

ARBITRAL WOMEN

ARBITRALWOMEN NEW GOVERNANCE & JUBILEE



President's Column

A warm welcome to the incoming Board for the 2018-2020 Term!

It gives me great pleasure to welcome our new and returning members to the ArbitralWomen Board of Directors for the 2018-2020 Term, as we enter the second half of ArbitralWomen's Jubilee year during which we have celebrated the tremendous work of ArbitralWomen for the past 25 years.

In this special edition of the Newsletter, we take the opportunity to share information about ArbitralWomen's current leadership as well as its rich history of promoting women and diversity in international dispute resolution over the past 25 years. In many respects, this special edition of the Newsletter is both a retrospective of our successful record of promoting women and a preview of the work that ArbitralWomen will focus on going forward. Some of our most recent initiatives, including the Young ArbitralWomen Practitioners (YAWP) group launched in 2016 and the Parental Mentoring Programme launched in 2017, demonstrate a renewed focus on the younger generation of women in international dispute resolution. We also describe the ArbitralWomen Diversity Toolkit™ that has been developed over the past year under the leadership of Louise Barrington. ArbitralWomen will formally launch the ArbitralWomen Diversity Toolkit™ in New York in November 2018 and we look forward to introducing this bespoke educational and training program in many regions over the course of 2018-2019.

I am incredibly proud of the work that ArbitralWomen has done over the past 25 years and excited about ArbitralWomen's future. It is an honour to have the

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Social Media

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

Newsletter Editorial Board

Louise Barrington, Dana MacGrath, Karen Mills, Mirèze Philippe, Erika Williams

opportunity to serve as President of the ArbitralWomen Board of Directors at this important stage in ArbitralWomen's history. There is much work to be done this Term. I look forward to working with a talented and dedicated group of women, both on the Board and among ArbitralWomen's membership, to promote diversity and advance ArbitralWomen's projects and initiatives.



Dana MacGrath
AW President
Sidley Austin LLP

INCOMING ARBITRALWOMEN BOARD FOR 2018-2020 TERM

ArbitralWomen is pleased to share the results of the July 2018 election for the new Board term of 2018-2020. We are delighted by the unprecedented interest in this election, with valid ballots cast by over 37% of our members. We thank voters for demonstrating their interest in the leadership and direction of the organisation through voting.

The Board members for 2018-2020 Term reside in 10 different countries. Among the 20 elected Board members, 9 will be serving for the first time on the Board. ArbitralWomen issued a press release dated 30 July 2018 announcing the new Board members for the 2018-2020 term. The arbitration trade media, including *Global Arbitration Review* and *Law360 International Arbitration*, reported on ArbitralWomen’s new leadership in articles that were published in early August 2018.

Dana MacGrath, a US national in the international arbitration practice group at Sidley Austin LLP in New York, has been selected as the new President by the incoming board. She takes over the role from Mexico’s **Asoid García-Márquez**, a legal advisor at UNESCO, who has now been named as the board’s Vice President.

MacGrath says she is “honoured” to have been selected as President and looks forward to working with “such a talented and dedicated group of women” to “promote diversity in international dispute resolution and advance our many projects”. She has been in the international arbitration practice group at Sidley Austin LLP for five years. Previously she was in the international arbitration group at Allen & Overy LLP and O’Melveny & Myers LLP. She began her career in the litigation department at Sullivan & Cromwell LLP in 1996.

García-Márquez advises on public international law and contractual disputes at UNESCO – the UN’s education, science and culture arm – based in Paris. She was previously an associate at White & Case in Paris, where she focused on construction disputes.

MacGrath describes Ms. García-Márquez as “an ideal choice for Vice President. She brings years of experience on the executive committee of ArbitralWomen and has

been leading the effort to modernise our corporate governance procedures. I am delighted to continue working with her.”

García-Márquez was elected interim President of ArbitralWomen in December 2017, after the departure of the former President Rashda Rana.

“It was an honour to have been entrusted by the outgoing Board of Directors to lead them through the final 6-months of their mandate and enable them to continue their tireless dedication and hard work of promoting diversity and the role of women in international dispute resolution. Thanks to the energy, heart and idealism displayed by our outgoing Board, I am proud of the remarkable work they achieved through their mandate,” said García-Márquez. *“I am confident that under Dana MacGrath’s leadership, the incoming Board of Directors will continue those efforts, dedication and hard work to pursue our goals. I am proud that the incoming Board selected me to serve as Vice President and I look forward to continuing to contribute to the work of ArbitralWomen.”*

ArbitralWomen co-founder **Mirèze Philippe**, who is a special counsel at the Secretariat of the ICC International Court of Arbitration, says, *“It is amazing to see how we grew from a small group often meeting in Paris to a large network of female dispute resolution practitioners from around the world.”* Philippe says the group has *“succeeded in raising awareness about the inclusion of female practitioners and opening doors for talented women. We are proud of our many achievements over the past two decades and are delighted to continue many projects and programs with the incoming board.”*

Co-founder, independent arbitrator **Louise Barrington** says that the new board is going to be “terrific” with some *“excellent energetic new members with great ideas for our future.”*... *“I want to thank the fine women who did not get Board seats this time for their commitment to ArbitralWomen and its work and I hope they will continue working with us and run again next term. I also want to thank those Board members who are leaving the Board for their dedication and service and look forward to their continued involvement in ArbitralWomen.”*





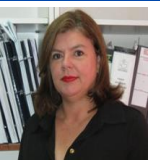



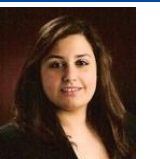
Hereafter is the full Board of ArbitralWomen Directors for 2018-2020 term (new members are indicated by an asterisk), the Advisory Board, and the committees in charge of the various activities.






