



CELEBRATIONS OF OUR 25TH ANNIVERSARY JUBILEE CONTINUE



President's Column

Reporting on a productive second quarter

Heading into the third quarter, I am delighted to report that this Jubilee Year has been very productive, and there is still so much more to come. Thanks to the continued efforts of our wonderful Board and Members, ArbitralWomen has delivered on its promise to raise the profile, expertise and achievements of women in our field – and will continue to do so – with a range of events and initiatives.

ArbitralWomen was very active at Paris Arbitration Week in April. The first series of ArbitralWomen and ERA Pledge Quantum Experts Seminar Series took place on 11 April 2018. On 12 April, our co-founder and board member, **Mirèze Philippe**, alongside board member **Gillian Carmichael Lemaire** and **Valence Borgia**, **Caroline Duclercq** and **Gisèle Stephens-Chu**, led a roundtable discussion on where should change start to overcome biased attitudes.

In addition, many of our members attended ICCA 2018 Sydney from 15 to 18 April, including a Breakfast panel on Gender Diversity in International Arbitration on the occasion of our 25th Anniversary Jubilee, generously hosted by Ashurst and which included the participation of our board member **Erika Williams**.

With its members' extensive participation at numerous events around the world, ArbitralWomen maintains its position at the forefront of the promotion of equal representation of women and diversity in international dispute resolution.

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*ArbitralWomen thanks all contributors
for sharing their stories.*

We have long worked towards finding positive ways to respond to unconscious bias in our profession and this year will be a milestone in that endeavour.

On February 5th in Toronto, **Louise Barrington**, with assistance from AW **Rahat Godil** and **Suno Dhanju-Dillon**, presented the second in a series of three interactive seminars on unconscious bias. On 30 May 2018, ArbitralWomen and Rebaza, Alcázar & de las Casas co-hosted a panel discussion on how to deal with unconscious bias for women in arbitration. This builds upon the work we have done to find positive ways to address unconscious bias, such as through our popular seminar on the subject. In Hong Kong, **Louise Barrington**, **Mary Thomson** and **Giovanna Kwong** joined Stephenson Harwood diversity partner **Elton Chan** under the banners of ArbitralWomen and the Chartered Institute of Arbitrators East Asia Branch for another diversity seminar on June 25.

On 8 November 2018 ArbitralWomen will host a full-day conference in New York to launch our highly anticipated AW Diversity Toolkit™ made possible by a generous grant from the AAA-ICDR Foundation.

The AW Diversity Toolkit™ also will be introduced during a “Unconscious Bias in Arbitration” panel at ICC Miami, running from 11 to 13 November. Our “feeder seminars” will amplify our message to practitioners around the world.

This year of our 25th Anniversary Jubilee is the year where women’s experiences in professional industries are starting to receive their due attention. Movements like the #metoo campaign have shone a light on the dark reality of workplace bias and the ills that can befall industries lacking in diversity and female leadership.

Also, the ICC World Council nominated on 21 June 2018 Court members with full gender parity and unparalleled diversity.

It is all the more important that we at ArbitralWomen continue to do our part to advance the interests of women in the field of dispute resolution.

It is my pleasure to congratulate several of our members on their professional achievements, through which they have championed the role of women in arbitration. ERA Pledge founder and co-chair **Sylvia Noury** was recently appointed London head of international arbitration at Freshfields Bruckhaus Deringer, as the first woman to lead their London practice.

Also, a number of ArbitralWomen members were named by Latinex as among “Latin America’s Top 100 Female Lawyers (2018): Arbitration & Litigation”, including **Gabriela Alvarez-Avila, Julie Bedard, Clara Brillembourg, Kate Brown de Vejar, Marinn Carlson, Kate Cervantes-Knox, Claudia Frutos-Peterson, Miriam Harwood, Dana MacGrath, Jennifer Haworth McCandless, Sylvia Noury, Jennifer Permesly, Claudia Salomon and Mallory Silberman**. Through their individual successes, our members embody ArbitralWomen’s mission of promoting female practitioners.

July 2018 will see elections for a new ArbitralWomen Board. I have been honoured and grateful to serve as interim President to lead ArbitralWomen through this transition period and I hope that you have found my service to meet the high standards that we expect of ourselves.

We began the year onwards and upwards. I am pleased to say that, thanks to the hard work of our dedicated and inspiring Board and thanks to the commitment and enthusiasm of our members, ArbitralWomen is on track to finish the year as strongly as we started.

We can look forward to another six months featuring a record number of events, and the release of a major project with the wider goal of worldwide implementation, to effect real change for more diversity in our profession.



Asoid García-Márquez
President

WOMEN LEADERS IN ARBITRATION: LORRAINE M. BRENNAN

Lorraine M. Brennan, Esq is an accomplished national and international dispute resolution professional. She is recognised and respected for her broad range of professional experience involving complex commercial litigation, domestic and international arbitration and mediation, and her service as a distinguished global member of law school faculties from the United States to China. She was selected to the [2017 Experts Guide](#) for Commercial Arbitration.

Lorraine is a highly sought-after speaker and frequent lecturer on complex commercial dispute resolution. She maintains leadership roles in multiple organisations, including ArbitralWomen, the International and Dispute Resolution Sections of the American Bar Association and the Institute for Transnational Arbitration (Advisory Board Member). She is one of only eight members appointed by the U.S. State Department to serve on the NAFTA 2022 Advisory Committee on Private Commercial Disputes. She is proficient in French and has a working knowledge in Spanish.

Lorraine serves as an adjunct Professor teaching International Commercial Arbitration at the Georgetown University Law Center, and taught International Business Transactions at Cornell Law School and Shantou Law School, Guangdong, China.



Interview with Lorraine Brennan, Esq. by Mirèze Philippe, Co-Founder of ArbitralWomen and Board Member

Lorraine, I had the pleasure to meet you two decades ago when you were the Director of Arbitration and ADR, ICC International Court of Arbitration. You have been nominated at the head of various dispute resolution organisations. You practiced as lawyer. You are also an arbitrator and a mediator and you teach arbitration. You have more than one string to your bow and a vast experience in dispute resolution. I would like you to share your story and your experience with our readers.

Before we speak about the various positions you held, can you share with the readers what was the career path that brought you to the dispute resolution field and what led you to the first position you held in a dispute resolution institution, which I understand was with the ICC?

As a young associate at Milbank Tweed, I was lucky enough to work with an amazing mentor, William Jackson. His father was a Justice of the Supreme Court and William was an Assistant Prosecutor at Nuremburg. William went out of his way to work with women as he had five daughters and he thought it important to encourage women. He assigned me to work with him on a very large international arbitration involving an American defence industry firm and the Government of Israel. Since the arbitration was so contentious, I had a two year lesson on everything from the scope of the clause, theft of trade secrets, and just about any other issue that might come up in a large international case. From that point on I was hooked. After nine years of litigating, I went to the Fletcher School of Law and Diplomacy at Tufts, one of the top if not the top IR school in the country. The school awarded me a scholarship to study in Geneva, and while I was there I heard about the ICC position which seemed tailor made for me.

After several years in your position as Director of Arbitration and ADR, North America, ICC International Court of Arbitration, during which you have tremendously fostered the presence of ICC in the US and Canada, you were appointed Senior Vice President, International at CPR. This experience was probably different from the previous one can you tell us about it?

CPR is a think tank. When I was there they were not administering arbitrations (they are now). I was exposed to many well known GC's during my tenure and I started some projects such as Y-ADR, which is still flourishing. CPR was always innovating and changing the products they offered to the world so for me it was exciting to be

working on projects in Asia, Brazil, and other parts of the world where CPR was not as well known as it is today.

You then returned to private practice for a while, before joining another dispute resolution organisation, JAMS International. I believe here again the experience was different from the two previous ones? The experience is also different between the practice in a law firm and the practice in a dispute resolution institution. Are both complementary and how did you benefit from both type of practices to continue building your expertise?

JAMS hired me away from CPR to open their London office. It was an exciting time as we literally started from scratch and put together a panel of dispute resolution professionals from around the world. My law firm experience was certainly valuable as to how I approached things at JAMS, as I literally been on both sides of the table.

The last dispute resolution organisation you have led is JAMS. Would you like to tell us about this experience?

JAMS is unique in that it started out as a place mostly for retired Judges, hence the name “JAMS” which stood for Judicial Arbitration and Mediation Services. JAMS has changed dramatically in the past 30 years and now there are many retired law firm partners here as well. Many firms expressed concern at having a Judge run their international case but we have several retired Judges at JAMS who are quite busy hearing international cases.

Did you have specific goals that you wanted to achieve during your term of office in each of these organisations and were you able to achieve them?

When I took the ICC job, I found that there was a real lack of knowledge in the Americas about the process. I spent a LOT of time on the road visiting as many cities as I could, both in the US and Canada. My goal was to create a network of subcommittees around the US that would hold events when I was in town or someone from the ICC in Paris. I created yearly conferences in locales where I would have a captive audience, such as Charleston, SC, New Orleans, and Cape Cod which was close to where I grew up. I convinced David Plant to drive all the way to Cape Cod from New Hampshire, so we could both pitch the idea of the ICC Mediation Moot to Anne Marie Whitesell, who brought the idea of the competition to Dr. Briner. The Competition has grown beyond our wildest dreams. I enjoyed the creativity of the ICC position and was lucky enough to work with

Robert Briner, the President of the ICC Court, and Anne Marie Whitesell, the Secretary General. Two incredible people who always listened to my ideas.

