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Upcoming Events

London, 4-5 March 2010: 13th Annual IBA
International Arbitration Day

Warsaw, 12 March 2010: Women
arbitration seminar

Hong Kong, 13 March 2010: Annual MAA
Peter Schlechtriem CISG Conference

Hong Kong, 15-21 April 2010: Vis East Moot

London, 15-16 April 2010: 4th World
Women Lawyers Conference

Warsaw, 13-14 May 2010: Dispute
Resolution in M&A Transactions

The Hague, 17 August 2010:
ArbitralWomen AGM, cocktails, dinner

*For more information, visit our homepage
www.arbitralwomen.net*

Letter from the Co-Presidents

Welcome to ArbitralWomen. It has existed informally since 1993, but was officially founded in 2005. Its aim is to foster and improve the visibility of women in the international dispute resolution community. At the same time, this Newsletter is intended to bridge the communication gaps among women working in the International Dispute Resolution arena, as well as between ArbitralWomen and the international dispute resolution community.

Over the years, ArbitralWomen has initiated a number of exciting, even groundbreaking, activities. It has organized meetings and seminars around the world and supported moots for the international Vis Moot Practice. (See below).

We would like to keep you informed of these events on a regular basis – and hope you find this Newsletter useful. This first issue highlights some of ArbitralWomen's history, as well as its various projects. And please visit our website, which is also designed to keep you in the know.

Louise Barrington and Mirèze Philippe

19 Women Attend EGM in Singapore, 16 Oct 2007



Standing: Cristina Martinetti, Dorothy Ufot, Wendy Miles, Noemi Gal-Or, Janet Walker, Rasha Rana, Elodie Dulac, Michelle Sindler, Carita Walgren, Mary Bee Lay Thomson. Second row standing: Jean Kalicki, Sharon Delshad. Sitting: Hagit Elul, Karen Mills, Louise Barrington, Tina Wüstemann, Doyin Rhodes Vivour, Funke Adelcova.

Historical note

Short History of ArbitralWomen

In the 1980s, there were very few women in the international dispute resolution community. Louise Barrington realized that they could benefit significantly from the creation of a network to enable them to share ideas, celebrate their achievements, and work together to find ways to promote women in the field. In 1993, Louise gathered a small group of women from around the world who were active in dispute resolution. ArbitralWomen was born.



Louise Barrington (right), Mirèze Philippe (left)

In 2000, Mirèze Philippe established an electronic forum for the group.



Signing the By-Laws, June 2005. Left to right: Louise Barrington, Mirèze Philippe, Carla Potok, Christine Lecuyer-Thieffry, Isabel Zivy. Standing: Yvonne Junyent, Chiara Giovannucci Orlandi.

In 2005, Louise and Mirèze formally incorporated ArbitralWomen as a non-profit organization with a group of founding members.

Since then, the group has grown to nearly 500 women from more than 40 countries. It continues to advance the interests of women in arbitration and enhance their involvement.

ArbitralWomen provides a global forum for women active in the field of international dispute resolution, so they can exchange information about recent developments, maintain contact with one another, provide referrals, and promote their common interests.

What Are ArbitralWomen's Features?

- A network of women from diverse backgrounds and legal cultures working in the field of international dispute resolution.
- A source of arbitrators, mediators, experts, lawyers, and practitioners from jurisdictions around the world.
- A source of information on recent developments affecting women in international dispute resolution.
- An opportunity to meet other women in the field, exchange ideas, mentor new practitioners, and celebrate the future of women in arbitration.

What Does ArbitralWomen Do?

- ArbitralWomen organizes formal and informal events and gatherings, often in conjunction with major international conferences.
- ArbitralWomen helps locate speakers and practitioners in international dispute resolution from around the world. To access this service, use the "Find a practitioner" link or "Contact us" on our homepage.
- ArbitralWomen offers a Mentorship program to its members.
- ArbitralWomen's Award assists female law students in related projects to develop their knowledge and skills in international arbitration.
- ArbitralWomen sponsors Annual Awards which support participants in the Vis Moot team competitions in Hong Kong and Vienna.

ArbitralWomen News

The main objective of ArbitralWomen is to act as a network.