ARBITRALWOMEN BOARD

Executive Committee




Name	Roles on the Board	Nationality (ies)	Country of Residence	Photo
Dana MacGrath <i>Sidley Austin LLP New York</i>	President, Events regional director North America	USA	USA	
Asoid Garcia Marquez <i>Advisor on legal affairs and governing bodies at UNESCO Paris</i>	Vice President, Chair of YAWP	Mexico	France	
Louise Woods <i>Partner at Vinson & Elkins London</i>	Secretary, Parental mentorship, Newsletter/News, Events regional director Europe	UK	UK	
Juliette Fortin <i>Managing Director at FTI Consulting Paris</i>	Treasurer, Moot, UNCITRAL	France	France	
Marily Paralika <i>Associate at White & Case Paris</i>	Communications, Social media, Events coordinator	Greece	France	
Karen Mills <i>Founding Member and International Counsel KarimSyah Law Firm Jakarta</i>	Executive Editor, Mentorship, Moot	USA	Indonesia	
Louise Barrington <i>Independent Arbitrator Canada & HK</i>	Co-founder, Events regional director Asia & North America	Canada, UK	Canada, HK	
Mireze Philippe <i>Special Counsel, Secretariat of ICC International Court of Arbitration Paris</i>	Co-founder, Cooperation, Membership, Website	Lebanon, France	France	

Board of Directors

Name	Roles on the Board	Nationality (ies)	Country of Residence	Photo
Affef Ben Mansour * <i>Of Counsel at Savoie Arbitration Paris</i>	Newsletter/News, Parental Mentorship, Moot	Tunisia, France	France	
Laurence Burger * <i>Partner at Landolt & Koch Geneva</i>	Cooperation, Marketing/Sponsoring	Switzerland	Switzerland	
Maria Beatriz Burghetto * <i>Of counsel at JA Cremades & Asociados Paris</i>	Legal Services, Newsletter/News	Argentina, Spain	France	
Valentine Chessa <i>Partner at Castaldi Partners Paris & Milan</i>	Events coordinator & regional director Europe, Kluwer	France	France	
Diana Droulers * <i>Partner at Droulers & Asociados Caracas</i>	Events regional director South America, UNCITRAL	Venezuela, France	Venezuela	
Gaëlle Filhol * <i>Partner at Betto Seraglini Paris</i>	Legal Services, Membership, Newsletter/News	France	France	
Elena Gutiérrez García de Cortázar <i>International Arbitration Lawyer and Independent Arbitrator, Professor at law Paris & Madrid</i>	Events regional director South America, Social media	Spain, Guatemala	France, Spain	
Alexandra Johnson * <i>Partner at Bär & Karrer AG Geneva</i>	Membership, Marketing/Sponsoring, Events regional director Europe	Jamaica, Switzerland	Switzerland	
Sara Koleilat-Aranjo * <i>Senior Associate at Al Tamimi & Co Dubai</i>	Events regional director MENA, Kluwer, Newsletter/News	Lebanon, France	Dubai (UAE)	

Name	Roles on the Board	Nationality (ies)	Country of Residence	Photo
Amanda Lee * <i>Consultant at Seymours London</i>	YAWP, Mentorship, Website, Newsletter/News	UK	UK	
Alison Pearsall <i>Legal Counsel Paris</i>	Mentorship, Parental mentorship, UNCITRAL	USA	France	
Ileana Smeureanu <i>Associate at Jones Day Paris</i>	Kluwer, UNCITRAL, Events regional director Europe	Romania, USA	France	
Vanina Sucharitkul * <i>International arbitrator, Senior Lecturer at Université Paris Descartes Paris</i>	Events regional director Asia, UNCITRAL, Newsletter/News	Thailand, USA, France	Paris, Bangkok	
Erika Williams <i>Senior associate at McCullough Robertson Lawyers Brisbane</i>	Newsletter/News, Events regional director Australia & Oceania	Australia	Australia	

Advisory Board

Name	Role on the Board	Nationality (ies)	Country of Residence	Photo
Lorraine Brennan <i>JAMS Arbitrator & Mediator New York</i>	Advisory	USA	USA	
Dominique Brown-Berset <i>Brown&Page Geneva</i>	Advisory	Switzerland	Switzerland	
Gabrielle Nater-Bass <i>Partner at Homburger Zurich</i>	Advisory	Switzerland	Switzerland	

COMMITTEES IN CHARGE OF AW ACTIVITIES

Committees	Board Members
Events	<p>Coordinator Directors: Valentine Chessa, Marily Paralika</p> <p>Regional Directors for Europe: Valentine Chessa, Alexandra Johnson, Ileana Smeureanu, Louise Woods</p> <p>Regional Directors for North America: Louise Barrington, Dana MacGrath</p> <p>Regional Directors for Latin America: Diana Droulers, Elena Gutiérrez García de Cortázar</p> <p>Regional Director for MENA: Sara Koleilat-Aranjo</p> <p>Regional Directors for Asia: Louise Barrington, Vanina Sucharitkul</p> <p>Regional Directors for Australia & Oceania: Erika Williams</p>
Social Media	Elena Gutiérrez García de Cortázar together with Marily Paralika
Marketing & Sponsoring	Laurence Burger together with Alexandra Johnson
Cooperation	Laurence Burger together with Mirèze Philippe
News & Newsletters	Erika Williams together with Affef Ben Mansour, Maria Beatriz Burghetto, Gaëlle Filhol, Sara Koleilat-Aranjo, Amanda Lee, Vanina Sucharitkul
Kluwer Arbitration Blog	Ileana Smeureanu together with Valentine Chessa, Sara Koleilat-Aranjo
Membership	Alexandra Johnson together with Gaëlle Filhol, Mirèze Philippe
Young ArbitralWomen Practitioners (YAWP)	Amanda Lee
Mentorship Programme	Karen Mills together with Amanda Lee, Alison Pearsall
Parental Mentorship Programme	Louise Woods together with Affef Ben Mansour, Alison Pearsall
Moot Competitions	Karen Mills together with Affef Ben Mansour, Juliette Fortin
Legal Representatives	Maria Beatriz Burghetto together with Gaëlle Filhol
UNCITRAL	Ileana Smeureanu together with Juliette Fortin, Diana Droulers, Alison Pearsall, Vanina Sucharitkul
Website	Mirèze Philippe together with Amanda Lee

OUTGOING ARBITRALWOMEN BOARD MEMBERS

ArbitralWomen thanks those Board members who are rotating off the Board for their dedication and service to the Board.