My goals at CPR were the same. CPR was not well known at the time I joined so I did things like setting up the Asia Pacific Advisory Committee with a lot of input from David Sandborg who has lived in Hong Kong for decades and really knew the players. I also set up the Mediation Committee and Y-ADR. I was always focused on the big picture.

The experience you built with these three dispute resolution organisations you have led makes of you a unique practitioner having a deep knowledge in managing this type of institutions, which require knowledge and experience, not only in dispute resolution but also in management and marketing. The insights you can share are also unique. What differences have you seen with these various organisations and what improvements you think may be necessary?

As the former President of ArbitralWomen I am still dismayed when I see all male panels (manels) and while I think efforts are being made to rectify not only gender equality but other underrepresented groups as well, we still have a long way to go. ArbitralWomen has made a huge difference in that regard and we have been able to reach out to so many women worldwide that our reach is now truly global. I will say that the institutions have innovated quite a bit since I first started in response to the needs of the client. The institutions need to continue to listen to their constituents as there is a lot of competition in the field now and clients have many choices.

Did these organisations have a policy on advancing women or a practice to address the issue of increasing the number of women on arbitral tribunal panels and on speakers’ panels? Have you seen any evolution in this respect?

JAMS tries to put women on strike lists so that the parties will actually get to read the bios of some amazing women and hopefully appoint them. I know the other institutions are doing so as well, and that’s a good thing.

I also serve as an Adjunct Professor at Georgetown Law School and most of my classes are fifty percent or more women. I do a lot of mentoring for my students as I think that is important. I can help them with contacts or help them figure out what role they would like to play in the

dispute resolution field. Now that I am a full time Arbitrator/Mediator I can also bring another viewpoint to the table.

What were the challenges you faced when you arrived at the head of these institutions? What were your major challenges as a woman at the head of these organisations?

I faced challenges when I wanted to innovate or try new ways of reaching the clients and the law firms. Sometimes my ideas were met with skepticism, but for the most part I had the support of the people I was working with. Early on I encountered some difficulties from some of the firms/companies I visited, but once they realised I knew what I was talking about they would sit up and listen. Frankly I also saw being a woman was a plus as there were so few of us in the beginning it was easier to get noticed. I have certainly faced sexism but the older I get the less it bothers me. I like someone to underestimate me so I can prove them wrong.

You practice as mediator and arbitrator. Did your experience at the head of dispute resolution organisations help you understand and conduct procedures with the inside views of the administering bodies?

It certainly made things easier as I knew the Rules of the various institutions or I knew who to call if I were facing difficulties. I know so many brilliant people in the field that will always take the time to answer a call or an email if I need guidance.

You have been involved in international arbitration for 30 years. How has the field changed during that span of time, whether good or less good?

There has been a dramatic change. A 70 percent growth in the field in the last 25 years and more institutions opening all the time. Law schools are now offering dispute resolution classes and some have set up Certificate Programs so the students can focus entirely on the field. I am seeing more and more women and people which is a good thing, but we still have a long way to go. I am hopeful for the future.

What do you see as the future of international dispute resolution?

I see more innovation, particularly in the online space. I see more and more countries trying to make mediation work, which I think is a positive development. I foresee

more women at the head of arbitral institutions, and more female arbitrators in general. I believe the future is bright, at least from where I sit.

Let me now ask you about your experience with ArbitralWomen. You were among the first founding members in 2005 and on the first Board who managed the organisation. You were then elected vice-president and finally president for a two-year mandate from 2010 to 2012. You have joined the Advisory Board. You are very well placed to tell us how you have seen the organisation growing and what was your contribution over the years?

The organisation has grown dramatically from our lovely dinners in Paris. More and more people know of us and they know we have a database from which they can find experienced Arbitrators and Mediators, or speakers for events. I think we are a force to be reckoned with and I am happy that the younger women will have the mentors we did not necessarily have. My best contribution was that I was never afraid to speak up when I saw injustice. When I saw conferences with all male speakers I would call the organiser and tell him or her that not only was I boycotting the event but that I would spread the word to all my other female colleagues. I have seen much more women represented at these events as they should be. I also tried to inspire the younger women I met or worked with to keep soldiering on- the path might be difficult but definitely worth the journey.

From your own experience do you have advice for women seeking to further their careers in dispute resolution? How can a woman practitioner use ArbitralWomen to advance her career?

I think women need to reach out more to more experienced women and ask them for a coffee/drink to pick their brains about which direction to go in. There are so many paths one can take in the field for those who don't want the big law firm life.

What was/is your most satisfying achievements in your career?

My teaching and coaching teams for the Vis Moot has probably been the most satisfying achievement. I had nothing like that available to me in law school and now it seems students have a wide variety of options. I remain good friends with many of my students to this day, and I am always happy when they are in town and stop by for

a visit. Finally, I have always had a keen sense of justice, even as a little girl, so I enjoy trying to get to the truth and preparing an award that reflects justice.

EVENTS

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.

Mooties share their lifetime experience, Vienna, March 2018

By common acknowledgment, the Willem C. Vis Moot experience in Vienna can be quite impressive and overall challenging. However, such statement does not do justice to the reality.

Indeed, no amount of hard work, struggle, arguments, team building, team outbursts, memoranda and pleadings can ever prepare you to the “Mootie” experience.

In March 2018, we participated in the 26th Willem C. Vis Moot as students representing Université Paris-Est Créteil as part of the LL.M. program in International Business Litigation and Arbitration. After months of preparation for the written submissions and the oral pleadings, we had a fairly good idea of what to expect once in Vienna. Our coaches, professors, classmates, as well as some law firms in Paris offered us support both in the training and in the logistics to prepare for the competition. In addition, some of our team members had previous Moot experiences which helped us strip away the veil of mystery.

In the light of this, one would assume that we had nothing left to be stressed over. And yet, that could not be further from the truth.

We all knew too well the high level of expertise that was expected from us, especially giving the excellent profiles we were competing with and the eclectic backgrounds of the participants.

One of the specificities of the Willem C. Vis Moot is perhaps how close it is to a real-life situation. Like every moot, pleadings are part of the experience. However, the lion’s share of the work consists in preparing the memoranda which, later on, will turn into the pleading team’s bible. The drafting process required all of the

talents expected from practitioners: research skills, writing skills, deductive and analytical skills, capacity for synthesis, rigor and overall professionalism. In order to make the Moot even more realistic, deadlines are relatively tight and intense. That can only teach you how to be organized and to handle pressure.

The Willem C. Vis Moot added a zest of fantasy to the realistic scenario. The mental gymnastics of the Moot resides in the fact that teams have to write a memorandum on behalf of the Respondent, but also on behalf of the Claimant. This means that every team has to look at the case with a new eye each time arguments need to be found. Even though the facts exposed in the problem are to remain unchanged, once the hearings start, the competition allows a relative amendment of the teams’ arguments. Indeed, while teams are expected to expose the arguments previously presented in their memoranda, they still can improve their argumentation or even abandon a position when pleading, that is as long as they are able to justify such modification. Consequently, teams’ argumentation progresses as the competition goes along.

Needless to say that from the moment you enter the competition you devote all of your time and energy to the Vis Moot. It does take a lot of work and dedication to master the intricacies of International Commercial Arbitration and the subtleties of the case, but the price to pay seems paltry once you arrive to Vienna.

However, we did not have to wait to arrive to Vienna to realize the importance of the competition. Indeed, as soon as we reached the boarding area in Paris airport, we understood that the flight might as well have been sponsored by the Vis Moot competition. Every bit of conversation we could catch was about third-party funding and recusal of arbitrators.

During the opening ceremony, each time a standing ovation was made the grounds trembled beneath our feet. We were swept along by the prevailing euphoria and we all had goose bumps as we realized that we actually made it there. Pride poured over each one of us as they announced the record-breaking participation of women in the competition this year. It was greeted by a salvo of applause and a unanimous standing ovation from the audience. Our pleading team, composed of four women and one man, shared knowing glances full of pride.

Several Networking Events took place throughout the week. It allowed us to truly grasp the global aspect of the competition. Thanks to these events we met numerous students, practitioners and scholars with a variety of backgrounds, roles, cultures and experiences. It is one of the best and unique benefits the Willem C. Vis Moot can offer. Our pleading opponents by day would become our party buddies by night. It is without a doubt the only week of the year when so many arbitral and legal jokes were made in so many different languages. The Moot gave us the full international experience, and for those of us who chose this specialization because of its international reach, we were assured that doors could be open anywhere in the world.

During that one week we made countless acquaintances, shared hundreds of business cards, and made everlasting friendships. We made encounters we would have never made otherwise. Participants with greater experience, may they be practitioners or students, would gladly answer our questions, share their practical knowledge and advise us on some career choices. Have you ever wondered about some aspects of arbitration in South Africa, Peru, Ireland, India or Japan? The Willem C. Vis Moot is where all of the answers are gathered.

If any of us ever has the opportunity to be involved again in the Moot, we would welcome it with great joy. We both hope to come back to Vienna one day as coaches and/or arbitrators in order to share this amazing experience with the next generation of Mooties.