In addition, ArbitralWomen's objectives are also to inform and provide training. ArbitralWomen allows women in the international dispute resolution community to exchange information and points of view, share contacts of dispute resolution professionals. The network is also a way of reminding the business and legal communities that women are active in the field of dispute resolution and are fully capable of participating in this area of law.

Again, feel free to browse our website and discover more about the organization and the events it organizes and sponsors.

Events

Over the past four years, we have seen a significant increase in the proportion of women speaking on panels, such as IBA in New York and ICCA in Dublin. This increase is due to some extent to the efforts of our members to remind organizers that women make up nearly half of the legal profession, as well as providing them with the names of women qualified to address relevant issues.

ArbitralWomen has been very active in organizing, supporting, and promoting several events around the globe at which ArbitralWomen members have been speakers. Yulia Andreeva, member of the Board in charge of programmes, reports that the number is increasing every year.

Some of the events over the past two years:

ArbitralWomen organized its first event open to members and non-members, both women and men, in June 2008 in Dublin. A round-table discussion hosted at Matheson Ormsby Prentice brought women from various legal cultures together. It provided an excellent opportunity for an interesting exchange on recent trends in arbitration and women in arbitration.

After cocktails, one hundred people from the world of arbitration attended our dinner at the prestigious Royal College of Physicians of Ireland. The Honourable Madame Justice Mary Finlay Geoghegan, our special guest, spoke about "The Role of the Judge in Directing Parties to and Facilitating the Use of ADR in Commercial Disputes".

Thanks to the support of Klaus Reichert and the efforts of Catherine Kessedjian, who was then a member of the Board of ArbitralWomen, this first official event was a big success.



Round-Table Discussion in Dublin.

- At a conference on Intercultural Arbitration in New York, Yulia, Catherine Kessedjian, Ank Santens, and Maric Vicien Milburn took part in a panel.
- Vera Van Houtte and Patricia Peterson were among the speakers at a UIA symposium on Arbitration and the Courts held in Amsterdam.

- Rashda Rana and Bronwyn Lincoln spoke at an event in Sydney, observing the 50th Anniversary of the New York Convention.
- Karen Mills and Rashda Rana taught a CIArb Diploma course in Malaysia.
- Catherine Kessedjian, Gillian Lemaire, Laurence Kiffer, Teresa Giovanini, and Louise Barrington spoke at a UIA/Lawasia conference in Jaipur.
- The Roger Fisher Tribute held in Toronto was supported by ArbitralWomen.
- Lucy Reed spoke in New York about Women in International Arbitration.
- Louise Barrington hosted a seminar on Externally Funded Arbitration at which Melanie Willems, Karyl Nairn, and Susan Dunn spoke in London.
- Vikki Rogers and Yulia Andreeva organized a luncheon meeting with Ingeborg Schwenzer.
- Several seminars were organized by Women in International Arbitration in cooperation with ArbitralWomen in New York and Washington.



Left to right: Therese Isaksson, Christina Ramberg, Anders Reldén and Marie Öhrström

In November last year, Christina Blomkvist, Linn Bergman, Asa Egardt, Caroline Falconer from SWAN (Swedish Women in Arbitration Network) organised a first major event in Stockholm – a panel debate on the subject “How to become an arbitrator”. The debate was led by Monica Renstig and the panel consisted of Therese Isaksson, Christina Ramberg, Anders Reldén and Marie Öhrström.

The audience of approximately 60-70 persons received many and good advice on how to build their careers within arbitration and the response from the attendants was very positive afterwards. The audience ranged from associates and partners from all of the major law firms in Stockholm to law professors and judges, men and women.

- Recently, Louise Barrington, Elizabeth Birch, Karen Mills, and Sarah Walker took part in an extraordinary exercise mounted by the newly-minted Singapore branch of the Chartered Institute of Arbitrators. The two-day conference focused on the arbitration, followed by the mediation, of the same fact situation – a dispute over the decommissioning of an old oil rig in the mythical state of Xanadu. Louise prepared the scenario, narrated the arbitration day, and acted in the mediation day. Elizabeth was the CEO of the claimant company, ably represented by Sarah. Karen was one of the arbitrators. The women shared the stage with an international cast, including William Rowley, Neil Kaplan, and Sir Anthony Colman.

