this context, the increased number of female appointments has become more evident. Patrizia Netal, also Director of the Willem C. Vis International Commercial Arbitration Moot explained the difficulty in attaining women to sit as arbitrators for the moot and encouraged practitioners to register as arbitrators.

The event continued with a panel of talented women moderated by **Niamh Leinwather** (Principal Associate, Freshfields Bruckhaus Deringer) including **Francesca Mazza** (Secretary General of the German Institute of Arbitration), **Ulrike Gantenberg** (Partner, Heuking Kühn Lüer Wojtek, Düsseldorf), **Jennifer Younan** (Partner, Shearman & Sterling, Paris) and **Nathalie Berthier-Ortmann** (Leadership Executive Coach) who discussed the trials and tribulation of their careers. The hurdles the panelists have faced during their careers, especially at the outset were brought to light as well as the advantage of a supportive mentor. The concept of an "Alpha-Female" and whether it is essential to "work like

a man" or become "one of the boys" to really succeed in male dominated business areas such as law was addressed. Each of the panelists shed light on the juggle between the desire to have a family and raise children but also have a successful career. The main reasons for the under-representation of women in international arbitration were spoken about, including the desire by clients to see female names as arbitrator candidates. There was a general consensus that the Pledge has played a vital role in raising awareness and continues to do so. Last year, arbitral institutions appointed one third more female arbitrators than in the previous year but since arbitral institutions only account for a small percentage of appointments, the onus is on law firms to push for female appointments. The ladies concluded the panel with a discussion on a statement made by Louise Barrington, founder of ArbitralWomen: "The best thing a woman can do is to be super competent, persevere and have thick skin". Building on this statement, the ladies added that it is essential to also be authentic, relaxed and have a sense of humour.



L to R: Katherine Khan, Dr. Désirée Prantl, Mag. Niamh Leinwather, Rashda Rana SC, Amanda Neil and Dr. Moritz Keller

Rashda Rana SC, concluded the event by discussing the concept of the glass ceiling, which women continue to face; an invisible but real barrier through which the next stage or level of advancement can be seen, but cannot be reached. In a truly insightful manner Rashda highlighted the contradictorily treatment of men and women's transgressions by topical example; the differential treatment of presidential candidates for their derogatory remarks versus the sending of emails from a private email address. The event was a huge

success with plans already in place for a follow up event for next year.

Submitted by Niamh Leinwather, Principal Associate, Freshfields Bruckhaus Deringer

Hot Topics in Investment Arbitration conference held in Lagos on 2 November 2017

Athina Fouchard Papaefstratiou, member of ArbitralWomen and Counsel at Lazareff Le Bars, participated in a conference titled “*Hot Topics in Investment Arbitration*”, organised by Africa International Legal Awareness (AILA). The conference took place in Lagos, Nigeria, on 2 November 2017, at the offices of the Lagos Court of Arbitration. Athina spoke on the subject of security for costs, focusing on the conditions under which a State may request that the Claimant post security for an eventual costs award against it, and the strategic considerations in requesting security for costs.



L to R: Athina Fouchard Papaefstratiou, Funke Adekoya, Diego Gosis and unidentified

The conference focused on three main topics:

- (i) new trends in international investment agreements in West Africa and more generally the role that Africa is called to play in the evolution of international investment law;
- (ii) "money matters": third party funding, security for costs and settlement agreements; and
- (iii) illegality in investment arbitration: corruption, parallel criminal proceedings and illegally obtained evidence.

The first topic involved a discussion on the “modern” Nigerian BITS, such as the Nigeria-Morocco BIT, as well as on regional investment protection instruments containing novel provisions, such as the ECOWAS Investment Agreement, or instruments promulgated by COMESA, EAC and SADC. The discussion focused on BIT provisions which secure the legitimate interests of States while at the same time protect foreign investors, and the means to enhance the presence of African arbitrators in arbitrations involving African States.

The second topic focused on the various forms that third party funding may take, the need for regulation, as well as the interplay between third party funding and the possibility for respondent States to request security for costs. Athina Fouchard Papaefstratiou, together with other speakers, focused on the case *RSM v St Lucia*, in which the tribunal ordered security for costs, as well as other cases in which the security for costs request was not successful in itself, but led to the claimant disclosing information on its financial situation. Finally, several aspects regarding settlement agreements reached in the course of investment arbitration proceedings were discussed, such as the respective advantages of consent awards or discontinuation orders, and the question of the opposability of a settlement agreement to minority shareholders of the investor.

The third topic involved a discussion regarding the power of an international tribunal to order the suspension of criminal proceedings or prosecution against the investor pending the arbitration proceedings, as well as the consequences of the investor’s involvement in corrupt practices – distinguishing the hypothesis where corruption has stained the investment since its inception or took place at a later stage. Finally, the discussion focused on the handling, by international tribunals, of illegally acquired evidence.



