

## Diversity and Inclusion must Shape the Mediation Profession

*“It is important that there is full diversity amongst mediators that represent the diverse nature of society as a whole. The sad reality is that this is currently not the case in the marketplace. CEDR has always led the way in the development of commercial mediation and dispute resolution over the last 28 years and believe that this initiative is necessary to offer all potential users the best choice possible.” - James South, Managing Director, CEDR.*



CEDR has launched the first in-depth diversity, inclusion and belonging project within the mediation profession. We see this project as an important landmark for us to as we continue to innovate and lead in best practice. The final results from this project will be released early 2019.

### Overcoming Barriers for Diversity for Mediators of the Future

This ground-breaking project will address the challenges faced by those from underrepresented groups who wish to enter into or are already established in the mediation profession. We will look to make concrete recommendations of ways to address these challenges and improve representation. This project coincides with CEDR joining the ‘[Inclusive Culture Pledge](#)’ by the [EW Group](#).

### The Dispute Resolution Profession needs to Reflect the Community it Serves

For CEDR, the notion of diversity as part of client choice is a fundamental component of our own mediation service. We must all deliver on diversity and offer our clients a full range of qualified and experienced mediators from all walks of life.

By highlighting the challenges faced by those who wish to enter the field of Mediation and those who are already established, we will be able to facilitate the development of a more inclusive and progressive community.

*“Through our diversity and inclusion initiatives, CEDR is working to implement active principles into all aspects of our company culture and the wider profession. We are striving to achieve representation in dispute resolution regardless of nationality, ethnicity, sexual orientation, gender or age. Join us in our commitment to make a real change in our community.” - Susanne Schuler, Director of Training and Consultancy, CEDR.*

### What Next?

If you wish to learn more about this project or share any of your experiences please email [ltroy@cedr.com](mailto:ltroy@cedr.com).

### Unconscious Bias Training

Danny McFadden CEDR’s Representative in Asia, a designated Unconscious Bias trainer for the World Bank Group is available to conduct Unconscious Bias training, please email [dmcfadden@cedr.com.hk](mailto:dmcfadden@cedr.com.hk).