ArbitralWomen first expresses its deep gratitude to **Gabrielle Nater-Bass**, who did not stand for re-election this term, for her many years of service on Board and dedication to the work of ArbitralWomen, most recently in her role as Vice President of the organisation. She has been a leader of ArbitralWomen in many ways over the years, first as marketing director for the 2012-2014 term and then as Vice President during two mandates from 2014 to 2018. Gabrielle has been instrumental in promoting ArbitralWomen in many ways. Ten years ago she organised a breakfast panel at the annual IBA meetings, which has since become a traditional ArbitralWomen event at the IBA. The success of the breakfast panel inspired ArbitralWomen to organise many similar panels at major arbitration events such as those of ICCA, CIArb, ICC, CPR. Mindful of the need to promote more and more young female practitioners, in 2016 Gabrielle launched the Young ArbitralWomen Practitioners (YAWP) for ArbitralWomen members under 40. YAWP quickly became very active and organised several successful events. Notwithstanding Gabrielle's busy practice and role as President of ASA, Gabrielle kept on top of all ArbitralWomen matters and continued to play a significant role on the AW Executive Committee. ArbitralWomen is grateful for all contributions Gabrielle has made since the time she was an active member and thereafter during her 6 years on the Board. ArbitralWomen looks forward to her continued guidance on the Advisory Board and participation in ArbitralWomen events and initiatives.

ArbitralWomen is likewise grateful to **Gillian Carmichael Lemaire** who also did not stand for re-election this term. Gillian has served on the Board during two terms from 2014 to 2018. During the first term she was in charge of the Newsletter, a very demanding role that includes not

only collecting and drafting the substantive content but also managing its layout and design. Thanks to her efforts, the Newsletter has continued to be a powerful tool for AW to be able broadly to disseminate news and information about AW members and events as well as important diversity initiatives. During her second term, Gillian organised a partnership with the Global Pound Conference Series (GPC) which allowed ArbitralWomen to contribute to many of the GPC conferences organised throughout the world. Gillian drafted reports about the GPC conferences for inclusion in the Newsletter and kept ArbitralWomen informed about the discussions taking place. Gillian was a pleasure to work with on the Board and we look forward to her continued involvement in ArbitralWomen as a member.

ArbitralWomen also is grateful to **Ana Carolina Weber** for her work of the Board during two terms from 2014 to 2018. Initially she helped with the website and then concentrated on organising events in Latin America. ArbitralWomen is grateful for her commitment to expanding the presence of ArbitralWomen in Latin America through the many events that she organised.

We also wish to express our thanks to **Jo Delaney** and **Mary Thomson** who did not stand for re-election this term. Both were elected to the Board for the 2016-2018 term. Jo was co-director for the Newsletter and worked closely with Erika Williams to ensure the quality and continuity of the Newsletter as a central AW communications tool. Mary contributed as co-director for ArbitralWomen's moot competitions committee that offers financial support to teams, comprised at least half women members, to enable them to participate in moot competitions in which, due to financial constraints, they would not otherwise have been able to participate. Further information about ArbitralWomen activities including the moot competitions are provided in this Newsletter.

ArbitralWomen owes its success to the dedication of each and every Board member, as well as to all active regular members.

ARBITRALWOMEN TURNED 25 IN 2018

ACHIEVEMENTS & PROJECTS

This year is ArbitralWomen’s 25th year Anniversary Jubilee. ArbitralWomen co-founders Louise Barrington and Mirèze Philippe share below some historical information about the establishment of ArbitralWomen and its achievements.

ORIGIN OF ARBITRALWOMEN

Twenty-five years ago, Louise Barrington gathered 60 women in arbitration at a restaurant in Paris, the “Thoumieux” on 22 November 1993. “Thoumieux” ... or “*Tout Mieux*”, when translated literally into English means “all better”. Was this prescient? Probably. This was the start of what is now known as ArbitralWomen, co-founded by Louise Barrington and Mirèze Philippe.

Following an early period of informal gatherings from 1994 to 1999, Mirèze Philippe seized the opportunity offered by the rise of electronic communities to create an electronic group in 2000 to bring together a number of women practitioners in dispute resolution the world over. This was the beginning of a growing, successful network that expanded and continues to become more and more active.

ArbitralWomen has therefore existed informally since 1993, actively since 2000 and officially as a non-profit organisation, since its incorporation in 2005.

Today ArbitralWomen has approximately one thousand members, spanning all parts of the globe and therefore enjoys a global presence in dispute resolution. We are proud of our work promoting women in dispute resolution through conferences, seminars, other events and social gatherings, mentoring, coaching students to prepare them for practice moots, and granting funds to assist women law students to participate in moot competitions.

Every year, ArbitralWomen leads several projects and programmes and assists in the promotion of women involved in any form of dispute resolution. ArbitralWomen has become a leader in the efforts to

educate lawyers and clients alike in recognising and fighting gender and other types of bias – often unconscious – in the legal profession. ArbitralWomen also cooperates with kindred female associations and organisations involved in dispute resolution.

Our association has benefited from a wealth of ideas. Looking back, we can appreciate the long way we have come and rejoice in the spirit we have instilled in this network. This year, 2018, ArbitralWomen celebrates its 25th Anniversary Jubilee. To honour our Jubilee, we offer this retrospective of our history and highlight some of our key achievements and contributions to the changing landscape of diversity in dispute resolution.

ARBITRALWOMEN STRUCTURE

Board: since 2005 when ArbitralWomen was officially incorporated, over 50 experienced practitioners from nearly 30 countries and of a wide range of ages have served on the Board. The broad diversity of backgrounds of ArbitralWomen Board members and their dedication has contributed substantially to ArbitralWomen’s success. Members are elected for a two-year term and commit to investing the time and energy needed to fulfil their roles on the Board and advance the organisation. The Board is composed of an Executive Committee and a Board of Directors (see above table presenting the Board members and their roles).