Submitted by Maroua Alouaoui, intern at Afrique Advisors, LL.M. candidate (LL.M. programme in International Business Litigation and Arbitration, Université Paris-Est Créteil) and AW member, and Nadia Dridi, intern at Fives Group, LL.M. candidate (LL.M. programme in International Business Litigation and Arbitration, Université Paris-Est Créteil)

Equal Representation in Arbitration - The Pledge's Impact and Results after two Years of its Conception - The Past, the Present and the Future of the Pledge in New York on 2 April 2018

The New York University International Law Society organised an event on Equal Representation in Arbitration that took place on 2 April 2018. Juliana Nandar took the lead in organising and planning the programme. The event included a series of three panel

discussions on the "Past, Present and Future" of the ERA Pledge, respectively.

During the first panel on the "Past" **Noiana Marigo** (Freshfields) and **Mirèze Philippe** (ICC International Court of Arbitration) described the origins of the Pledge. Mirèze referred to the fascinating history book on Women in Dispute (see Newsletter n°25) and mentioned that women acted as mediators and arbitrators at all times but were prevented from continuing for various reasons. In more recent history, women have successfully filled professional positions during both world wars including in the legal field, but when men came back from war they refused to allow women continue their practice. The struggle of women for equality and to be allowed to practice in any field is not new. In recent times, ArbitralWomen (AW) started raising the issue of the dearth of women in dispute resolution in 1993 and continued to raise awareness through the years. In 2013, at the International Women's Day, as reported in AW Newsletter n°8, **Dominique Brown-Berset** (president of AW at that time) and **Mirèze** announced that AW intends to launch an inclusiveness programme, intended to invite dispute resolution stakeholders to contribute in a joint action to collate hard data in order to measure progress about women's nominations. The programme was not launched. Fortunately, in 2014 at ICCA Miami, **Jacomijn van Haersolte-van Hof** suggested a similar idea and to take action, and in 2015 **Sylvia Noury** picked up on this idea and started the Pledge discussion. The Pledge initiative was very successful; minds were ready to hear the message after AW's work over the course of many years. Sylvia has wisely facilitated the discussion by inviting small groups of major stakeholders around a table to debate about the issue; the stakeholders felt personally involved and agreed to contribute to this major project.



Juliana Nandar, NYU Law L.L.M. Student and event organizer

Noiana Marigo continued to discuss the formation of the Pledge. After the initial dinner in London with key stakeholders in the arbitration field, there were a number of dinners around the world to build buy-in and discuss the draft text and commentary of the Pledge. In May 2016 the Pledge was officially launched in London. The final text of the Pledge and the accompanying commentary included language to promote women as arbitrators on an equal opportunity basis as well as generally improving the profile and representation of women in arbitration. Noiana noted that since the launch, one of the challenges has been how to enforce the Pledge. One method of enforcement she mentioned was how institutional signatories have started to collect data on female arbitrator appointments, which has created somewhat of a competition on publishing data.



L to R: Ulyana Bardyn, Christina Beharry, Dana MacGrath, Elizabeth Nielsen, Giovanna Micheli

For the second panel on the “Present” panelists discussed the impact of the ERA Pledge and what signatories are doing to live up to the Pledge. Speakers on the second panel included **Dana MacGrath** (Sidley Austin LLP), **Christina Beharry** (Foley Hoag), **Ulyana Bardyn** (Dentons US), **Giovanna Micheli** (International Centre for Dispute Resolution) and **Elliot Friedman** (Freshfields) and the panel was moderated by **Elizabeth Nielsen** (Debevoise). Panelists mentioned using arbitrator databases with a high number of women as sources for arbitrators. Practitioners said that increasingly they are recommending female arbitrators to clients and highlighting their skills, dedication and availability to fully commit to the case.

During the third panel on the “Future” of the ERA Pledge, panelists proposed new strategies to achieve the goals of the Pledge. Speakers on the third panel included **Guadalupe López** (Freshfields), **Juan Guillermo Mendoza** (Philippi, PrietoCarrizosa, Ferrero DU & Uria), **Preeti Bhagnani** (White & Case) and **Rafael Carlos del Rosal Carmona** (International Centre for Dispute Resolution) and the panel was moderated by **Juliana Nandar** (NYU Law L.L.M. student). The discussions were very interactive and the attendees posed questions and commented on ways to improve diversity in international arbitration.

After the panels, **Juliana Nandar** delivered closing remarks. A networking reception followed. The event was highly attended by both men and women.

Submitted by Dana MacGrath, Sidley Austin LLP and Mirèze Philippe, Secretariat of ICC International Court of Arbitration

FTI breakfast debate conference on “Hot Topics in Damages” in Paris on 11 April 2018

Over 60 lawyers from major law firms, from France and abroad, attended an interactive seminar on damages. Our panellists **Gisele Stephens-Chu** from Freshfields Bruckhaus Deringer Paris, **Thomas Kendra** from Hogan Lovells Paris, and **James Nicholson** and **Mike Pilgrem** from FTI Consulting debated topical and practical valuation issues. FTI Damages experts **Juliette Fortin** and **Matthias Cazier-Darmois** moderated this panel.



L to R: Matthias Cazier-Darmois, Gisele Stephens-Chu, James Nicholson, Thomas Kendra, Mike Pilgrem, Juliette Fortin

Insightful comments from an engaged audience brought the discussion to life.

Submitted by Juliette Fortin, ArbitralWomen member, Managing Director, FTI Consulting, Paris, France

ArbitralWomen and ERA Pledge Quantum Experts Seminars Series in Paris on 11 April 2018

The first session of the ArbitralWomen and ERA Pledge Quantum Experts Seminars Series in Paris was hosted on Wednesday 11 April 2018 by FTI Damages expert **Juliette Fortin** and **Pascale Pasquer** from Grant Thornton France, on the theme of “*Basics of accounting as a prerequisite to loss assessment*”.

Arbitral Women chose the Paris Arbitration Week to launch the replication of the ERA Pledge quantum Experts Seminar Series which originally took place in London in 2017 and was very successful.



Seminar participants

The ERA Pledge quantum Experts Seminar Series is hosted by Debevoise & Plimpton who opened their beautiful offices Place de l’Opéra in the 8th arrondissement in Paris for the occasion.

The point of the damages series is threefold:

1. recognition of lack of gender parity also among testifying damages/quantum experts, and therefore bringing the excellent candidates to the fore and advancing their profile in the community;
2. Providing an opportunity for ensuring all arbitrator candidates, women yes, but also men, have a thorough understanding of critical quantum issues that impact most cases; and

3. Advancing and strengthening the network of women within the profession and building relationships for long term professional cooperation across professions within the arbitration sphere.

The audience was interested and receptive throughout the presentation, in particular about the first part which touched upon the information disclosed in the financial statements notes. Questions arose on the obligation or not to disclose the arbitration proceedings in notes in the Financial Statements, in spite of arbitrations being confidential matters.

After describing in detail what information can be found in the Financial Statements and insisting on the pitfalls in comparing information without making sure of its comparability, the hosts explained that revenues, cash, profits and investment to the firm are four different concepts that must not be confused.

The presentation then focused on explanations about the difference between Enterprise Value and Equity Value and between Fair Market Value and Historical Value, providing an overview of when it is best to use one rather than the other.

The hosts concluded the presentation by a discussion about frequent points of disagreements between the experts over accounting notions, thereby highlighting that there can be more or less broad definitions of accounting notions such as the net debt, the working capital, or even the EBITDA. Contracts or agreements lacking specifics can therefore open the door for technical debates between experts as to what to include in their calculation of an accounting aggregate.

The next sessions of the ERA Pledge quantum Experts Seminar Series will take place on 14 June 2018 and 27 September 2018 with a focus on valuation fundamentals and economics respectively.

Submitted by Juliette Fortin, ArbitralWomen member, Managing Director, FTI Consulting, Paris, France

Roundtable: Diversity in arbitration- where does the change start? in Paris on 12 April 2018

The roundtable “Diversity in arbitration-where does the change start?” was held on 12 April 2018 during Paris Arbitration Week in the historical Bibliothèque de l’Ordre at the Palais de Justice of Paris. The purpose was to discuss diversity within the Paris arbitration scene (i.e., challenges, current situation and developments) from

the point of view of both counsels and arbitrators, but also from the perspective of clients, institutions and the Paris bar.

After an introduction by the moderator **Gisèle Stephens-Chu**, a Senior Associate at Freshfields Bruckhaus Deringer International Arbitration Group in Paris, the session on diversity started with a presentation by **Marie-Aimée Peyron**, who mentioned that on 7 February 2018, the protocol creating the International Chamber of the Court of Appeal of Paris ("CICAP") was concluded between the Paris Court of Appeal and the Paris Bar, followed by the signature of a second protocol between the Tribunal of Commerce of Paris and the Paris Bar in order to harmonise the procedure applicable to the Chamber. The CICAP aims to reinforce the French Courts' position as arbitration-friendly jurisdiction and Paris' attractiveness as an arbitration seat. Further, in March 2018 the Paris Bar also committed to promote equality and launched a programme revolving around 10 major actions for a transparent, clear and effective policy within the Bar.