Attendees at the Africa International Legal Awareness conference

Speakers at this very succesful conference were **Rukia Baruti**, **Muhammad Dele Belgore SAN**, **Chief Christopher Bayo Ojo SAN**, **Olusola Adegbonmire**, **Babajide Ogundipe**, **Bobby Banson**, **Mr Mjokoliwo**, **Funke Adekoya SAN**, **Dr Chrispas Nyombi**, **Bello Saliyu**, **Khrushchev Ekweme**, **Obosa Akpata**, **Athina Fouchard Papaefstratiou**, **Diego B. Gosis**, **Alastair Cambell**, **Uché Ewelukwa Ofodile**, **Robert Wheal** and **Dr Babatunde Ajibade SAN**.

Submitted by Athina Fouchard Papaesfstratiou, ArbitralWomen member, Lazareff Le Bars, Paris

ICC Miami Breakfast panel on 'Expertise: a woman's no man land?' on 7 November 2017

On 7 November 2017, a panel event took place in Miami, at the occasion of the ICC Annual Conference, a breakfast organized by ArbitralWomen, the Equal Representation in Arbitration Pledge and the ICC. During one hour and a half panelists and the audience had the chance to debate specific aspects regarding gender equality among expert professionals.

At the beginning, **Ana Carolina Weber** (Eizirik Advogados), ArbitralWomen Board Member and ICC YAR Representative, made a quick introduction to explain why such events are necessary and the work that ArbitralWomen, the Pledge and ICC have been implementing in order to achieve a equality of chances for men and women in the arbitration world. By bringing some statistics regarding what would happen to the US economic if, per one day, women were removed from its workforce, Ana Carolina showed that many

professions would be affected, the income would decrease. However, the statistics do not show many changes regarding technical professions. With that data in hand, Ana Carolina gave the word to **Juliette Fortin**, FTI Consulting Managing Director and ArbitralWomen Treasurer and Executive Board Member.

After introducing the panelists, **Alessandra Ribas Secco** (Ribas Secco Consultoria), **Miguel Nakhle** (Compass Lexecon) and **Jan Paulson** (Three Crowns), Juliette explained to the audience that all the debate that was taking place that morning was under the assumption that both male and female technical experts have the same level of competence, i.e. we were talking about equality of chances, not about quotas.



L to R: Jan Paulsson, Juliette Fortin, Alessandra Ribas Secco, Ana Carolina Weber and Miguel Nakhle

Following, Juliette presented some statistics regarding the presence of women among experts which is now reproduced:

1. Who's Who Legal expert list

1.1 Male/female as Experts in Who's Who Legal between 2011 and 2017

	2011	2012	2013	2014	2015	2016	2017
Male experts	59	76	83	94	114	150	192
Percentage	100.0%	97.4%	97.6%	93.1%	93.4%	92.6%	91.9%
Female experts	0	2	2	7	8	12	17
Percentage	0.0%	2.6%	2.4%	6.9%	6.6%	7.4%	8.1%
Total	59	78	85	101	122	162	209

1.2 Female experts in Who's Who Legal between 2011 and 2017 by country

	2011	2012	2013	2014	2015	2016	2017
USA		1	1	1	1	2	3
UK		1	1	5	5	8	9
Germany					1	1	2
India				1	1	1	1
UAE							1
Australia							1
Total	0	2	2	7	8	12	17

1.3 Female experts in Who's Who Legal between 2011 and 2017 by country (in percentage)

	2011	2012	2013	2014	2015	2016	2017
USA		50%	50%	14%	13%	17%	18%
UK		50%	50%	71%	63%	67%	53%
Germany					13%	8%	12%
India				14%	13%	8%	6%
UAE							6%
Australia							6%
Total		100%	100%	100%	100%	100%	100%

2. ICC International Centre for ADR

Juliette highlighted that in 2016, only one female expert was nominated by the ICC International Centre for ADR, according to internal ICC sources.

3. ArbitralWomen's website search tool

Juliette noted that there were 37 female experts appearing on AW website search tool as at 1 November 2017.

With that data in hand, Juliette has asked the panelists to provide their views regarding diversity of technical experts over the past 10 years. Jan Paulson, as very experienced arbitrator in the international field, recognized that women are under represented in the technical expert arena. However, Professor Paulson pointed out that this should be viewed as an opportunity: in fact, when a woman appears before an arbitral tribunal, this calls for the attention of the arbitrators as this is not the pattern they are used to. In view of that, Professor Paulson called for the attention of counsels to make them realise that they have a very profitable asset in designating a women as a technical expert.

In addition to that, Alessandra Ribas Secco shared her experience as a technical expert in Brazil, a country in which few women are called to act as experts in arbitration proceedings.

Once the panel concluded that there is in fact a lack of diversity of technical experts before arbitral tribunals over the past years, Juliette has asked for comments regarding the causes and the solutions to overcome this issue. Alessandra first pointed out that technical professions were not always seen as a “place for a woman”. Although today we have a lot of young women attending engineer and accountant courses, at the top of the firms women are rarely seen. In addition to that, Miguel has brought to the audience’s attention the need to encourage this new generation to break the pattern. It was mentioned the need and the benefits of mentoring program – leaded both by experience women and men – to the young generations.

In addition to that, Jan Paulson has shared his opinion regarding the inexistence of gender differences in being put through. The other panelists agreed with this point, and highlighted that the intrinsic qualities of each expert in the context of preparing a report or being cross-examined were not dependent on gender. However, Juliette and the other panellist pointed out that some counsels and clients tend to mistakenly think that technical expert women would not bear the burden of appearing before an experienced arbitral tribunal and answer heavy and aggressive questions posed by a specific question. More efforts need to be made to overcome this perception or a priori.