When ArbitralWomen was a smaller organisation, less time was needed from Board members. However, in the last decade, as ArbitralWomen has expanded its programmes and initiatives to promote diversity and gender parity in dispute resolution, Board members have invested an increasing amount of time and energy to achieve ArbitralWomen’s goals.

Board members: members who have served on the Board of Directors (in alphabetical order with their nationalities in brackets) are: Yulia Andreeva (Russia), Louise Barrington (Canada, UK), Lorraine Brennan (USA), Dominique Brown-Berset (Switzerland), Gillian Carmichael Lemaire (France, UK), Valentine Chessa (Italy), Clare Connellan (UK), Jo Delaney (Australia), Diana Droulers (Venezuela, France), Juliette Fortin (France), Asoid Garcia Marquez (France, Mexico), Lorraine de Germiny (France, Switzerland), Beata Gessel (Poland), Florence Gladel (France), Lucy Greenwood (UK), Elena Gutiérrez García de Cortázar (Spain, Guatemala),

Catherine Kessedjian (France), Bronwyn Lincoln (Australia), Dana MacGrath (USA), Loretta Malintoppi (Italy), Debora Miller Slate (USA), Karen Mills (USA), Gabrielle Nater-Bass (Switzerland), Marily Paralika (Greece), Alison Pearsall (USA), Amance Perrot (France), Mirèze Philippe (France, Lebanon), Carla Potok (UK), Anna Pukszo (Poland), Rashda Rana (Australia, UK), Ann Ryan Robertson (USA), Ileana Smeureanu (Romania, USA), Barbara Steindl (Austria), Salli Swartz (USA), Mary Thomson (Hong Kong, UK), Nancy Turck (USA), Dorothy Ufot (Nigeria), Vilija Vaitkute Pavan (Lithuania), Carita Wallgren-Lindholm (Finland), Ana Carolina Weber (Brazil), Erika Williams (Australia), Louise Woods (UK), Rabab Yasseen (Iraq, Switzerland), Izabel Zivy (France, Spain).

Presidents: ArbitralWomen’s past Presidents (in chronological order) include founding Co-Presidents Louise Barrington (Canada, UK) and Mirèze Philippe (France, Lebanon), Lorraine Brennan (USA), Dominique Brown-Berset (Switzerland), Rashda Rana (Australia, UK) and Asoid Garcia Marquez (France, Mexico). The current President is Dana MacGrath (USA).

Further details of the mandates and profiles of each Board member are available on AW’s website (www.arbitralwomen.org/About-Us/AW-Board) and are briefly outlined in this Newsletter, above.

Committees: the Board is comprised of several committees each led by one or more Directors, and are the basis of most ArbitralWomen activities and projects (see committees’ details above).

ArbitralWomen Committees include the following: events, social media, marketing & sponsorship, cooperation, news and Newsletters, ArbitralWomen Kluwer Arbitration Blog, membership, Young ArbitralWomen Practitioners (YAWP), mentorship programme, parental mentorship programme, moot competitions, legal representation, UNCITRAL and website. Committee chairs report about their work and achievements periodically to the ArbitralWomen Executive Committee and annually to ArbitralWomen members at annual general meetings.

In addition to the standing committees, ArbitralWomen has a number of special projects and initiatives, such as the 2018 ArbitralWomen Diversity Toolkit™ that will be formally launched in New York in November 2018.

YAWP: Young ArbitralWomen Practitioners (YAWP), the under-40 subgroup of ArbitralWomen launched in 2016, has organized many events and is responsible for a number of initiatives aimed at young practitioners. YAWP’s mission is to help young women build their careers and fulfil their professional aspirations in the field of international arbitration and other forms of dispute resolution. YAWP’s efforts are led by the members of the YAWP Steering Committee, together with YAWP ArbitralWomen members.

The members of the inaugural 2016-2018 Term of the YAWP Steering Committee, chaired by then-vice President Gabrielle Nater-Bass, included the following: Kate Brown de Vejar, Katie Hyman, Yoko Maeda, Melissa Magliana, Annabelle Moekesch, Claire Morel de Westgaver and Ema Vidak-Gojkovic.

Co-Founders: continuity is essential to the smooth running of ArbitralWomen. ArbitralWomen’s two co-founders, Louise Barrington and Mirèze Philippe, have relentlessly invested time and energy since ArbitralWomen’s early days and have contributed tremendously to the success of ArbitralWomen. Louise and Mirèze have remained on the Board to ensure continuity and assist new Board members in developing the knowledge base and experience for the elaboration and promotion of projects, and ultimately hand over responsibilities to new Board members.

Advisory Board: ArbitralWomen benefits from an Advisory Board that includes former ArbitralWomen Presidents and others who have substantially contributed on the Board. The Advisory Board serves as a valuable knowledge resource about ArbitralWomen’s operational structure and history. Its members are well-positioned to offer advice to the Board regarding decisions about the way forward. While Advisory Board members do not vote on governance related issues, they are informed of these and other operational issues to enable them to be in a position to provide advice to the Board.



30.11.2017 AW Dinner following the AGM

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

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

ARBITRALWOMEN ACTIVITIES

Membership

ArbitralWomen has long been globally recognised as the leading professional organisation for the advancement of women in dispute resolution. ArbitralWomen is a network of women from diverse backgrounds and legal cultures active in international dispute resolution, including arbitrators, mediators, experts, adjudicators, surveyors, facilitators, lawyers, neutrals, ombudswomen and forensic consultants. The group has grown from 60 practitioners in 1993 to approximately one thousand from over 40 countries. **Mirèze Philippe** has been in charge of developing the membership.

ArbitralWomen's website showcases ArbitralWomen members and is intended to be used as a communication tool. It is the only hub offering a database of female practitioners in any dispute resolution role. Our website is one of a very few websites providing information regarding dispute resolution practitioners and offering a multi-search criteria feature on the [Find Practitioners](#) webpage. The website is regularly visited to search for

potential arbitrator candidates, counsel, speakers for conferences.

ArbitralWomen also assists in identifying practitioners in dispute resolution from all over the world, as well as speakers for conferences.