L to R: Eliséo Castineira, Caroline Duclercq, Gisèle Stephens-Chu, Mirèze Philippe, Ian Kayanakis, Gillian Carmichael Lemaire

After this presentation setting both the commitment to equality and the development of Paris as an arbitration seat, the Panel discussion started with a history note presented by **Mirèze Philippe**, Special Counsel, Secretariat of the ICC Court of Arbitration. She noted that women kept on fighting all throughout history, battle after battle, for the improvement of their condition. A lot has been accomplished, and especially during the last two decades. ArbitralWomen initiatives were boosted by the Pledge. Arbitral institutions have

started publishing statistics and making efforts to increase the number of women sitting as arbitrators. However, Ms. Philippe noted that we cannot take the last developments for granted as a lot still needs to be achieved not only to maintain the changes, but also to continue improving the nominations of women.

Gillian Carmichael Lemaire, lawyer and founder of Carmichael Lemaire Ltd. and ArbitralWomen Board member, addressed the general view that arbitration is a private practice and cannot actually afford not taking into consideration issues of diversity. She explained that this state of practice needs to be changed: diversity needs to become an urgent and absolute necessity in arbitration. She added that, in 2017, the LCIA statistics show that 97 women were nominated out of 412 nominations, while 17% were nominated by the parties in 2017. Change is coming but it takes time.

Eliséo Castineira, lawyer and founder of Castineira, gave his opinion from an economist point of view. He affirmed that the improvement of the status of women is not a consequence but rather a major factor of the rate of economic growth. On a corporate level, the battle should be led with the CEOs, within the internal "counterweights" that need to take action and effectively act as checks and balances instead of never contradicting the CEO.

According to **Ian Kayanakis**, Legal Director, Segula Technologies Group, diversity should enable the improvement of the service rendered. In the "business" context, diversity would depend on the clients and on those "placing orders" in companies. Mr Kayanakis gave his personal experience and noted that diversity would have to come from the top, with younger CEOs who are willing to promote it. At the moment, diversity becomes a discussed matter only when there is an economic benefit at the end for the company.

Caroline Duclercq, partner at Altana law firm, noted that the young practitioners should be more fit to work in enterprises, because they put a lot of consideration in the needs of the clients, in the time allocated, costs incurred and the economic reality of the companies. She noted that even if it took a long time throughout history and even though the results were not always carried on, looking at it at the scale of a lifetime we realise that a lot has been done to promote diversity. The statistics regarding women are notably increasing.

An open and lively debate with the 50 participants went on. **Ian Kayanakis** suggested two solutions. One is to follow the Anglo-Saxon way and mark big events punctually however with no effective results. Another would be to introduce it within companies in a more modest way and start a daily struggle to achieve diversity. We need to learn how to promote diversity, how to speak up and how to be more pragmatic.

A general consensus was reached on the fact that an effort needs to be made in order to circulate information and fight implicit bias through education and other vectors of awareness. If the law firms are informed of the issue, it would encourage them to look for new arbitrators, especially those coming from minorities, and help promoting them instead of using the easy option of a default list of arbitrators.

Caroline Duclercq recalled that there is a difference between the “savoir-faire” (know-how) and “faire savoir” (make-it-known): we should not always be looking for the key from other people; instead, sometimes, the key is to work on oneself.

Submitted by Maroua Alouaoui, intern at Afrique Advisors, LL.M. candidate (LL.M. programme in International Business Litigation and Arbitration, Université Paris-Est Créteil) and ArbitralWomen member, and Nadia Dridi, intern at Fives Group, LL.M. candidate (LL.M. programme in International Business Litigation and Arbitration, Université Paris-Est Créteil)

GAR Gala Dinner Awards Ceremony, Paris, 12 April 2018

ArbitralWomen's parenting mentorship programme was shortlisted for the GAR 2018 Awards on the Best Development in International Arbitration list. ArbitralWomen's parenting mentorship programme was launched in November 2017 to assist working parents and is led by ArbitralWomen Board member, **Louise Woods**. The Awards ceremony was held at the Four Seasons George V hotel on 12 April 2018, as part of the Paris Arbitration Week. ArbitralWomen was well represented by Board members at the ceremony. Although not winners, it is remarkable that our initiative was shortlisted among the best developments.



L to R: Juliette Fortin, Louise Woods, Mirèze Philippe, Asoid Garcia-Marquez, Marily Paralika

GAR Live Construction Disputes Conference in Paris on 12 April 2018

GAR Live Construction Disputes Conference was held on 12 April 2018, in Paris, France, as part of the Paris Arbitration Week. The conference was aimed at bringing together top practitioners and arbitrators from around the world to explore and discuss key themes in the construction industry, inviting a number of ArbitralWomen members to be panellists. ArbitralWomen member, **Jane Davies Evans** of 3 Verulam Buildings, chaired the event along with **Peter Rosher** of Reed Smith.



L to R: Pierrick Le Goff, Caroline Duclercq, Peter Rosher, Todd Wetmore and Wendy MacLaughlin

The event consisted of a number of panels regarding key issues in construction disputes with the first being a light hearted but thought-provoking debate entitled “Delay experts – are their days numbered?”. Almost every construction arbitration addresses delay, with substantial evidence, dedicated to proving (or disproving) the extent, timing, causes and liability for delay. However, this often involves a great deal of resource from the parties, inevitably resulting in additional time and cost in dispute resolution. ArbitralWomen member **Caroline Duclercq** of Altana Law, participated in this debate and argued for the survival of the delay experts. Luckily for the experts in the room, the audience decided, by a show of hands, that delay experts were still needed for the proper resolution of issues relating to delay!

The second panel focused on “Would construction arbitration benefit from value engineering, or does it need a full overhaul?” and ArbitralWomen member, **Erin Miller Rankin** of Freshfields Bruckhaus Deringer, took part in that panel. The construction sector has given rise to some of the most lengthy and costly arbitrations in history. Even a “simple” construction arbitration can take years to get from the issuing the request to receiving the final award, with six figure fees (for counsel, experts and arbitrators) not being uncommon. With this in mind, the panel and audience considered whether or not construction arbitration is currently meeting the needs of the parties. The view from the panel and the audience was that while construction arbitration had many faults, there was no realistic solution to shortcutting the detailed analysis (and therefore, time and cost) required, without risking the quality of the same.

The third panel “When construction specialists meet investment law – are both sides out of their depth?” included ArbitralWomen member, **Belinda Paisley** of Reed Smith. Investment treaty arbitration has become increasingly relevant to the construction sector, as international contractors bring their own financing to projects and/or combine construction with an operating concession agreement. However, as was clear from the panel and the audience, the cross-over between construction lawyers to investment treaty issues and vice-versa created some areas of concern.

The final panel, “FIDIC 2017 - A golden goose or the curate’s egg?” focused on the new editions of the FIDIC contract discussed whether these would lead to more or less arbitration in the construction sector.

Submitted by Sophia Burton, Senior Associate, Vinson & Elkins

Arbitration in the energy and mining sectors in Paris on 13 April 2018

On 13 April 2018, Jeantet Paris organised a breakfast conference on “*Arbitration in the energy and mining sectors*”. **Juliette Fortin** participated in a roundtable discussion on the topic of “Nationalism of natural resources in Africa”, moderated by **Thierry Lauriol**, from Jeantet. **Louis-Alexis Bret** from Clifford Chance Paris, **Capucine du Pac de Marsoulies** from Jeantet Paris, and Professor **Ibrahim Fadlallah**, from Université de Paris X were the participants.

Submitted by Juliette Fortin, ArbitralWomen member, Managing Director, FTI Consulting, Paris, France

Gender Diversity in International Arbitration Breakfast during ICCA in Sydney on 17 April 2018

Delegates from the ICCA Congress in Sydney, Australia, on 17 April 2018, attended a panel discussion hosted by Ashurst on gender diversity in international arbitration.

The panel represented a range of participants in arbitrations: in-house counsel, arbitrators, institutions and lawyers. Key recommendations for improving diversity were:

- Sign and promote the Equal Representation in Arbitration Pledge.
- Women should make themselves known to institutions and find out how to get on their panels.
- Hold the institutions to account. Demand transparency and reporting on what the figures are.
- Consider going further by imposing targets and possibly even quotas.
- Get involved in mentoring and sponsorship of younger women.



Panelists: Michael McIlwrath, Deborah Tomkinson, Erika Williams, Julie Soars and Georgia Quick

The panel discussion was chaired by **Georgia Quick**, Dispute Resolution partner, Ashurst, and Vice President of the Australian Centre for International Commercial Arbitration (ACICA). The panel members were **Michael McIlwrath**, Global Litigation Counsel for Baker Hughes GE and the winner of the 2017 ArbitralWomen Champion for Change Award; **Deborah Tomkinson**, Secretary General of ACICA; **Julie Soars**, magistrate and a former barrister, mediator and arbitrator and a former board member of the Chartered Institute of Arbitrators; and **Erika Williams**, director of ArbitralWomen and Senior Associate, McCullough Robinson.

Michael McIlwrath started the discussion by looking at why diversity matters from a client's perspective. Among other things, Michael suggested that as a client, he believes he has a better chance of getting a high quality tribunal if it is drawn from a wider and more diverse set of candidates:

"The 1990s called and they want their list of arbitrators back!"