Opening the floor to audience’s comments, it was pointed out that it is important to include counsels and

in house lawyers in the discussion and to center the debate on the requested qualities and competencies of an expert rather than its gender, for the benefits of the appointing party.

Although everyone recognized the long road ahead, it was pointed out the importance of this type of event and how it is an essential tool to make the arbitration world aware of these discrepancies.

Submitted by Ana Carolina Weber, ArbitralWomen Board Member, Eizirik Advogados, Brazil

New York City Bar Great Hall Arbitration Event on 14 November 2017

As chair of the Arbitration Committee of the New York City Bar Association, **Dana MacGrath** (Sidley Austin and ArbitralWomen Board Member) co-organized together with **Richard Mattiaccio** (Allegaert Berger & Vogel) a “Great Hall Event” at the New York City Bar Association on “Commercial Arbitration: Domestic vs. International—How Different Are They in Practice”, that took place on 14 November 2017. The first panel addressed “Selection of Arbitrators” moderated by Dana MacGrath and included as panelists **John L. Gardiner** (Skadden Arps), **Brian King** (Freshfields), **James Hosking** (Chaffetz Lindsey) **Jeffrey Zaino** (American Arbitration Association).



L to R: Richard Mattiaccio, Dana MacGrath, Brian King and John L. Gardiner

The second panel addressed “Discovery/Disclosure in Arbitration: the Big Divide” and was moderated by **Rekha Rangachari** (Executive Director, New York International Arbitration Center – NYIAC) and included

as panelists **Ank Santens** (White & Case and ArbitralWomen member), **Stephanie Cohen** (Independent Arbitrator) and **Grant Hanessian** (Baker & McKenzie). The third panel addressed “Witness Testimony in Arbitration” and included mock cross examination simulations by **Robert Davidson** (JAMS Arbitrator), **Oliver Armas** (Hogan Lovells), **Mark Friedman** (Debevoise & Plimpton) and **Frances Bivens** (Davis Polk). Richard Mattiaccio delivered both the opening and closing remarks.

Submitted by Dana MacGrath, ArbitralWomen Board Member, Sidley Austin LLP, New York

ArbitralWomen Networking Breakfast in Dubai on 15 November 2017

The ArbitralWomen Networking Breakfast as part of the Dubai Arbitration Week was held on 15th November 2017, with the support of Al Tamimi & Company and Taylor Wessing.

The event took place at the Capital Club located in the iconic Gate Village DIFC. The event witnessed a remarkable presence of around 60 professionals from different law firms and chambers thereby creating a platform for all the attendees to network, widen their contacts and grasp useful tips on how to advance in their career as successful female arbitrators.



L to R: Laila El Shentenawi, Sami Houerbi and Sarah Malik

The topic of the event was “Chatham House Rule – Does Arbitration really work as an effective means of ADR?” **Laila El Shentenawi** (Al Tamimi & Company) gave the welcome on behalf of ArbitralWomen followed by **Sarah**

Malik (Taylor Wessing) who delivered the opening remarks.

The format of the event was set to resemble an informal discussion with no panels or presentations in order to make it more interacting and engaging. Eight cocktail tables were set up and each table was assigned with a pre-determined question to be discussed in a group setting. Each table had two hosts representing Al Tamimi & Company and Taylor Wessing who helped start the discussions and made sure that everyone was given with an opportunity to express their views around the table. The attendees were encouraged to rotate around the tables in the room to ensure that they get better chances to network and discuss the topics.

The eight topics discussed during the event were as follows:

1. The general rule that a party must be able to put its case encourages delaying tactics by reluctant respondents and inhibits a Tribunal's capacity to manage proceedings;
2. Uncertainty as to enforcement of arbitral awards is causing my organisation to consider whether arbitration should still be included in our standard dispute resolution clauses;
3. The ability to consolidate matters relating to the same cause of action and against the same parties would make arbitration more viable;
4. Is there a need for a Federal Arbitration Law and what is the status;
5. We would like to see arbitral centres take a more active approach to managing early procedural matters such as spurious jurisdictional objections;
6. Ad hoc arbitrations make it easier for parties to manage and control the proceedings to offer a more bespoke means of ADR;
7. The inability to investigate assets and/or get interim orders (such as security for costs orders) makes arbitration less desirable; and
8. In a global operating environment, unilateral dispute resolution clauses are the only viable option for our business.

Submitted by Laila El Shentenawi, ArbitralWomen member, Al Tamimi & Company, Dubai

Arbitration Technopolis event in New York on 16 November 2017

The Arbitration Technopolis event, co-chaired by **Stephanie Cohen** and **Mark Morril**, took place on 16 November 2017 at the New York International Arbitration Center. The programme agenda included discussions centering around the utilisation of technology to support a modern arbitral practice. In the first discussion, "Cybersecurity Solutions: Defensive Measures for All," the speakers debunked cybersecurity myths in the arbitration process and provided practical and actionable advice to improve the cybersecurity of arbitration-related information.