Membership is relevant and useful to all women in dispute resolution, irrespective of their level of experience, the jurisdiction in which they work, or their role in the field. The continued support of our members ensures that ArbitralWomen can provide members with opportunities to grow their networks and their visibility within the dispute resolution community. The exceptional work ArbitralWomen has accomplished is reported periodically in its Newsletters. The ArbitralWomen [website](#) and [Newsletters](#) also provide numerous benefits for its members, including:

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

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

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

matters has resulted in more female practitioners developing expertise in arbitration and participating in ArbitralWomen.

ArbitralWomen has continued to grow exponentially thanks to the active participation and innovation of its membership. A member's role is shaped by how she wishes to contribute. Members may contribute to ArbitralWomen activities by organising conferences or gatherings in their countries, cooperating with ArbitralWomen on specific projects, proposing and/or administering new projects; although others contribute to the network simply through their membership, which ArbitralWomen particularly values.

Website

Initiated at the same time as the organisation was incorporated in 2005, the ArbitralWomen website has contributed substantially to the visibility of the organisation and of its members. **Mirèze Philippe** has been in charge of developing it, together with a technology engineer. Building and updating the website has been time consuming, but well worth the effort and investment. In 2014, ArbitralWomen decided to give its website a fresh look and to use dynamic and interactive pages as opposed to the static pages of the previous technology. Funds were raised and thanks to our sponsors, by 2016 we have been able to deliver a modern platform with an attractive look and feel for the benefit of all members as well as visitors. Further improvements are underway.

Mentorship Programme

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

Mentors become wonderful trusted allies to go to whenever mentees feel unsure or in need of support. The benefits are truly endless. Mentors are helpful

regardless of the stage at which mentees are in their career, whether fresh out of school or a few years from retirement; there are always others who have "been there, done that" from whom mentees can learn.

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

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

The actual scope of the programme and relationship is forged directly between the mentor and mentee, usually based upon the mentee's needs and interests.

The mentor-mentee relationship is private. ArbitralWomen requires only that mentors and mentees provide a brief periodic report, indicating the progress of the relationship and the value they find in the programme, but no details need be shared. This minimal feedback is essential to ascertain how valuable the programme may be to members. So far the feedback has been extremely positive and we have received great appreciation from some of the participants.

Mentors volunteered from as diverse locations as Dubai, Brazil, as well as Hong Kong, Singapore and many parts of Europe and the US. The number of women taking advantage of this programme increases every year. ArbitralWomen has matched several dozens of ArbitralWomen mentors and mentees, from over 50 countries and all continents, ranging from 5 mentors with 8 mentees during 2006-2007 to 22 mentors with 27 mentees for the period of 2017-2018. Considering the numerous requests that mentees submit, we welcome as many mentors as possible.

Members seeking a mentor and those with experience who are willing to take on a mentee or two for a year, are encouraged to submit an application form available on [ArbitralWomen website](http://www.arbitralwomen.org) before the end of July in any

year and the assignments are generally made by not later than the end of September, effective for a year from such date.

Parental Mentorship Programme

Louise Woods is the initiator of this programme, launched in London in November 2017.

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

This programme seeks to match women who are pregnant or who have just had a child with another member who has been through the same experience. The Parental Mentoring Programme is a separate and complementary programme to the regular professional Mentoring scheme mentioned above, this one focusing specifically on pregnant women and new mothers as mentees, and with ArbitralWomen members who are mothers as mentors. Wherever possible, we will aim to match women working in similar geographical locations and types of organisations (e.g. law firm/in house/academic etc.) in order to increase the likelihood that the mentor has similar practical experience of working while pregnant/as a new mother.

We welcome volunteer mentors, who are willing to share their experiences and knowledge with those members who wish to be mentored. If you would like to act as a mentor, please contact Louise Woods.

Moot Competitions

Moot competitions in dispute resolution are a valuable educational opportunity for law students and have become increasingly popular, with more and more law schools sending teams both to the Vis Moots in Vienna and Hong Kong, as well as to other similar competitions around the world. However, attending these competitions can be expensive, particularly for teams

from developing countries with no financial support to be able to participate.

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

Since 2009, ArbitralWomen has offered financial support to teams comprised of at least 50% women participating in these dispute resolution competitions, provided they fill a set of criteria, by covering their registration fee. In addition, many ArbitralWomen members serve as coaches for the teams from the schools in their vicinity, as well as for geographically distant teams through electronic platforms. Many members also serve as evaluators of the memoranda prepared by the students and as arbitrators at the pre-moots and moots.

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

The Vis and other moots are an extremely valuable experience for law students, as the students have the opportunity to play a role it would otherwise take decades of practice to achieve. The students work hard in preparing their memorials and arguments; many teams perform superbly. In March 2017, one of our sponsored teams, West Bengal National University of India, came first in the Vis East Moot, a huge success for

the university. ArbitralWomen was honoured to have contributed to the team's victory.

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

We hope and encourage more firms and practitioners to support this important programme. Further details are available on the [website](#).

Events

Since 2006, the number, frequency and nature of ArbitralWomen events have constantly increased. In the early years, ArbitralWomen would approach other organisations and propose speakers for the events they were organising, or offer to co-organise joint events. In the last decade, organisations and law firms have approached ArbitralWomen and requested our participation. Considering the numerous events organised and the invitations to co-organise events, the Board has established an Events' Committee to manage the increasing demand.

ArbitralWomen frequently works with other organisations and institutions around the world who share similar goals. For example, as mentioned above, over the years, it has become a tradition to organise breakfast panels at the annual IBA, ICCA, CIArb and ICC conferences.

One of our signature events is the *ArbitralWomen SpeedNet*, initiated by member **Lisa Tomas**, who suggested an event inspired by speed-dating. The Board agreed with this brilliant idea and the very first such event was held on 8 September 2014 during the first ArbitralWomen Days in London. Following the success of the first SpeedNet, ArbitralWomen has regularly replicated this event all over the world. Its purpose is to bring together women practitioners in dispute

resolution, of all ages and stages in their career, to get to know each other in a comfortable and collegial setting. This format has inspired many other organisations and courts similarly to bring together lawyers with in-house counsel, or lawyers with judges.

