

**2022 DISPUTE RESOLUTION ADVANCEMENT AWARD SUBMISSION**  
**Article Abstract**  
**[International Commercial Arbitration Diversity Part 2: The Numbers are Askew](#)**  
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Despite evidence that racism is an economic drag, and the repeated policy statements in favor of increased diversity, the U.S. international arbitration market remains far from diverse. As of June 11, 2020, of the **3,434 attorneys** who appeared on their firms' websites as part of a "Legal500 top US international arbitration practice group", only **54 people** (1.5%) may be people of African descent. Seventeen (17) of these 37 practice groups appear to have **NO attorneys** who are of African descent. If this is the full picture, it would mean that there are perhaps **1017 attorneys at the top US international arbitration practices who do not have (and perhaps never have had) a black attorney as a co-worker**. (Please see the full chart and sources at <https://www.jurist.org/commentary/wp-content/uploads/sites/3/2020/06/Headcount-in-Legal500-ADR.pdf>).

This article shows that even those law firms that have denounced racism as immoral and economically inefficient have inexplicably failed to create diverse international arbitration practice groups. Firms cannot continue their status quo approach to hiring and appointing, with the expectation that outcomes will be different. These firms and all practitioners who have denounced racism, however, are positioned to implement diversity and inclusion by action. They can hire and appoint diverse neutrals.