The second discussion, "Tips and Tools Workshops: Arbitrator and Counsel Tracks," offered practical takeaways for leveraging technology to securely manage arbitration cases, such as issues to consider when using third-party platforms to host arbitration-related information and time-saving tips for award drafting.

The final discussion, "Expectations and Frustrations in the Arbitration Technopolis," was a roundtable hosted by **Samaa Haridi** of Hogan Lovells where speakers discussed the extent of the use of technology to facilitate their respective practice and the biggest challenges associated with technology use. All panelists agreed that the biggest obstacle is the upkeep with the constant change of technology while retaining control over cost and user-friendliness. The speakers also offered advice and best practices associated with the use and management of technology, such as keeping an open dialogue with all end users and providing training and support to ensure employee buy-in.

Submitted by Samaa Haridi, ArbitralWomen Member, Hogan Lovells, New York and Asmaa Awad-Farid, Hogan Lovells, New York

Fordham International Arbitration Conference in New York on 17 November 2017

On 17 November 2017, on the occasion of the annual Fordham International Arbitration Conference, ArbitralWomen organized a breakfast seminar on "The Impact of Gender in International Arbitration Advocacy – Does it Make a Difference?" More than 60 men and women attended the seminar. Panelists included **Lorraine M. Brennan** (JAMS Arbitrator and Mediator, ArbitralWomen former president and Advisory Board member), **Dana C. MacGrath** (Sidley Austin LLP and

ArbitralWomen Board member), **Mirèze Philippe** (ICC International Court of Arbitration and ArbitralWomen co-founder and Board member), and **Rashda Rana SC** (St James Hall International, former president of ArbitralWomen). All panelists spoke based on their personal experience and views and were not speaking on behalf of their respective institutions.



L to R: Lorraine Brennan, Dana MacGrath and Mirèze Philippe

The discussion focused more on advocacy styles generally than the impact of gender on advocacy. Mirèze Philippe noted the difference between the training of common law lawyers and civil law lawyers. Philippe commented, "civil law practitioners are better trained in written advocacy, as opposed to common law lawyers, who are more oriented on oral advocacy." All panelists acknowledged that there are far fewer female advocates with lead speaking roles at hearings and in courts. Panelists also discussed times in their careers in which they encountered or observed gender discrimination in the courtroom and at arbitration hearings. Lorraine Brennan encouraged women facing an instance of gender discrimination to "nip it in the bud" as early as possible. For example, Brennan described a time early in her career at a court settlement conference with a male judge and several male lawyers for other clients. The judge asked whether Brennan had "any authority" or instead was "just taking up space." Brennan explained that instead of getting upset, she said, "Your Honor, I have the same authority as everyone around this table. I am not sure I understand why you think I wouldn't." Brennan emphasized that women "have to speak up," while at the same time handle gender discrimination issues "diplomatically" to ensure no damage to your client. On the topic of different styles of advocacy, Philippe

commented that it is important that women “act naturally,” that effective advocacy “does not need to be a show,” and that “being aggressive probably reveals insecurity” more than talent. Brennan observed that often “the people who scream the loudest have the least to say.” Rana added, “just be who you are.”

Philippe also emphasized that women must stand up for themselves. Philippe commented, “If a lawyer acts as if he or she is being treated with prejudice, that lawyer will probably end up being treated with prejudice.” Brennan described an incident at a Vis Moot arbitration hearing where she acted as chair of the tribunal. She asked the student a question and a male wing arbitrator told the student not to answer, time was running short. Brennan said words to the effect, “Excuse me. I am the chair. I asked a question and I would like it answered.” It was not confrontational, but rather a firm statement of who was in charge. Brennan explained, where “there is an audience of young women and young men, they have to see what the right thing is to do. If you are the chair, somebody should not tell you that you cannot ask your question.” The panelists agreed that experienced female advocates should model behavior that sends the message to others that it is unacceptable for men to act in a discriminatory manner towards women.

Submitted by Dana MacGrath, ArbitralWomen Board Member, Sidley Austin LLP, New York

Fireside Chat with In-House Counsel in Perth on 22 November 2017

On 23 November 2017, Clyde & Co Perth hosted an ArbitralWomen fireside chat with **Gemma Stabler**, Legal Counsel at Fortescue Metals Group facilitated by **Jo Delaney** (Partner, Baker McKenzie) and **Erika Williams** (Senior Associate, McCullough Robertson). **Beth Cubitt** (Partner, Clyde & Co) welcomed the crowd who were either Perth locals or visiting Perth for the annual Australian Arbitration Week.

The discussion began with Erika Williams asking Gemma Stabler about her background and how she came to be an in-house maritime arbitration lawyer. This led to a discuss of her in-house arbitration experience which was primarily in tribunals based in either Singapore or London.

Jo Delaney then continued the discussion by asking about the diversity policies at Fortescue Metals Group and whether a conscious effort was made to brief female

barristers or select external lawyers with female team members. Gemma was happy to say that Fortescue has good diversity policies in place and, although those policies may not *require* equitable briefing, happily she finds that in most cases there is equal representation of men and women who act as counsel or external legal advisers.



L to R: Jo Delaney, Beth Cubitt, Gemma Stabler and Erika Williams

The fireside chat was followed by a networking opportunity before most people made their way to the next event on the busy Australian Arbitration Week schedule.