Another signature event is the *ArbitralWomen Unconscious Bias* seminars. The first one was organised on 3 November 2015 in Miami. It has now spread all over the world, with many ArbitralWomen Board members and ArbitralWomen members presenting on issues related to bias, namely how to recognise and seek to eliminate bias in oneself and one's colleagues. The experience of several members has inspired ArbitralWomen to produce an *ArbitralWomen Unconscious Bias Toolkit™*, a training programme designed to help both men and women recognise the role played by our own prejudices, conscious or not, and to deal with them effectively. The Toolkit will be launched in November 2018.

Other regular events co-organised or supported by AW include a two-day conference co-organised with Beata Gessel every two years since 2010 in Warsaw on the subject of arbitration in mergers and acquisitions. It has been a huge success, having gathered 300 participants from all over the world since the first edition.

The Equal Representation in Arbitration (ERA) Pledge Quantum Experts Seminar Series has become another regular event jointly organised by the Pledge and ArbitralWomen. This series, which was presented first in London and then in Paris, has been very successful and will be replicated in other cities.

ArbitralWomen has similarly co-organised or supported other events, such as the Dubai Arbitration Week and many other regular or occasional conferences. We publicise on our website events which are organised by ArbitralWomen, sponsored by ArbitralWomen or at which ArbitralWomen members are speakers. In general, ArbitralWomen is present in almost every major dispute resolution events the world over.

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

In 2015, ArbitralWomen organised 24 events, 32 were organised in 2016, and in 2017 the number rose to approximately 50 events. In 2016, two events were organised in Africa, seven in Asia/Pacific, 11 in Europe, six in Latin America, one in the Middle East and five in North America. Our events activity increased in 2017 with two events organised in Africa, six in Asia/Pacific, 21 in Europe, seven in Latin America, one in the Middle East and seven in North America. In 2018, the number of ArbitralWomen events by year end is likely to exceed prior years.

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

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

Members who wish to organise events and to have ArbitralWomen's support are welcome to contact the Board and submit information about the event. As long as the Board deems the event to be in line with ArbitralWomen's objectives, ArbitralWomen usually will assist the member and promote the event on our ArbitralWomen website and, if appropriate, through other media tools.

Likewise, organisations and firms who wish jointly to organise events or to have ArbitralWomen's support for events they are organising, may contact the events coordinators.

Newsletter, News, Social Media

In late 2007, **Sharon Delshad**, an ArbitralWomen member at that time, suggested to have a newsletter. Putting together a newsletter is extremely time consuming, and thus it was not until 2009, when **Mirèze Philippe** rose to the challenge of editing and publishing a newsletter that it became a reality. ArbitralWomen's first Newsletter was published in January 2010 with the main objective of sharing news with our members the world over.

Since then, both ArbitralWomen's membership and our activities have expanded so greatly that the ArbitralWomen Newsletter has become an indispensable communication tool to report to the members and ArbitralWomen followers about our events and initiatives. As ArbitralWomen continues to amplify its reputation through its multiple activities, conferences and media coverage, continuing reportage about these initiatives is crucial. Thanks to contributions from ArbitralWomen's members, the Newsletter includes announcements, news from the dispute resolution community, information and reports on ArbitralWomen activities and conferences, as well as information about its members.

As the Newsletter has become increasingly well-known, interviews with women leaders in dispute resolution and other leading profiles, inspirational speeches from women practitioners in dispute resolution, initiatives led by women within their firms and other initiatives and projects undertaken by women, have added dimension and increased its visibility. Bumper issues are published from time to time on the occasion of special events, such as the Gala dinners (issues n°2 & n°12), the International Women's Day (issues n°8 & 17) or the Vis Moot (issues n°3 & n°14).

The Newsletter is generally published quarterly and is available on the ArbitralWomen website. Members and followers are informed about the publication of Newsletters through alert messages.

In addition to the Newsletter, periodic news alerts are sent to members to provide current information and news items are similarly published on ArbitralWomen's News webpage. Members are encouraged to contribute to the Newsletter, the news alerts and the News webpage by providing reports on events in which they have participated, information about upcoming events and projects in the dispute resolution field. Newsletters are often displayed on tables at conferences organised or co-organised by AW to inform the participants about AW activities. AW also provides them to people and organisations wishing to learn more about us.

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

Kluwer Arbitration Blog

ArbitralWomen cooperates with the international publisher Kluwer's Arbitration Blog and has been contributing a blog since January 2014. The ArbitralWomen Blog posts address current issues in international dispute resolution. Editorial commentary and candid views are particularly welcome. **Ileana Smeureanu** initiated and leads this project. She is assisted by an editorial committee. Thirty members have so far contributed with forty blogs having been posted to date.

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

Members are encouraged to participate and share their views on current trends by contributing to the Blog.

Representation at UNCITRAL

In 2015, **Ileana Smeureanu** suggested to the Board to seek ArbitralWomen observer status in the UNCITRAL sessions due to ArbitralWomen's role as an international organisation. Upon the Board's approval, Ileana approached UNCITRAL and completed an ArbitralWomen application file for review by UNCITRAL, with the objective of obtaining the status of observer.

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

during which Ileana represented ArbitralWomen. It is a very significant achievement for ArbitralWomen.

Ileana is ArbitralWomen's representative at UNCITRAL working sessions. The ArbitralWomen Board is generally represented at sessions in New York in February or Vienna in September.

Young ArbitralWomen Practitioners (YAWP)

Young ArbitralWomen Practitioners (YAWP) is the under-40 subgroup of ArbitralWomen. It is the brainchild of **Gabrielle Nater-Bass**. ArbitralWomen members under 40 are automatically members of YAWP and encouraged to participate in the activities organised by YAWP. YAWP's mission is to help young women build their careers and fulfill their professional aspirations in the field of international arbitration and other forms of dispute resolution, and thereby to support them during the initial stages of their careers and through their transition to more senior roles.