Time and time again, he sees the same 10 mostly male candidates being put forward. This is understandable: these individuals are experienced and a safe pair of hands. But requiring firms to produce a more diverse list forces them to justify why they have put individuals forward, resulting in a more strategically focused tribunal. As it happens, the ArbitralWomen database has a superior search tool, so it is a good place to look for potential arbitrators. There is also a danger that mono-gender tribunals do not reflect the diversity of the lawyers appearing before them, undermining the parties' confidence in the impartiality of the decision making.

Julie Soars added that traditionally in Australia arbitrators were drawn from ex-judges and senior counsel, and traditionally women were not well-represented in these roles. That has worked against women. On the other hand, research shows that the

most diverse company boards get the best results and companies are now aiming to appoint more diverse boards.

Erika Williams discussed three gender equality initiatives which are making a difference. The first is the Equal Representation in Arbitration Pledge which is wholeheartedly supported by ArbitralWomen. This sets out concrete steps that all industry participants can take. These include considering women for speaking roles at conferences, possibly leading to the noticeable improvement in the number of women speakers at this year's ICCA congress compared with five years ago. The second initiative is the ArbitralWomen database. The third is the ArbitralWomen Parenting Mentoring Scheme which connects women who are managing parenthood in the context of an international practice.

From the perspective of an institution, **Deborah Tomkinson** observed that she receives very few approaches from women asking questions about panel membership and appointments. Over the last five years, she can only recall a couple of such approaches from women. By contrast, she receives emails every week from men asking these questions. She also frequently receives these queries from men at conferences, seminars and by telephone. Women should do the same:

"I'm not aware of people unless they make themselves known to me".

Deborah also notices that women are far more likely to turn down appointments on the basis that they don't fit the expertise profile, or they are not available. It is rare for a male arbitrator to do the same. The women being approached do have the expertise, but they are much more cautious than men about accepting the appointment.

Julie Soars commented that there have been incredible changes in her legal lifetime. 45 percent of the ICCA governing board now are women. Some of the institutions are also making incredible progress. The ICC statistics have increased dramatically. Even though there has been progress, we haven't gone far enough:

"When I was appointed to the ACICA panel there were more men named Michael, John and Peter than there were women."

For this reason, Julie suggested we consider some "radical ideas". Perhaps there should be targets for the

appointment of women arbitrators, similar to the equitable briefing initiatives at the Australian bar. For barristers, the target is 30% by both number and value. If we wanted to be even more radical, we could consider quotas. Either way, we have to hold the institutions to account. Demand transparency and reporting on what the figures are, or you can't track changes.

Julie added that whether you are male or female, you should engage in mentoring and sponsorship. It has been shown that this is how men progress in their careers, but men often seek to mentor people who remind them of themselves - usually other men. Women also need sponsorship to build expertise and confidence.

Georgia Quick acknowledged the work being done by ICCA and in particular the new president of the ICCA Governing Board, Prof Dr **Gabrielle Kaufmann-Kohler**. Not only does Kauffmann-Kohler lead by example as a very experienced female arbitrator, but she did many things during the ICCA conference to promote gender diversity, including attending the ArbitralWomen breakfast.

Michael emphasised that one simple way to improve your chances of being appointed is to tell institutions everything they need to know in making their decision – not only your qualifications, but also details such as whether you believe the IBA rules of evidence should be applied. Publish it somewhere. It makes it easier for parties to appoint you.

Matthew Saunders, the global head of International Arbitration at Ashurst, closed the discussion, commenting that this isn't just a hot topic in international arbitration. Getting diversity right is fundamental to the future of international arbitration because unless arbitration serves its users it will die as a process, and our users are becoming infinitely more diverse: diverse as to gender and diverse across the entire spectrum. He noted that many in the room, as senior practitioners in leadership positions, had the ability to influence decision making by clients and therefore they had the responsibility to hold the market to account:

If you go away with no other thought, no other action point, let it be that. Let's have the courage and confidence to hold the market to account on this issue, because it is absolutely vital to the future of the arbitration process.

Submitted by Camilla Wayland, Expertise Counsel, Ashurst, Sydney

YMG European Chapter's Conference in Lisbon on 27-28 April 2018

The first conference of CIArb European Branch's Young Members Group (YMG) entitled Futurama of International Arbitration and the Emerging Need for Ethical Rules took place on 28 April 2018 at the Altis Grand Hotel in Lisbon.

The conference was opened by **Burcu Osmanoğlu**, European Branch's YMG Representative and Honorary Secretary (Osmanoğlu Law Firm, Istanbul).

In her opening remarks, Burcu noted that this was the first of several events that the European Branch's YMG intends to organise. She then introduced the speakers **Kamal Sefrioui** (Cabinet Sefrioui, Paris), **Cherine Foty** (Jones Day, Paris), and **James Clanchy** (commercial arbitrator in independent practice, London).

Kamal spoke about the advantages and disadvantages of the use of technology in arbitration. Kamal flagged the need for 'open source' codes and vigilance to reduce risks of wrongful assumptions and 'cognitive bias' underlying codes (or algorithms).

Cherine discussed ethics in the arbitration world, noting that 'greater diversity has led to a diversification of potential applicable ethical rules.' To set the scene, Cherine classified ethical rules as broader rules (e.g. national bar associations' codes of conduct) and arbitration-specific rules (e.g. IBA International Code of Ethics, IBA Guidelines on Conflicts of Interest, institutional rules, and national law on arbitration). She noted possible overlap and conflict between ethical rules on document production, witness testimony and expert instructions. She went on to note that using costs to police ethical conduct by counsel is not entirely efficient because it is difficult to isolate non-ethical conduct and because costs intervene at a late stage in the proceedings. She concluded with a few remarks on the intersection between ethics and annulment grounds.

Following-up on ethical rules, **James Clanchy** talked about the threats to self-regulation on ethics in international arbitration. He pointed out the need for ethics in arbitral regulation with more representativeness on commissions, working groups and task forces, recognition of proponents' own conflicts of interests and respect to limits of respective mandates.

To illustrate, James gave the example of the repeat appointments dilemma, criticising the ‘small pool of arbitrators’ myth.’ He concluded with a remark on the need for preserving and building networks of trust such as the CIArb community as a way forward.

The conference wrapped up with lively and very well received contributions from young members in the audience. **Ana Gerdau de Borja Mercereau** (Derains & Gharavi, Paris) posed a question to **James Clanchy** about how his thoughts applied to investment arbitration. James acknowledged that investment arbitration raised public policy concerns but referred to statistics showing that investment arbitration is limited in numbers. Rather, he stressed the need to avoid transposing solutions from one field to another and to listen carefully to the respective users.



L to R: Burcu Osmanoglu, Cherine Foty Jim Bridgeman, Kamal Sefrioui, James Clanchy, and Anthony Abrahams

Finally, **Axel Reeg** (Member of CIArb’s Board of Trustees) referred to the need ‘to level the hearing room’ rather than ‘to level the playing field,’ the latter of which is not realistic in such diverse world.

Burcu Osmanoğlu thanked everyone who participated and made the event a success, looking forward to welcoming young members to the future conferences in 2018.

Submitted by Burcu Osmanoğlu, CIArb European Branch’s YMG Representative and Honorary Secretary, Ana Gerdau de Borja Mercereau, Associate, Derains & Gharavi

“Fair Play: Unconscious influences in appointments and in the use of evidence in international arbitration” in Mauritius on 24 May 2018

An ArbitralWomen session entitled “Fair Play: Unconscious influences in appointments and in the use of evidence in international arbitration” was held during Mauritius Arbitration Week in Mauritius on 24 May 2018.

The session consisted of two panels, both moderated by **Elizabeth Oger-Gross** (Partner, White & Case). A first panel, consisting of **Sarah Grimmer** (Secretary-General, Hong Kong International Arbitration Center), **Sami Huerbi** (Director, ICC Dispute Resolution Services, Mediterranean, Middle-East, and Africa), and **Jalal Al Ahda** (Partner, Ginestie Magellan Paley-Vincent), explored unconscious influences in the appointment of counsel, experts, and arbitrators.



Facing camera L to R: Jalal Al Ahda, Sarah Grimmer, Elizabeth Oger-Gross

The participants also benefitted from the in-house perspective of **Christine Sauzier**, Head of Legal Affairs, CIEL Corporate Services. A second panel, consisting of **Jeffrey Waincymer** (independent arbitrator and mediator, Adjunct Professor, National University of Singapore), **Jamsheed Peeroo** (Barrister, Peeroo Chambers), and **Anne-Sophie Jullienne** (Barrister, AfraLaw Chambers), explored unconscious influences in the context of the presentation of evidence by lawyers and consideration of evidence by arbitrators.

Both panels brought together diverse perspectives, in terms of gender, age, and origin, and enjoyed lively discussions.