Submitted by Erika Williams, ArbitralWomen Board Member, McCullough Robertson, Brisbane

YAWP Advocacy Workshop: Cross-examination in International Arbitration in Dusseldorf on 30 November 2017

This very interesting workshop was jointly organised by DIS40 Rhine/Ruhr and Young ArbitralWomen Practitioners (YAWP). In the first part of the workshop, experienced barrister **Shantanu Majumdar** from Radcliffe Chambers shared his experience and views on specific issues in cross-examination in international arbitration. **Juliette Fortin**, quantum expert at FTI Consulting, then shared her views and tips on the cross-examination of experts. This first part was followed by two practice sessions in small groups, where the participants were given a case study and were asked to prepare the cross-examination of a fact witness.

Catrice Gayer (DIS40 Regional Chair Rhine/Ruhr and **Annabelle Möckesch** (YAWP Steering Committee) were the organisers of this very successful event.

Submitted by Juliette Fortin, ArbitralWomen Board Member, FTI Consulting, Paris

Dealing with Unconscious Bias in Arbitration seminar in Toronto on 5 December 2017

Nearly 50 Toronto arbitration practitioners - more than half were men - gathered at Arbitration Place to discuss getting past unconscious bias in the arbitration world. With support from the Toronto Commercial Arbitration Society, the Toronto chapter of the Chartered Institute of Arbitrators, and the International Chamber of Commerce, **Louise Barrington** organised and moderated the event on 5 December 2017.

After viewing a brief film clip about how our brains develop unconscious bias, participants heard from Canadian consultant **Delee Fromm** about how "blind spots" affect our judgment, producing decisions that at best are sub-optimal, and at worst, just plain wrong. Delee, a former lawyer and neuro-psychologist, pointed out that parity is approaching at a glacial pace. She illustrated her presentation with excerpts from her new book, "Understanding Gender at Work: How to Use, Lose and Expose Blind Spots for Career Success".



L to R: Delee Fromm, Eric Morgan, Louise Barrington, Rahat Godil, Sonu Dhanju-Dillon and Daniel Dawalibi

ArbitralWomen **Rahat Godil** and **Suno Dhanju-Dillon** both described incidents where unconscious bias had impacted their pathways to partnership as well as their involvement in the world of arbitration. When asked to close their eyes and picture "a person with gravitas", only 3 audience members reported envisaging a female. We then heard from **Eric Morgan** about recent efforts of some arbitral institutions that have

recognised the value of having greater representation of women, younger people, and ethnic diversity on arbitration panels. Positive signs are appearing in reaction to the ERA (equal representation in arbitration) Pledge, and to the GQual campaign for gender parity in international bodies. But overall figures - although up from about 4% twenty years ago - for even the best parity performers today are still hovering around 20% women appointees.

Reactions to the speakers' stories were enthusiastic and thoughtful. But time flew past, and as the discussion continued informally over wine and canapés, it was clear that we had only touched the surface.

The consensus in the crowd was, "When do we get to do Part 2?".

Having identified the importance of diversity as well as how unconscious bias operates to affect our choices, it was clear that any meaningful discussion about "how to fix it" would require a follow-up session. On 5 February 2018 a proposed sequel seminar, "Planning Past Unconscious Bias" will aim at active participation in facilitated groups to develop specific strategies in and by law firms, organisations and practitioners to speed up the integration of women at all levels of arbitration.

On a related note, in November, Louise Barrington and AW board member **Ana Carolina Weber** organised a half-day seminar at PUC, the Pontifical Catholic University in Sao Paulo Brazil as part of a week-long series for students and young lawyers on Cultural Challenges in International Arbitration. After an overview from Louise, Ana Carolina's panel presented viewpoints from Brazilian practitioners. The Sao Paulo seminar culminated with facilitated small group discussions and produced a number of suggestions and strategies. There too, the reaction was enthusiastic, as young Brazilians look for ways to accelerate progress towards gender parity.

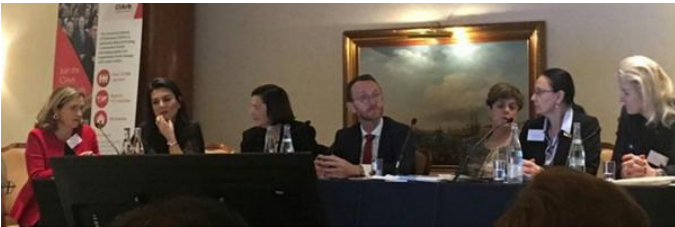
Submitted by Louise Barrington, ArbitralWomen Board Member, Chartered Independent Arbitrator, Canada

Rethinking co-leadership in a disrupted world, breakfast panel in Paris on 8 December 2017

Organising an early panel is always a challenge. But who would think that a panel at 8:00 am can gather a hundred participants? Well, despite the challenge, the turnout has always been a success at AW breakfast

panels, be it regular panels such as the traditional IBA or ICC panels, or occasional panels.