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

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

YAWP is currently chaired by the ArbitralWomen Vice-President, **Asoid Garcia-Marquez**. During the 2016-2018 Term, then Vice President **Gabrielle Nater-Bass** served as chair of YAWP. The inaugural YAWP Steering Committee

for the 2016-2018 Term included **Kate Brown de Vejar, Katie Hyman, Yoko Maeda, Melissa Magliana, Annabelle Möckesch, Claire Morel de Westgaver** and **Emilia Vidak-Gojkovic**. The 2018-2020 Steering Committee will be constituted in the second half of 2018.

Marketing & Sponsoring

In addition to sponsors that contribute to the success of our events through funding, hosting events or offering the catering for cocktails, lunches or dinners, ArbitralWomen has successfully lead projects with the support of sponsors who generously funded some of our initiatives. As an example, at the occasion of ArbitralWomen's 20th anniversary celebration, we organised a Gala dinner in London in September 2014, and raised funds to support our charitable endeavours, such as paying the registration fee for some moot competition teams, and to further the education of arbitration practitioners in developing economies. The funds raised also served to revitalise the ArbitralWomen website. ArbitralWomen is grateful to the sponsors who have contributed to the success of the 20th Anniversary Gala Dinner and other projects, including Allen & Overy LLP, Andrews Kurth LLP, Brick Court Chambers, Clifford Chance LLP, Debevoise & Plimpton LLP, Freshfields Bruckhaus Deringer, Hogan Lovells, King & Spalding, Norton Rose Fulbright, Skadden Arps Slate Meagher & Flom LLP, White & Case LLP, Wilmer Cutler Pickering Hale & Dorr LLP, and Charlotte Wälde, the widow of the late Thomas Wälde.

One the marketing programmes initiated in 2015 by **Lucy Greenwood**, who was the Board member in charge of marketing at that time, was the corporate membership described above. Over forty firms have so far subscribed a corporate membership, sometimes for up to 30 practitioners from their firms.

Cooperation

As of 2013, ArbitralWomen started a cooperation programme with international dispute resolution centres, arbitration hearing centres, education programmes and other kindred organisations and initiatives. ArbitralWomen's current partners are the Chartered Institute of Arbitrators, the Global Arbitration Review, the ICC International Court of Arbitration,

International Mediation Institute, Practical Law Thomson Reuters Legal Solution.

In July 2018, ArbitralWomen signed a Memorandum of Understanding with Arbitration Place in Canada, in which the parties agreed to cooperate in the mutual promotion of their activities and events.

Discussions are underway with other organisations and will be soon concluded. One of the projects of the incoming Board is to significantly develop this cooperation programme.

Furthermore, ArbitralWomen has supported two kindred initiatives, the Equal Representation in Arbitration Pledge, and the GQUAL. It also cooperated with the Global Pound Conference Series. These three initiatives are presented below.

Equal Representation in Arbitration (ERA) Pledge

ArbitralWomen has naturally been a supporter and promoter of the ERA Pledge since the first dinners were launched by **Sylvia Noury** in 2015.

Several Kluwer posts were published by **Mirèze Philippe** to promote the Pledge. The Pledge is likewise promoted at all ArbitralWomen events.

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

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

GQUAL

GQUAL started is a global campaign for gender parity in international tribunals and monitoring bodies. The campaign was crafted as a response to the critical under-representation of women within these entities. GQUAL was launched on 17 September 2015 at the United Nations Headquarters in New York and since then, GQUAL has become a leading platform advocating gender parity in international justice. **Wendy Miles** brought this initiative to the attention of ArbitralWomen and **Mirèze Philippe** started to cooperate with GQUAL, by promoting the campaign and encouraging ArbitralWomen members to sign it.

To celebrate its second anniversary GQUAL's conference sought to bring together a diverse group of people from all over the world to discuss and approve an Action Plan that will build further upon these strategies. The event started with an opening ceremony on Tuesday 3 October 2017 in the magnificent Peace Palace and was attended by one hundred participants from around the globe to discuss human rights and gender parity.

The GQUAL campaign is hosted by the Center for Justice and International Law (CEJIL). The GQUAL dynamic team is composed of **Viviana Krsticevic**, Executive Director, Center for Justice and International Law (CEJIL), who was a keynote speaker, **Claudia Martin**, Co-Director, Academy on Human Rights & Humanitarian Law, **María Noel Leoni**, Senior Lawyer at the Center for Justice and International Law (CEJIL), who presented a very clear picture about the gender situation in various international organisations, **Alexandra McAnarney**, Communication Officer, and **Alejandra Vicente**, Senior Lawyer.

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

ArbitralWomen is campaigning for gender equality in dispute resolution, and GQUAL is campaigning for gender equality in all fields. The end result we are all seeking, no matter who starts the initiative, ArbitralWomen, GQUAL, the Equal Representation in Arbitration Pledge or any other organisation, is parity, offering men and women equal opportunities for equal qualifications. It is

therefore meaningful that these kindred organisations and initiatives cooperate.

ArbitralWomen Partnership with Global Pound Conference (GPC)

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

The GPC Series 2016-2017, an innovative international project, was initiated by the International Mediation Institute, also an ArbitralWomen partner organisation. Jeremy Lack, GPC Series Coordinator, described the Series as an unprecedented attempt to collect actionable data from all stakeholders involved in commercial dispute resolution: parties, their advisors, providers of services (both adjudicative and non-adjudicative) and other influencers such as government officials, policy makers and academics. Following events held in 40 cities in over 30 countries, the Series concluded in July 2017 in London. It successfully generated a global dialogue about how to shape the future of dispute resolution and improve access to justice in the 21st century, using state of the art information technology and voting systems to collate answers to a series of core questions put to conference participants. The data was collected and analysed with a view to finding out what users want and what is currently available. Some 2,500 participants voted and a final report and recommendations were produced and can be found [here](#).

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

ArbitralWomen looks forward to continuing its support of the GPC!