Submitted by Elizabeth Oger-Gross, ArbitralWomen Member and Partner, White & Case, Paris, France

NYIAC Event with Diverse Panelists Examining the Use of Experts in Arbitration in New York on 31 May 2018

The New York International Arbitration Center (NYIAC) hosted an event in their New York City hearing center on 31 May 2018 entitled Party and Tribunal Appointed Experts: Pros, Cons, and Tips. Perspectives from experts, counsel, and arbitrator were showcased in an engaging panel discussion, with speakers **Tiago Duarte-Silva** (Charles River Associates), **Viren M. Mascarenhas** (King & Spalding LLP), **Lauren Friedman** (Kirkland & Ellis LLP), and **Edna Sussman** (Independent Arbitrator and ArbitralWomen Member), with opening remarks delivered by **Rekha Rangachari** (NYIAC and ArbitralWomen Member).



L to R: Tiago Duarte-Silva, Viren V. Mascarenhas, Lauren Friedman, and Edna Sussman

The Panel first discussed the selection of party-appointed experts, including the best way to select an expert (industry expert vs. economist), best practices for drafting an engagement letter, and techniques for instructing experts. Next, the Panel turned to expert reports, discussing sources of data, positing technical information in a way accessible to arbitrators and counsel, and how experts from opposing counsel interact. The third phase of the Panel focused on the Tribunal's role in addressing experts and expert reports, including the use of joint reports and interactive models. The Panel concluded on the presentation of expert evidence at hearing, including best ways to prepare experts for the hearing, the duty of experts to the Tribunal, and the use of hot tubbing experts (placing their theories and reports in direct discourse).

Approximately 50 arbitrators, practitioners, and students attended the event, which was followed by a networking reception.

Submitted by Rekha Rangachari, ArbitralWomen Member and Executive Director, NYIAC, New York, USA

New York Gathering of Senior Women in International Dispute Resolution in New York on 5 June 2018

On 5 June 2018, **Claudia Salomon**, Co-chair of Latham & Watkins' International Arbitration Practice, hosted a dinner for senior women in international arbitration in New York, with special guest **Sarah Grimmer**, Secretary-General of the HKIAC. Sarah joined the HKIAC in May 2016, after serving as Senior Legal Counsel at the Permanent Court of Arbitration (PCA), which she joined in 2006. At the dinner, Sarah described the growth in HKIAC's caseload, with about 40% of cases involving Chinese parties.

The New York arbitration community also welcomed Professor **Susan Franck**, Professor of Law at American University Washington College of Law, and Sandra Gonzalez from Montevideo, Uruguay, who co-leads the Ferrere law firm's Litigation and Arbitration team. During the evening, the group celebrated the success of recently promoted partners **Amal Bouchenaki** at Herbert Smith Freehills and **Lilia Vazova** at Latham & Watkins.



L to R: Claudia Salomon, Rekha Rangachari and Kiera Gans

Also attending from New York were **Alexandra Dosman**, former Executive Director of the New York International Arbitration Center (NYIAC) who recently joined Vannin Capital; **Ank Santens**, Partner, White & Case; **Christina Hioureas**, Counsel, Foley Hoag, and Chair of the firm's United Nations practice; **Dana MacGrath**, Counsel, Sidley Austin; **Erika Levin**, Partner, Lewis Baach; **Erin Thomas**, Counsel, Covington & Burling; Frances Bivens, Partner, Davis Polk; **Ina Popova**, Partner, Debevoise & Plimpton;

Kiera Gans, Counsel, DLA Piper; **Melida Hodgson**, Partner, **Foley Hoag**; **Nancy Thevenin**, independent arbitrator and General Counsel for the United States Council for International Business; **Rekha Rangachari**, Executive Director, New York International Arbitration Center (NYIAC); and **Yasmine Lahlou**, Partner, Chaffetz Lindsey.

Claudia Salomon commented, “It is wonderful to see the tremendous growth in the number of women in leadership positions in the international arbitration field in New York, whether at firms, arbitral institutions and organizations, third party funders or as independent arbitrators.”



L to R: Frances Bivens, Ank Santens, Nancy Thevenin, Ina Popova, Melida Hodgson, Amal Bouchenaki and Sandra Gonzalez

It was a memorable and inspiring dinner that highlighted the many talented female lawyers in New York and beyond dedicated to international dispute resolution.

Submitted by Dana MacGrath, ArbitralWomen Board Member and Counsel, Sidley Austin, Texas.

The New Paris International Commercial Court or Arbitration: What is your best option?, Clyde & Co, in Paris on 7 June 2018

The Paris office of Clyde & Co hosted on 7 June 2018 an arbitration seminar at its offices to discuss the new Paris international commercial court. The seminar was organised by Nadia Darwazeh, head of the International Arbitration practice of the Paris office, and Sarah Lucas, associate, both members of ArbitralWomen. Nadia introduced the topic with some preliminary remarks highlighting the fact that France was the first European jurisdiction to create an international court following Brexit. Then, David Meheut, partner of the Paris office

provided an overview of the key features of the court. He underlined the various procedural aspects of the commercial court, which are akin to those in arbitration proceedings, including in particular the possibility for parties to plead and submit evidence in English, to cross-examine witnesses, and to request the production of categories of documents.

Nadia then moderated the discussion between the three guest speakers: Dominique Hascher, Judge at the French Supreme Court (Cour de Cassation), Professor Daniel Cohen, Professor of Law at the University of Paris II Panthéon-Assas and Emmanuel Jolivet, General Counsel at the ICC International Court of Arbitration. During the discussion, the speakers emphasised the fact that the new commercial court was not competing with arbitration as both options respond to different needs. It was suggested that the procedure foreseen by the new court did probably not go far enough to attract international disputes, but that it was a good first step. It was indeed likely that medium and large size arbitration cases would still be referred to arbitration. Overall, the speakers agreed that the creation of the court was a very welcome development. There was also consensus that it should be embraced since it would only be a success if clients and lawyers decided to use it sooner rather than later.

The arbitration seminar was followed by a cocktail party at the Musée Jacquemart-André.

Submitted by Sarah Lucas, Associate, Clyde & Co., Paris, ArbitralWomen member

ArbitralWomen and the Equal Representation in Arbitration Pledge held the second of its series of accounting and valuation training events in Paris, on Thursday 14 June 2018,

On Thursday 14 June 2018, ArbitralWomen and the Equal Representation in Arbitration Pledge held the second of its series of accounting and valuation training events in Paris, delivered by leading quantum experts from six Paris professional services firms and sponsored and hosted by Debevoise & Plimpton.

This session built on the first one, held during Paris Arbitration Week, which focused on basics of accounting as a prerequisite to loss assessment.

This latest seminar, facilitated by **Battine Edwards** (Deloitte) and **Delphine Sztermer** (Accuracy), dealt with

Valuation fundamentals in the context of loss assessment. The facilitators first clarified fundamental notions, such as the difference between fair market value and investment value and their interrelationships with the various bases of compensation. They then introduced the three main valuation methods (income / DCF approach, market approach and asset approach). They also facilitated technical modules on the assessment of the relevant rate (discount and interest) and on how best to structure a lost profit assessment.

Feedback provided by participants was excellent. They found all topics relevant.



L to R: Battine Edwards and Delphine Sztermer

Debevoise kindly agreed to also host the third and last session in this series of events. It is scheduled on the 27 September and will cover the use of Economics in assessing losses.

Submitted by Battine Edwards, ArbitralWomen Member and Partner, Deloitte, Paris, France.

Transparency, efficiency, enforceability and diversity: the hallmarks of modern commercial arbitration in Brisbane on 14 June 2018

On the evening of 14 June 2018, the Chartered Institute of Arbitrators (Australia) and the Federal Court of Australia held its second seminar in the 2018 Series on International Commercial Arbitration. The topics addressed by the panellists were transparency, efficiency, enforceability and diversity – topics which the panel considered to be the hallmarks of modern commercial arbitration.

The Honourable Justice **Sarah Derrington**, President of the Australian Law Reform Commission (ALRC), welcomed the seminar attendees and related that a number of topics that are relevant to the ALRC inquiry into litigation funding actions are also relevant to

international arbitration. This is a frequently discussed topic in arbitration due to the increasing prevalence of third party funding in arbitration. Conflicts of interest is another topic being considered in the ALRC inquiry which is also a hot topic among the arbitration community.

Richard Morgan, Barrister at Jeddart Chambers, was then invited to address the audience on conflicts of interest in arbitration. Richard considered the impact of soft law on how we approach disclosure of conflicts of interest and referred to a number of guidelines that have been published including the IBA Guidelines on Conflicts of Interest. Richard entertained the attendees with a stroll through the case law considering disclosure of conflicts of interest.

Russell Thirgood, Partner, Arbitrator and Head of Arbitration at McCullough Robertson, then picked up the pace by proposing a model of ‘super fast-track’ arbitration which draws upon the process of adjudication which is used in the construction industry in Australia. The adjudication process involves four rounds of written submissions and an interim decision to be made on the papers, all done within approximately six weeks. Russell would like to propose a similar process for arbitration which is fast, cost effective, enforceable and affords natural justice.



L to R: Erika Williams, Brenda Horrigan, Russell Thirgood, Justice Sarah Derrington and Richard Morgan

Brenda Horrigan, Partner and Head of International Arbitration at Herbert Smith Freehills, honed in on the enforceability point, noting that time and costs are given a lot of (negative) attention but that attention is often based on the assumption the parties have a choice to either arbitrate or litigate. The parties have that choice

when entering into a contract but once a dispute arises, if the parties have included an arbitration clause in their contract, that is what they are bound by. Brenda noted that court judgments are only enforceable in limited jurisdictions on a reciprocal basis. On the other hand, arbitration awards are enforceable in the 159 jurisdictions party to the New York Convention.