The joint CIArb and ArbitralWomen event was a preliminary to the CIArb International Arbitration 2017 Conference on the Synergy and Divergence between Civil Law and Common Law in International Arbitration. The CIArb conference was held on 7 and 8 December 2017 at the Marriott Champs Elysées Hotel in Paris. ArbitralWomen's panel was held on 8 December at 8:00 am and gathered over 70 participants.



L to R: Carmen Núñez-Lagos, Bennar Aydoğdu, Marie-Aimee Peyron, Michael Polkinghorne, Laurence Kiffer, Mirèze Philippe, Laurence Burger

Carmen Núñez-Lagos and **Bennar Aydoğdu** moderated the panel and asked the panelists (i) why it is hard, are women daring to lead and rising to the challenge?; (ii) why is it good and how can we make of diversity an opportunity for organizations, not simply an obligation?; (iii) how to make it work and if there are new models for co-leadership management?

The panelists, **Marie-Aimee Peyron**, **Michael Polkinghorne**, **Laurence Kiffer**, **Mirèze Philippe** and **Laurence Burger** shared personal experiences and some statistical information provided about female practitioners from the French bar and from the arbitration community. It was observed as usual that half of the world's population is made of women, that women make over half of the law students, that female lawyers are probably equal in number to male lawyers, but that they are hugely under-represented in leaders' positions. The legal field is no different from any other profession and it seems that we are more fortunate than women in the fields of technology, engineering or sciences. The situation has only slightly changed in the last two decades but very slowly, because mentalities need to change and the society cannot change overnight after centuries of discrimination.

Many women dare to lead but this does not mean that they are being offered opportunities. The panel encouraged women to grab every occasion to show their talents.

At a recent LexisNexis conference, Baroness Hale recalled how her pupil master did not approve of women at the Bar because the law is 'a fighting profession' and women are 'too caring and too yielding'. Baroness Hale said that he was right about the Bar but wrong about the stereotype of women. She also said that there are many good reasons for diversity on the bench, and one of them is legitimacy with the public because of all the talents wasted. She added that law 'does not look very fair if the law is not equal'.

The French bar has a diversity commission and is quite active in raising awareness and discussing how best to achieve equality. It was observed that the Equal Representation in Arbitration Pledge has considerably helped to address the issue of under-representation among lawyers. It has helped addressing the issue of designating female practitioners wherever and whenever possible, and has also contributed to speak up in groups where the issue of female participation was avoided or ignored.

Submitted by Mirèze Philippe, ArbitralWomen Co-Founder and Board member, Special Counsel at the Secretariat of ICC International Court of Arbitration

MEMBERS ON THE MOVE AND DISTINCTIONS

ArbitralWomen is pleased to announce the following recent moves and distinctions of our members.

Gaëlle Filhol has recently announced that she will join the partnership at Betto Seraglini in Paris from 1 January 2018. Gaëlle has been an associate at White & Case Paris for the last ten years. She has significant experience in international commercial arbitrations, and in complex international disputes, especially construction-related. Gaëlle also regularly represents clients in dispute adjudication proceedings.



Alice Fremuth-Wolf has recently been announced as the next Secretary-General of the Vienna International Arbitration Centre, taking over in January 2018 after having served as VIAC's Deputy SG for the past 6 years. After stints as an associate in the Vienna offices of Wolf Theiss and Baker McKenzie in Vienna, Alice opened her own law firm specialised in international arbitration in 2004, practising as an arbitrator and mediator and lecturer for arbitration before joining VIAC.



Sophie Lamb QC has recently been appointed as a solicitor advocate Queen's Counsel in London. Sophie is a litigation partner in the London office of Latham & Watkins and global Co-chair of the firm's international arbitration practice. She has acted as an



adviser and/or advocate in more than 100 international arbitrations across a range of industry sectors including automotive, banking and financial services, energy and natural resources, insurance, pharmaceuticals, private equity and telecommunications. She is also widely recognized for her experience in international investment and inter-state disputes.

Louise Woods, current ArbitralWomen board member and co-director in charge of news and the organisation's maternity mentoring scheme, has been promoted to partner in the London office of Vinson & Elkins. Louise is a member of the firm's International Dispute Resolution practice group. Her practice focuses on international arbitration, particularly investor-state disputes, commercial litigation and arbitration, and public international law. Her experience includes arbitration under all the major institutional arbitration rules as well as ad hoc arbitration under the UNCITRAL Rules.



ARBITRALWOMEN ON ICSID PANELS

ArbitralWomen wishes to congratulate **Juliet Blanch** (UK), **Carole Malinvaud** (France) and **Deva Villanúa** (Spain) who have recently received their first appointments to ICSID tribunals. Of the 15 ICSID tribunals announced in the Global Arbitration Review on 7 November 2017, nine of the tribunals comprised both men and women (60%). Four of the nine mixed gender tribunals had female chairs and two of the mixed gender tribunals had two women and one man making up the tribunal.

It is wonderful to see the increase in female representation at this high level.

MARK YOUR AGENDAS

The following events will be held in various locations worldwide. Save the dates and follow us on our website for further information on such events and other that we regularly add.

