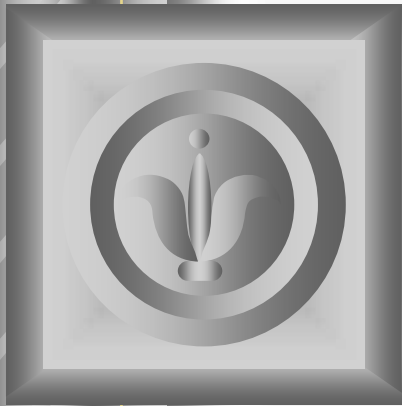




# **Access ADR**

**Promoting Diversity in ADR**



***ACCESS ADR***  
***A Program to Promote***  
***Diversity in ADR***

**Homer C. La Rue and Marvin E. Johnson**  
**Co-Founders and Co-Directors**



# ***ACCESS ADR***

- **History**
- **Goals**
- **Concept**
- **Implementation**
- **Issues**
- **Next Steps**

# History

- Concept originated out of the ABA Section of Dispute Resolution
  - Section's Annual Meeting, March 2003—San Antonio, TX;
  - *Forum: Expanding Professional Opportunities for Minorities and Women in Dispute Resolution in the Section and in the Field;*

# History

The *Forum* convened *users* of ADR services with *providers* of ADR services;

# History—Reasons for the *Forum*

- Three primary reasons for the *Forum*:

- 1) Relatively few of the members of the Section are persons of color or from traditionally under-represented racial and ethnic groups.

# History—Reasons for the *Forum*

2) Relatively few persons of color are asked to handle “high-stakes/complex” cases;

# History—Reasons for the *Forum*

3) Many more persons of color can be found in community mediation and/or other *pro bono* ADR activities;

# History-- Messages from the Dialogue

## Message #1

- We, the *users* of ADR services, want greater diversity in the pool of persons from whom we select ADR neutrals—particularly mediators;

# History-- Messages from the Dialogue

## Message #2

- We, the *users*, are not going to select persons whom we do not know and in whom we do not have confidence in their skills and abilities.

# History-- Messages from the Dialogue

## Message #3

- We, the *users*, will continue to go back to our traditional network of contacts to obtain information about mediators about whom we have little or no knowledge—a network that is not likely to know very many neutrals of color or persons from various under-represented racial groups.



# **ACCESS ADR**

## **Goals**

# Goals

- To increase the access of mediators from traditionally under-represented racial and ethnic groups to the users of neutral services;

# Goals

- To increase the number of full-time mediators of color and persons from traditionally under-represented racial groups practicing in the US;

# Goals

- To permit mediators of color and persons from under-represented racial groups, who are experienced mediators, access to high-stakes complex mediation cases.



***ACCESS ADR***  
***The Concept***

# Concept

To create a mechanism by which the users of ADR services and the providers of ADR services can develop relationships. Selection is based upon knowledge gained through being in relationship.

# Concept

- That there is a community of *experienced* mediators of color and mediators from various ethnic and racial groups who are ready and available to handle high-stakes complex conflicts.

# Concept

- To form an advisory board of users of mediation services who would provide a limited number of cases for *ACCESS ADR* fellows over a 12-18 month period; thus, providing an opportunity for the *providers* and the *users* to be known to one another.

# Concept

- The emphasis of *ACCESS ADR* is on connecting the pool of *experienced mediators* with the users of ADR services. It is not an introductory program, nor is it a training program for those of intermediate experience.

# Concept

- It is expected that the *ACCESS ADR* Fellows, upon completing their tenure in the program, will have a relationship with a small but significant group of ADR users who will serve as a source of future work, and equally important, will serve as a reference for the Fellows.

# Concept

- Fellows participating in the program are required to pledge their support and mentoring of future fellows as *ACCESS ADR* goes forward into the future.

# Concept

- The Pledge
  - ...I understand that my acceptance of the offer to be a Fellow carries with it certain responsibilities. Among my obligations to *ACCESS ADR* is my commitment to participate and to cooperate fully in the various opportunities provided by *ACCESS ADR* for professional development and growth.

# Concept

- **The Pledge, cont'd**
  - I also understand...that my performance as a mediator will be evaluated by the parties; that the members of the Advisory Board and that the Directors shall have the right to review the evaluations...and that I will accept feedback and critique from the Board and the Directors of the Program.

# Concept

- The Pledge, cont'd
  - I further acknowledge, understand and accept, without reservation, my obligation to assist in the development and the advancement of other persons of color and/or persons from racial and ethnic backgrounds under-represented in the ADR field. That assistance may take many different forms and shall include, but not be limited to, providing mentoring to future *ACCESS ADR* fellows....



***ACCESS ADR***

**Status of the Program**

# Status of the Program

- ***ACCESS ADR*** Advisory Board:
  - American Bar Association Section of Dispute Resolution;
  - American International Related Companies;
  - International Academy of Mediators;
  - JAMS Foundation;
  - SAFECO, Inc.; and
  - Time Warner, Inc.

# Status of the Program

- Inaugural Class of Fellows:
  - Fred D. Butler, Esq.
    - San Francisco, CA
  - Lawrence A. Huerta, Esq.
    - San Diego, CA
  - Angelia J. Tolbert, Esq.
    - Little Rock, AK

# Status of the Program

- For additional information about the Fellows and their availability and/or how to become a contributing member of the advisory board, please contact the Center for ADR, located in Greenbelt, MD.

# Status of the Program

- Contact

*ACCESS ADR*

at

[http//www.accessadr.org](http://www.accessadr.org) or

[accessadr@earthlink.net](mailto:accessadr@earthlink.net)

or (301) 313-0800.