Champions for Change

ArbitralWomen events have been open to both women and men since the beginning of ArbitralWomen. However, ArbitralWomen is an organisation whose membership base consists only of women. There has been a continuing dialogue about how to reconcile our women-only membership stance with ArbitralWomen’s recognition of the important contributions made by men in promoting diversity.

In 2009, **Louise Barrington** and **Mirèze Philippe** decided to honour men who were particularly supportive of ArbitralWomen activities and the promotion of women. Initially known as “Honourable Men”, the Award is now referred to as “Champion for Change” since 2017, and is awarded periodically to men who have distinguished themselves as supporters of diversity and the advancement of women in dispute resolution.

Champions for Change Recipients include (in chronological order): **Donald Donovan** and **Klaus Reichert SC** (in 2010), **Mark Kantor** (in 2011), **Arthur Marriott QC** and **Geoffrey Beresford Hartwell** (in 2014), and **Michael McIlwrath** (in 2017).

PROJECTS & AW ANNIVERSARY

In addition to its regular activities, the ArbitralWomen Board is conducting several larger projects, some of which are mentioned below.

ArbitralWomen Diversity Toolkit™

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

Having learned considerably from these various experiences, the Board considered that the time was ripe to share its knowledge in a more formal way. Questions and comments sparked during the panels and workshops prompted reflection about the necessity to provide tools for professionals. ArbitralWomen therefore decided to develop an ArbitralWomen Diversity Toolkit (“Toolkit”) intended to assist professionals in addressing bias issues.

Louise Barrington has taken the lead of this important ArbitralWomen initiative. The Toolkit will offer a unique training programme designed to help both men and women recognise the role played by our biases and ways to deal with them effectively. The Toolkit has been made possible by a generous grant from the AAA-ICDR Foundation. ArbitralWomen will launch the Toolkit in New York on 8 November 2018 in conjunction with a full day diversity conference, and will hold training programmes throughout the world thereafter.

Women Pioneers in Dispute Resolution

ArbitralWomen will launch the second edition of the book *Women Pioneers in Dispute Resolution* in New York in November 2018. This beautiful and inspiring bouquet of photos and stories celebrates women around the world and showcases some of the many challenges they have met and overcome in order to open doors to opportunities previously accessible only to men. Female practitioners have faced, and continue to face, many challenges and prejudices in a traditionally male-dominated arena. Despite these difficulties, the women in this book have succeeded in overcoming these problems and have been recognised by their peers. The main objectives of the book are to share success stories of women pioneers in their field of expertise and to promote female practitioners in dispute resolution. In sharing their experiences about their careers and opportunities, we hope the book will be inspirational for younger generations. The wide geographical coverage of these success stories also demonstrates that irrespective of where in the world the featured women have been working, their challenges have been identical.

The one hundred women featured have been selected according to certain criteria and from different parts of the world, particularly those who have succeeded in breaking down stereotypes and establishing their reputations in a male-dominated world. The main criteria considered are, in general, women who have been active

in the dispute resolution field since the 1980s/1990s, are role models and reputed, or women who have been pioneers in dispute resolution in their countries, women who were the first to be appointed at the head of a dispute resolution organisation, or women who have been pioneers in starting an organisation or an initiative related to dispute resolution.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), with the cooperation of ArbitralWomen, published the first edition of the book in 2015 and will publish the second one. **Louise Barrington** and **Mirèze Philippe** were and are co-editors together with **Adela Llatja** and **Rezarta Veizaj** from GIZ. The first edition is available on the ArbitralWomen website on the News webpage.

TDM Special Issue

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

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

This special issue will be edited by ArbitralWomen members **Alison Pearsall** and **Marilyn Paralika**.

AW Anniversary Celebrations

ArbitralWomen organised gala dinners to celebrate its 15th anniversary in Dublin in 2008, its 17th anniversary in Paris 2010, and its 21st anniversary in London in 2014. These very successful celebrations gathered over one hundred colleagues and friends from various horizons in prestigious settings.

This year, in 2018, ArbitralWomen celebrates its 25th Anniversary Jubilee. A series of events around the world have been organised and others are scheduled as indicated under “Mark your Agendas”, below. Further details are provided on our [Events](#) webpage. Stay tuned for announcements and please join us, wherever you are.

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
5 September 2018	London	Women and Careers in Climate Change and International Environmental Law and Policy
21-23 September 2018	Toronto	Accelerated Route to Fellowship, organised by the CIArb Canada Branch
18 October 2018	Melbourne	ArbitralWomen Breakfast Panel Event during Australian Arbitration Week
18 & 22 October 2018	Jakarta	Fellowship Award Writing Course and Exam, organised by CIArb Indonesia Chapter
30 October 2018	Hong Kong	AW Diversity Breakfast co-organised with CIArb East Asia 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
13 November 2018	Miami	ArbitralWomen breakfast event in conjunction with 2018 ICC Miami Conference
14 November 2018	Mexico	Conference (to be determined)
14 November 2018	Dubai	ArbitralWomen breakfast event in conjunction with Dubai Arbitration Week
22 November 2018	Paris	Anniversary dinner at Thoumieux for the 25-year jubilee

ARBITRALWOMEN INDIVIDUAL & CORPORATE MEMBERSHIP

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

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

↪ **Individual Membership: 150 Euros.**

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

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

↪ ArbitralWomen membership has grown to approximately one thousand from over 40 countries. Forty firms have so far subscribed a corporate membership, sometimes for up to 30 practitioners from their firms.

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 we 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 breakfast panels. 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, if not more so.
- ✓ **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.
- ✓ **Members Directory:** one of our goals is to showcase our members by increasing their visibility in the dispute resolution community. This is the objective of the Members Directory webpage which is increasingly 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 programmes. These very successful programmes are examples 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 the [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 publicise matters of interest, expertise and skill.
- ✓ **Periodic Alerts:** we keep our membership informed of [events](#) and [news](#) in dispute resolution through periodic 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 that wish to co-partner or cooperate with ArbitralWomen can write to contact@arbitralwomen.org.
- ✓ **Projects:** since promotion of women in dispute resolution is our primary underlying goal, 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 for 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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