Date	Venue	Event
25 January	Helsinki	Seminar and Discussion on the Need for Revisions of the Finnish Arbitration Act
31 January	Panama	25-Jubilee during the ICC PANARB 2018
1 February	Zurich	SCAI Innovation Conference 'Arbitrating the Future'
8 February	Mexico	To be determined
8 March	Geneva	25-Jubilee - International Women's Day
12-19 March	Hong Kong	25-Jubilee during the 15 th Vis East Moot
14-16 March	Mexico	25-Jubilee during the IBA Latin America Biennial Regional Forum
27 March	Vienna	25-Jubilee during the 25 th Vis Moot
12 April	Paris	25-Jubilee during the Paris Arbitration Week - Presentation of the second edition of Women Pioneers in Dispute Resolution
15-18 April	Sydney	ICCA Sydney 2018
6-8 May	Dubai	25-Jubilee during ICC MENA Conference
May	Dublin	To be determined
18 June	Lagos	25-Jubilee during ICC Africa Conference
26 June	Hong Kong	25-Jubilee during ICC Asia Conference
June	Hamburg	25-Jubilee during the CIArb Conference
24 September	New York	25-Jubilee during the ICC New York Conference
November	Dubai	25-Jubilee during Dubai Arbitration Week
November	Miami	25-Jubilee during ICC Miami Conference
22 November	Geneva	Gala dinner celebrating AW 25-Jubilee

ARBITRALWOMEN ACTIVITIES, SERVICES & BENEFITS

- ✓ **Networking & Events**: we encourage our members to participate in and organise networking events in their respective countries and assist them in doing so. Some of our regular events are informal, such as the SpeedNet events; others are more formal, such as gala dinners, conferences and our traditional breakfast panel at IBA. Firms and organisations wishing to co-organise events or have their events supported can contact us at events@arbitralwomen.org.
- ✓ **Increasing equality of representation at conferences**: some of our work involves encouraging conference organisers to increase equality of representation on speaking panels. Under-representation is often unintentional. We recommend or nominate women who are as experienced and reputable as men.
- ✓ **Young ArbitralWomen Practitioners (YAWP)**: inclusion, collaboration and knowledge-sharing are vital for bridging gender gap in dispute resolution. YAWP provides a forum in which young women practitioners can share experiences and practical advice on how to advance women's careers and accelerate their success.
- ✓ **Membership Directory**: one of our goals is to showcase our members by increasing their visibility in the dispute resolution community. All Members are listed on the Membership Directory webpage which is increasingly being used as a reference tool for appointments and referrals.
- ✓ **Find a Practitioner**: we provide a dedicated multi-search tool to find dispute resolution practitioners and speakers.
- ✓ **Mentorship**: members provide mutual beneficial support to each other through our mentoring programme. This very successful programme is an example of how more experienced members generously share experiences with other members so that the role of women in the field can continue to grow and strengthen.
- ✓ **Moot Competition Support**: we provide financial aid to support and promote the participation in moot competitions of law student teams consisting of at least 50% women, who would not otherwise be able to participate.
- ✓ **Publications**: we provide opportunities to enable our members to make valuable contributions to the publication of reports in our [Newsletter](#), on our [News](#) webpage, and on [Kluwer Arbitration Blog](#), as well as in special publications such as the TDM Special Issues. Members can also upload their articles onto their profiles on the website and, in that way, publicise matters of interest, expertise and skill.
- ✓ **Periodical Alerts**: we keep our membership informed of [events](#) and [news](#) through periodical alerts.
- ✓ **Cooperation**: we cooperate with kindred organisations and programmes, such as the Pledge for Equal Representation in Arbitration www.arbitrationpledge.com and the Global Pound Conference www.globalpoundconference.org. Firms and organisations who wish to co-partner or cooperate with ArbitralWomen can write to contact@arbitralwomen.org.
- ✓ **Projects**: since promotion of women in dispute resolution is one of our main goals, we are committed to assisting members with projects that are in line with our objectives.
- ✓ **Champion for Change**: we acknowledge the support of our male colleagues around the world by awarding a Champion of Change Award to men who have furthered the goals of ArbitralWomen and have supported women in the field of dispute resolution.
- ✓ **Training and Competitions**: we publish information about dispute resolution programmes, scholarships, training and competitions. You can send information to contact@arbitralwomen.org.
- ✓ **Job Offers**: we publish professional opportunities in the dispute resolution or legal field. You can send your offers to contact@arbitralwomen.org.
- ✓ **Questions?** *If you have any queries please contact us at* contact@arbitralwomen.org

ARBITRALWOMEN INDIVIDUAL & CORPORATE MEMBERSHIP

This is the time for renewal of individual membership and Corporate Membership. ArbitralWomen hopes to keep counting individual members and corporate members in its membership in 2018.

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

AW website is the only hub offering a database with **female practitioners in any dispute resolution role including arbitrators, mediators, experts, adjudicators, surveyors, facilitators, lawyers, neutrals, ombudswomen, forensic consultants**. It is regularly visited by professionals searching for dispute resolution practitioners. Kindly make sure your profile is up-to-date, as you will be best placed to benefit from the visibility and potential referrals.

We encourage female practitioners to join us. Joining is easy. Go to '[Apply Now](#)' and complete the application form.