Erika Williams, Director of ArbitralWomen and Senior Associate at McCullough Robertson, then brought a fresh approach to the familiar topic of diversity. Erika noted that identifiable process has been made in relation to gender diversity in arbitration which has been attributed to the work done by ArbitralWomen and the Equal Representation in Arbitration Pledge. However, Erika proposed that to encourage true diversity equal attention needs to be paid to ethnicity, age, geography, socioeconomic status and other cultural considerations. The newly established Alliance for Equality in Dispute Resolution, for example, focusses on the lack of diversity in ethnicity and geography in arbitration. Erika concluded by encouraging everyone to consider all factors of diversity when nominating arbitrators.

Submitted by Erika Williams, ArbitralWomen member and Senior Associate, McCullough Robertson, Brisbane, Australia

The EU Permanent Investment Court – Will It Be Fit for Purpose? GAR Live in Frankfurt on 29 June 2017

In one of the sessions of the GAR Live Frankfurt conference held on 29 June 2017 (reported by GAR on 31 May 2018), panelists assessed the EU Commission's proposal for a permanent multilateral investment court. The panel discussed (i) the advantages and disadvantages of the permanent court proposal in the EU-Canada Comprehensive Economic Trade Agreement ("CETA"), (ii) the underlying politics and historical precedents for the proposal, (iii) its procedural innovations and compatibility with the existing system and (iv) the future of investment arbitration.

The panelists debated whether the EU proposal reasserts control on the part of states in investment arbitration or undermines it. They also weighed the pros and cons of allowing sitting arbitrators to act as counsel and considered the efficacy of the proposal's enforcement mechanism. The discussion contextualized the efforts to reform investment arbitration in broader trends towards

and against multilateralism and concluded with projections about the future of investor-state arbitration.

The panel consisted of **Laurie Achtouk-Spivak**, Counsel, Cleary Gottlieb Steen & Hamilton, **Sabine Konrad**, Partner, McDermott Will & Emery, and **Stephan Schill**, Professor, University of Amsterdam. **Patricia Nacimiento**, Partner, Herbert Smith Freehills, moderated.

GAR Live Frankfurt was co-sponsored by Cleary Gottlieb Steen & Hamilton, Allen & Overy, Accuracy, Baker Botts and Geotext Translations.

Submitted by Laurie Achtouk-Spivak, ArbitralWomen member and Counsel at Cleary Gottlieb Steen & Hamilton, Paris, France

Three Recent Reports in International Arbitration

Women have been central to drafting three recent reports on various aspects of arbitration, all three released in April 2018:

- The Arbitration Committee of the New York City Bar Association, chaired by **Dana MacGrath** (ArbitralWomen Board and Sidley Austin LLP), released a report on [Arbitrator Appointment Procedures of Arbitral Institutions in Commercial Arbitrations](#). The report provides guidance on arbitrator appointment options that may not be readily apparent from the institutions' arbitration rules and websites in an effort to increase transparency and access to such information.
- The ICCA-Queen Mary Task Force unveiled the final draft of its report on [Third-Party Funding in International Arbitration](#) on the second day of the ICCA Congress in Sydney. **Catherine Rogers** co-chairs the Task Force together with **Stavros Brekoulakis** and **William Park**.
- The ICC-NYC Bar-CPR Working Group published its draft [Cybersecurity Protocol for International Arbitration](#) to the public for consultation. The Working Group includes several ArbitralWomen members and other women, including **Stephanie Cohen** (independent arbitrator), **Hagit Elul** (Hughes Hubbard & Reed), **Lea Haber Kuck** (Skadden, Arps, Slate, Meagher & Flom LLP), **Micaela McMurrrough** (Covington & Burling) and **Kathleen Paisley** (Ambos Law), together with project chair **Brandon Malone** (Brandon Malone & Company), **Olivier Andre** (CPR),

Paul Cohen (4-5 Gray's Inn Square Chambers) and
Mark Morril (independent arbitrator).

*Submitted by Dana MacGrath, ArbitralWomen
member and Counsel, Sidley Austin, New York*

breaking.through initiative

breaking.through is a new German initiative which aims at encouraging women lawyers to passionately pursue the career of their dreams despite any obstacles they may fear to encounter. From the initiative's experience, a lack of role models of women lawyers in top positions, in particular with kids, has led to the widespread impression that women have to choose between having children or pursuing a career. But even without kids, it seems to be more difficult for women lawyers than for their male counterparts to get in certain positions. Yet, the less women try to reach their goals, the lower the chances are that things are going to change.

To end this vicious circle, breaking.through publishes portraits of leading women lawyers on their website www.breakingthrough.de. Thereby, the initiative strives to help other women lawyers identify suitable role models that inspire them. Every portrait is based on an interview with personal questions relating to career relevant issues. Given that breaking.through focusses on the German market (for now), most interviews are conducted with German women lawyers and are published in German. Nonetheless, interviews with women lawyers from all over the world, for instance ArbitralWomen founder Louise Barrington, are conducted and published (usually both in English), to provide a broad perspective on relevant topics.

In addition to publishing this collection of portraits, breaking.through connects women lawyers with their role models by organizing themed events throughout Germany. The first event marked the kick-off of breaking.through in early June this year and focused on how to combine family and career when working for a major international law firm. Women lawyers in senior positions (mainly partners) from Clifford Chance, CMS Hasche Sigle, Freshfields Bruckhaus Deringer, Hengeler Mueller, Kirkland & Ellis and Mayer Brown shared their valuable insights to a broad audience consisting of men and women. The audience ranged from students to women lawyers in senior positions in different law firms. A second event took place one week after in Freiburg. Others are about to follow.

Since its launch, breaking.through has received widespread attention, including positive attention by the media. Women lawyers supporting the initiative – by giving an interview and / or participating in one of the events – include the German minister of Justice (Dr. Katarina Barley), one of the Vice-Presidents of the ECHR (Prof. Dr. Dr. h.c. Angelika Nußberger M.A.), various professors such as Prof. Dr. (em) Ingeborg Schwenzer, LL.M. (formerly University of Basel, Switzerland, and Dean of SiLS) and Dr. Petra Butler, LL.M. (University of Wellington, NZ), numerous partners and other senior women lawyers in major international law firms and boutiques, outstanding founding partners of smaller law firms, members of the German parliament, women lawyers in the media and many more.

For more information visit www.breakingthrough.de. To visit the portrait of Louise Barrington go to www.breakingthrough.de/portraet-louise-barrington. To share your thoughts or comments on the initiative, or to recommend potential role models, contact breaking.through via email to info@breakingthrough.de or send an email directly to its founder and CEO Nadja Harraschain to nadja.harraschain@breakingthrough.de.

*Submitted by Nadja Harraschain, ArbitralWomen
member and founder and CEO, breaking.through*

MEMBERS ON THE MOVE AND DISTINCTIONS

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



Julie Bédard has been promoted to head of international arbitration for the Americas at Skadden Arps Slate Meagher & Flom, a newly created position. Julie splits her time between the New York and São Paulo offices of Skaddens and concentrates her practice on complex international litigation and arbitration and also advises companies and boards in internal investigations and regulatory matters. Julie is fluent in the three main languages of the Americas: English, Spanish and Portuguese.



Marinn Carlson has been promoted to co-leader of the global international arbitration practice at Sidley Austin LLP. While Marinn is based in Washington D.C., Sidley Austin also has arbitration hubs in Geneva, New York, Hong Kong and London. Marinn focuses her practice in international investment disputes, with

an emphasis on investor-state arbitration. She represents both cross-border investors as well as respondent governments in ICSID and UNCITRAL arbitrations under investment treaties and free trade agreements, including NAFTA.

across multiple industry sectors. Her work has been recognized in Chambers Latin America, Latinvex and the Arbitration Future Leaders section of Who's Who Legal Arbitration 2018. She has served as arbitrator in commercial arbitrations under the auspices of the American Arbitration Association, and among her joys is teaching a course in investor-state arbitration as an adjunct professor at Georgetown Law Center.



Judith Gill QC has moved to barristers' chambers 20 Essex Street based in Singapore and practises exclusively as an arbitrator. Judith was previously at Allen & Overy for over 30 years including as head of the International Arbitration Group for 11 years. She has extensive experience, both

sole and as a member of a panel of three arbitrators, in matters involving construction disputes, energy contracts, manufacturing, distributorship agreements and other commercial agreements. Judith is currently the President of the LCIA, the first female to be appointed to the position.



Éléonore Caroit is one of three new co-chairs appointed to the French Arbitration Committee's under-40 group. Éléonore is the only co-chair of the committee to reside outside of France. She is an associate at Lalive in Geneva whose main area of practice is international arbitration,

including commercial and investment treaty arbitration. She has acted as counsel and as administrative secretary to arbitral tribunals in a number of international arbitral proceedings with experience that covers a range of international contracts including sales, distribution and shareholder agreements in the banking, energy (oil & gas, solar), telecommunications, construction and infrastructure projects and transport sectors.



