



# CENTER FOR INTERNATIONAL MEDIATORS AND ARBITRATORS

LONDON | ACCRA | DUBAI



EQUALITY, DIVERSITY & INCLUSION (EDI)  
POLICY

## 1. INTRODUCTION

The Center for International Mediators and Arbitrators (CIMA) affirms its commitment to Equality, Diversity, and Inclusion (EDI) as central tenets of a fair, accessible, and globally representative system of alternative dispute resolution (ADR). As an institution with a growing presence across Africa, Asia, Europe, and beyond, we recognize the imperative to enshrine EDI principles not as aspirational ideals, but as operational standards of justice, legitimacy, and excellence. This EDI Policy is therefore binding on all members, fellows, faculty, panelists, tribunal secretaries, and other stakeholders operating under the auspices of CIMA.

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## 2. WHY EDI MATTERS IN DISPUTE RESOLUTION

EDI is not a luxury; it is a necessity. International mediation and arbitration require cultural intelligence, equitable access to opportunity, and structural fairness if they are to serve a truly international community. EDI:

- Strengthens the legitimacy of arbitral institutions
  - Broadens the talent pool of neutrals and professionals
  - Fosters better quality decisions by incorporating diverse perspectives
  - Promotes confidence in dispute resolution processes
  - Aligns with the rule of law, fairness, and natural justice
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## 3. CIMA'S EDI PRINCIPLES

- **Equality:** Ensuring individuals are not discriminated against due to gender, race, religion, disability, nationality, or any protected characteristic.
- **Diversity:** Actively seeking cognitive, demographic, geographical, and cultural diversity in our membership, appointments, and panels.
- **Inclusion:** Creating space and opportunity for all voices to be heard, respected, and valued in process design and implementation.
- **Equity:** Implementing structural measures that correct for historical and systemic disadvantages.

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## 4. OPERATIONAL COMMITMENTS

**4.1 Mandatory Application** All CIMA stakeholders shall incorporate this EDI Framework in:

- Appointments of arbitrators and mediators
- Design of training and course panels
- Selection of institutional representatives
- Administration of proceedings
- Advisory and working group composition

**4.2 Measurable Benchmarks** CIMA shall aim to achieve, review, and publish annual progress against the following targets:

- No more than 60% of any panel shall come from one region
- Minimum 40% representation of women or underrepresented groups in appointments and events
- Minimum 30% participation of Global South professionals in CIMA-administered international appointments

**4.3 Monitoring & Enforcement** An Independent EDI Monitoring Panel shall:

- Review appointment and participation data
- Receive and investigate complaints of non-compliance
- Make recommendations or impose remedial actions
- Publish an Annual EDI Report

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## 5. APPLICATION ACROSS STAKEHOLDERS

### 5.1 Arbitrators & Mediators

- Shall undertake mandatory annual EDI and unconscious bias training
- Shall declare their own diversity characteristics voluntarily
- Shall support inclusive practices in procedural orders and hearings

### 5.2 Law Firms & Party Representatives

- Must demonstrate good faith efforts to propose diverse candidate slates
- Are encouraged to involve junior or diverse counsel in oral submissions
- Shall respect inclusive procedural frameworks and scheduling accommodations

### **5.3 Institutional Appointments**

- CIMA shall publish disaggregated data on appointments by gender, region, and first-time appointees
- Roster inclusion shall consider diversity as a substantive criterion

### **5.4 Students and Interns**

- CIMA shall run annual scholarships and mentorships for underrepresented regions
- Admission to courses and internships shall be anonymized and scored for merit and regional balance

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## **6. INCLUSIVE LANGUAGE AND PRACTICES**

All CIMA proceedings and communication shall adopt:

- Gender-neutral titles (e.g., Chair, President)
- Correct pronunciation and spelling of names
- Respectful inquiry into preferred forms of address and pronouns
- Avoidance of culturally exclusive idioms or norms

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## **7. GLOBAL SOUTH INTEGRATION**

CIMA recognizes that EDI must reflect global realities, especially in the Global South. Accordingly:

- Regional representation from Africa, Asia-Pacific, the Caribbean, and Latin America shall be structurally embedded in every committee

- Local legal traditions and customary ADR mechanisms shall be integrated into training and research
  - Language access services shall be expanded across CIMA events
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## 8. REPORTING & ACCOUNTABILITY

All stakeholders may report concerns or breaches of the EDI Framework via:

- Direct submission to the EDI Monitoring Panel
- Anonymous web-based feedback portals
- Post-course evaluations and arbitration debriefs

CIMA shall ensure transparency in follow-up, and publish anonymized summaries of remedial actions taken.

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## 9. CONCLUSION

This Framework affirms that diversity without inclusion is insufficient; and that inclusion without accountability is hollow. CIMA therefore reaffirms its role as a steward of equity and fairness in global ADR.

We invite our Fellows, Members, and Partners across the world to implement, monitor, and champion this EDI Framework with diligence and shared purpose.