Benefits of your ArbitralWomen Membership

- * Searchability in the [Members Directory](#) and [Find Practitioners](#) webpages
- * Promotion of your dispute resolution speaking engagements on our [Events](#) webpage
- * Visibility on the [Publications](#) webpage for articles added under the members' profiles
- * Exposure on the [News](#) webpage
- * Exposure on the [AW-Kluwer webpage](#) and [Kluwer Arbitration Blog](#) for blogs posted
- * Promotion of news and events in AW [Newsletter](#)
- * Ability to obtain referrals of dispute resolution practitioners
- * Networking with other women practitioners

Individual Membership

The annual membership remains at **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 5 women to become members, no matter in which offices they are located, and for each additional member a membership at the rate of **135 Euros** (instead of 150).

ArbitralWomen has counted the following firms among those who have subscribed a Corporate Membership as highlighted on its [News webpage](#):

4 New Square, Addleshaw Goddard, Allen & Overy, Bär & Karrer, Baker McKenzie, Berwin Leighton Paisner, Bonelli Errede, Clifford Chance, Clyde & Co, CMS-CMCK, Curtis Mallet, Debevoise & Plimpton, De Brauw Blackstone Westbroek, Dechert, DLA Piper, Freshfields Bruckhaus Deringer, FTI Consulting, Gide Loyrette Nouel, Herbert Smith Freehills, Hogan Lovells, Homburger AG, King & Wood Mallesons, Knoetzel Haugeneder Netal, Lalive, Latham & Watkins, Lévy Kaufmann-Kohler, Linklaters, NERA, Norton Rose Fullbright, Pinsent Masons, Procuraduría General del Estado, Reed Smith, Schellenberg Wittmer, Sidley Austin, Skadden Arps Slate Meagher & Flom, Squire Patton, Vinson and Elkins, White & Case, Wilmer Cutler Pickering Hale & Dorr.

ROLES ON ARBITRALWOMEN BOARD

Executive Committee

President

Asoid Garcia-Márquez (Mexico)
Legal Officer, International organisation, Paris (France)

Vice President

Gabrielle Nater-Bass (Switzerland)
Partner, Homburger, Zurich (Switzerland)

Founding Co-Presidents

Louise Barrington (Canada)
Director, Aculex Transnational Inc. (Hong Kong)
Mirèze Philippe (France, Lebanon)
Special Counsel, ICC Int. Court of Arb., Paris (France)

Board of Directors

Events

Co-ordinating Directors

Valentine Chessa (France, Italy)
Member of the Paris Bar, Castaldi Partners (France)
Marily Paralika (France, Greece)
Associate, White & Case, Paris (France)

Directors for Regions

- Louise Barrington
- Jo Delaney (Australia)
Partner, Baker McKenzie, Sydney (Australia)
- Dana MacGrath
- Asoid García-Márquez
- Alison Pearsall (USA)
Legal Counsel, Global Litigation, Shell (France)
- Ileana Smeureanu (France, Romania)
Associate, Jones Day, Paris (France)
- Mary Thomson (Hong Kong)
Associate member, Stone Chambers (London, Singapore)
- Ana Carolina Weber (Brazil)
Partner, Eizirik Advogados, Rio de Janeiro & São Paulo (Brazil)
- Louise Woods (UK)
Partner, Vinson & Elkins LLP, London (UK)

Kluwer Arbitration Blog

- Ileana Smeureanu
- Valentine Chessa

Advisory Board

Lorraine Brennan (USA)

JAMS arbitrator & mediator, New York (USA)

Dominique Brown-Berset (Switzerland)

Brown&Page, Geneva (Switzerland)

Secretary

Dana MacGrath (USA)
Counsel, Sidley Austin LLP, New York (USA)

Treasurer

Juliette Fortin (France)
Managing Director, Economic & Financial Consulting, FTI Consulting, Paris (France)

Executive Editor

Karen Mills (USA)
Founding Member, KarimSyah Law Firm, Jakarta (Indonesia)

Communications Director

Dana MacGrath (USA)

Marketing & Sponsoring

- Elena Gutierrez (Spain)
Int. arbitration lawyer, independent arbitrator, Prof at Law
- Erika Williams (Australia)
Senior Associate, McCullough Robertson, Brisbane (Australia)

Membership

- Mirèze Philippe
- Alison Pearsall

Mentorship Programme

- Karen Mills
- Elena Gutierrez

Moot Competitions

- Mary Thomson
- Marily Paralika

News

- Dana MacGrath
- Louise Woods

Newsletter

- Jo Delaney
- Erika Williams

UNCITRAL Representative

Ileana Smeureanu

Website

- Mirèze Philippe
- Alison Pearsall

YAWP

Gabrielle Nater-Bass

Gillian Carmichael Lemaire (Scotland, France)

Founder, Carmichael Lemaire, Paris (France)
Representative for Global Pound Conference

ArbitralWomen Board Members



Asoid García Márquez



Gabrielle Nater-Bass



Mirèze Philippe



Louise Barrington



Juliette Fortin



Karen Mills



Dana MacGrath



Dominique Brown-Berset



Lorraine Brennan



Gillian Carmichael Lemaire



Valentine Chessa



Jo Delaney



Elena Gutierrez



Marily Paralika



Alison Pearsall



Ileana Smeureanu



Mary Thomson



Ana Carolina Weber



Erika Williams



Louise Woods