Gabrielle Kaufmann-Kohler has been appointed as the first female President of ICCA at the close of ICCA 2018 in Sydney in April. Gabrielle is one of the most renowned arbitrators worldwide and a respected scholar. She has acted in over 200 international commercial, investment and sports

arbitrations, primarily as arbitrator. She is a partner at Lévy Kaufmann-Kohler, a professor at Geneva University Law School and the Director of the Geneva LLM in International Arbitration or MIDS. Gabrielle is Honorary President of the Swiss Arbitration Association and a Founder of the Foundation for International Arbitration Advocacy and the President of its Advisory Board.



Érica Franzetti has been promoted to Partner in the Washington, DC office of Dechert LLP from 2 January 2018. Érica concentrates her practice on international commercial and investor-state arbitration matters



Amanda Lees has been promoted to partner at Simmons & Simmons in Singapore. Amanda joined Simmons & Simmons when it opened its Singapore office in 2013 and, as the firm's head of arbitration in Singapore, has developed the firm's presence in the region. Amanda specialises

in cross border dispute resolution through international arbitration and complex multi-forum litigation and also sits as an arbitrator in commodities and commercial disputes. Last year Amanda was appointed as a regional co-leader of the Swiss Arbitration Association's South-East Asia Chapter. She is also a director of the Chartered Institute of Arbitrators in Singapore.



Sylvia Noury has been promoted to head of international arbitration at Freshfields Bruckhaus Deringer's London office. Sylvia has been at Freshfields for almost 20 years after commencing there as a trainee in 1999. She specialises in

commercial and treaty arbitrations, particularly in emerging markets in Latin America and Africa. Sylvia recently gained prominence worldwide as the founder and co-chair of the steering committee of the Equal Representation in Arbitration Pledge.



Lucy Reed has recently been appointed as one of the two Vice Presidents of the Singapore International Arbitration Centre Court. Lucy is the Director of the Centre for International Law and Professor on the Law Faculty of the National University of Singapore. She previously led the global

international arbitration group in Freshfields Bruckhaus Deringer, and has represented private and public clients in investment treaty and commercial arbitrations for more than 35 years. She now sits regularly as arbitrator in commercial and investment treaty cases.



Samantha Rowe has been promoted to the partnership at Debevoise & Plimpton, effective 1 July 2018. Admitted to the New York bar and a Solicitor Advocate in England and Wales, Samantha has worked on high value international arbitration and public international law

disputes for the firm in the energy, construction and financial services sectors. Samantha is fluent in French and Spanish and proficient in Portuguese, and frequently handles contentious matters involving these languages. She was named to the Who's Who Legal: Arbitration Future Leaders list in 2016 and 2017.

Gender Equality Achieved on the ICC Court - Another Year of Progress

Unrivalled change! A huge progress achieved on the ICC International Court of Arbitration. For the Court's 2018-2021 term, the ICC World Council nominated on 21 June 2018 Court members with full gender parity and unparalleled diversity ([see ICC webstory](#)). The percentage of female Court members has risen from 23% to 50%.

The author has presented some studies and empirical research in a variety of articles about women's involvement in dispute resolution, and has published last year an empirical research on ICC female Court members ([How has female participation at ICC evolve](#)). An update on recent evolutions and statistics is published in the July 2018 issue of the ICC Dispute Resolution Bulletin.

As of 1 July 2018, the 97 women who will sit on the Court represent half of the 194 Court members. ArbitralWomen is delighted to count many ArbitralWomen members among these Court members.

Nine of the 97 members are vice-presidents: Yas Banifatemi (Iran), Chiann Bao (USA), Inka Hanefeld (Germany), Ndanga Kamau (Kenya), Wendy Miles (New Zealand), Yoshimi Ohara (Japan), Claudia Salomon (USA), Anne Véronique Schlaepfer (Switzerland), Deva Villanúa (Spain).

The 88 members are: Sabrina Ainouz (Algeria), Ana Vermal (Argentina), Jo Delaney (Australia), Anne-Karin Grill (Austria), Elham Ali Hassan and Aysha Mutaywea (Bahrain), Françoise Lefèvre (Belgium), Nadine Dossou Sakponou (Benin), Zinka Grbo (Bosnia and Herzegovina), Eliane Carvalho (Brazil), Ina Popova (Bulgaria), Helen (Hong) Shi and Cathy Liu (China), Lillian L. Y. Chu (Chinese Taipei), Monica Jimenez (Colombia), Monica C. Fernandez-Fonseca (Costa Rica), Marina Kralj Milisa (Croatia), Maria Amparo Santana Calderin (Cuba), Michelle Sindler (Czech Republic), Henriette Gernaa (Denmark), Samaa Haridi (Egypt), Triinu Hiob (Estonia), Leyou Tameru (Ethiopia), Anna-Maria Tamminen (Finland), Christine Lecuyer-Thieffry and Carine Dupeyron (France), Ketevan Betaneli (Georgia), Anke Sessler and Dorothee Ruckteschler (Germany), Marietta Brew Appiah-Opong (Ghana), Niki K. Kerameus and Marilyn Paralika (Greece), Rose Rameau (Haiti), Kim Rooney (Hong Kong), Marianne Kecsmar (Hungary), Pallavi Shroff (India), and Laya Joneidi (Iran), Louise Reilly (Ireland), Samantha Nataf (Israel), Cecilia Carrara (Italy), Yoko Maeda (Japan), Aigoul Kenjebayeva (Kazakhstan), Njeri Kariuki (Kenya), Natalia Alenkina (Kyrgyzstan), Galina Zukova and Eva Kalnina (Latvia), Lara Hammoud (Lebanon), Farah Beitelmal (Libya), Renata Berzanskiene (Lithuania), Danela Arsovska (Macedonia), Sitpah Selvaratnam (Malaysia), Cecilia Azar (Mexico), Géraldine Gazo (Monaco), Tanja Planinic (Montenegro), Aïcha Brahma (Morocco), Marieke van Hooijdonk (Netherlands), Domitille Baizeau (New Zealand), Adedoyin O. Rhodes-Vivour and Yejide Osunkeye (Nigeria), Giuditta Cordero-Moss (Norway), Lubna Katbeh (Palestinian Territory), Beata Gessel-Kalinowska vel Kalisz and Malgorzata Surdek (Poland), Marta Cruz de Almeida (Portugal), Cristiana Stoica and Luminita Popa (Romania), Julia Zagonek (Russian Federation), Milena Djordjevic (Serbia), Smitha Menon (Singapore), Maja Menard (Slovenia), Mahlape Sello (South Africa), Patricia Saiz (Spain), Helena Dandenell (Sweden), Teresa Giovannini (Switzerland), Madeline Kimei (Tanzania), Vanina Sucharitkul (Thailand), Affaf Ben-Mansour and Sana Belaid (Tunisia), Bennar Aydogdu (Turkey), Maria

Kostytska and Olena Perepelynska (Ukraine), Sophie Lamb and Juliet Blanch (United Kingdom), Maria Chedid (USA), Sandra Gonzalez (Uruguay), Feruza Bobokulova Zarifovna (Uzbekistan), Diana Droulers and Diana Paraguacuto-Mahéo (Venezuela).

Congratulations to our colleagues!

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

ArbitralWomen on ICSID Panels

While the ICC is celebrating gender parity, the statistics for ICSID panels have gone backwards. Of the 14 ICSID tribunals announced in the Global Arbitration Review on 21 June 2018, six of the tribunals comprised both men and women (43%) which is a decrease from 47% of tribunals announced in January. Only one of the six mixed gender tribunals have a female chair.

ArbitralWomen continues to support the ERA Pledge by encouraging the nomination of women to arbitrator appointments.

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
18 July 2018	New York	Diversity in International Arbitration – Perspectives on Today's Changing Landscapes and Careers in International Arbitration
21-23 September 2018	Toronto	Accelerated Route to Fellowship, organised by the CIArb Canada Branch
8 November 2018	New York	ArbitralWomen Full-Day Conference and Launch of ArbitralWomen Diversity Toolkit™ followed by a Gala Dinner in New York City to celebrate the Jubilee

ARBITRALWOMEN ACTIVITIES, SERVICES & BENEFITS

ArbitralWomen enjoys a global presence in dispute resolution

- ✓ **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 generational 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](#) in dispute resolution 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.
- ✓ **Gender Equality and Diversity**: we contribute to raising awareness about and promoting gender equality and diversity in a variety of ways.
- ✓ **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

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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.

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

ArbitralWomen 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 and takes a few minutes: go to '[Apply Now](#)' and complete the application form.

Benefits of your ArbitralWomen Membership

- * Searchability under [Members Directory](#) and [Find Practitioners](#)
- * 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](#)
- * Promotion of news and events in ArbitralWomen [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 five individual women from their practices to become members, 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 FROM 2015 TO 2017:

4 New Square, Addleshaw Goddard, Allen & Overy, Baker McKenzie, Berwin Leighton Paisner, Bonelli Erede, Clifford Chance, Clyde & Co, CMS-CMCK, Curtis Mallet, Debevoise & Plimpton, Dechert, DLA Piper, Freshfields Bruckhaus Deringer, FTI Consulting, Herbert Smith Freehills, Hogan Lovells, Homburger AG, King & Wood Mallesons, Knoetzel Haugeneder Netal, Lalive, Latham & Watkins, 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 and Dorr.

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