Meet and Greet

In addition to official events, members of ArbitralWomen have organized dinners and informal meetings for women at events taking place around the world (such as Hong Kong, London, New York, Paris, Stockholm, Sydney, Vienna, Washington). These have provided excellent opportunities for debates on various subjects.

Growing Public Profile

Michael Goldhaber was one of the first journalists to write about ArbitralWomen in an article published in the Summer 2004 issue of *American Lawyer* entitled: "Madame Law Présidente: A woman who sits as president of a major arbitral tribunal is a rare creature. Why?" Since then, ArbitralWomen has enjoyed further press coverage, including a number of interviews and mentions in professional journals, quoting several ArbitralWomen.

In 2007, *Global Arbitration Review* ("GAR") profiled several of our members for a feature article on "Women in Arbitration: Network Effects" (<http://www.arbitralwomen.com/files/publication/4311002040430.pdf>) – an updated and expanded version of a piece begun by Louise Barrington in 1993. The GAR also issued several press releases, featuring ArbitralWomen's influence and activities in the dispute resolution community.

ArbitralWomen was also given prominent mention in an article by Mark Kantor, who listed us as one of the best ways for women to get ahead in the field of international arbitration (*Mark Kantor "Starting out – guide for students and young practitioners", GAR, 21 January 2009* (<http://www.globalarbitrationreview.com>)).

On several occasions, ArbitralWomen was mentioned on the OGEMID (Oil-Gas-Energy-Mining-Infrastructure Dispute Management) distribution list, referred to, or recommended.

Practitioners in the dispute resolution arena increasingly refer to ArbitralWomen and direct interested parties to our website. In the past few years, ArbitralWomen has indeed developed a growing public profile.

Role of Women in the International Dispute Resolution Arena

Louise Barrington and Mirèze Philippe were invited in November 2008 by the Chartered Institute of London and the First Instance Tribunal of Paris respectively to speak about women in arbitration. Following are extracts from their presentations.

The Changing Face of International Dispute Resolution – Louise Barrington

The real beginning of the story was in February of 1993 when I attended my very first conference of ICCA – the International Council of Commercial Arbitrators. Then as now, the colloquial name for this group was the "Gods of Arbitration". There were 250 of them at that conference, and on the second day, five women happened to find ourselves gathered around the coffee table. Looking around, we realized that we five were the ONLY women in that room full of men. I decided to do something about it. After that Bahrain meeting, I made a list of the ten or twelve women I'd discovered, and sent them the list, and asked them to add as many names as they could. It turned into a sort of chain letter and within a few months we had over a hundred women who were to some extent involved with international arbitration. So I invited them to dinner in Paris. To my amazement, we ended up with 60 women at that dinner, in November of 1993. That night was the beginning of a story that continues today on every continent of the globe.

A few years later, my ICC colleague Mireze Philippe, eager to build on the momentum, created a Yahoo chat group, an open, freely available space for women in arbitration to trade views and to practice the old boys' club skill of professional networking. Within years, the group had several hundred members around the world. Since 2005, ArbitralWomen is an association constituted under French law.

Of course diversity is not just about gender. Other than national or regional panels – for example CIETAC in China – those arbitration rosters are not just predominantly male, they are also predominantly Caucasian. “Visible minorities” are scarcely seen. Demography too plays an obvious role. A scholar at National University of Singapore has written extensively about how international commercial arbitration is skewed towards western values, to the detriment of Asian partners. These new arbitration clients – as their numbers and financial clout increase – are going to expect the third party neutrals deciding their cases to have at least some sensitivity to their diverse backgrounds and interests.

One of the major hindrances to the development of international commercial arbitration in Asia is the lack, in many countries of an “arbitration culture”. This became painfully clear to me in the context of the Vis Moot in Vienna ... In the year 2000, my first year as a volunteer arbitrator in Vienna, I was astounded at the quality and the energy of these talented young advocates, but also struck by the virtual invisibility of Asian teams.

Once again, my curiosity was piqued and I decided to do something about it, eventually persuading Moot Director Eric Bergsten to allow a trial “franchise” operation of the Vis Moot in Hong Kong.

Thus was born the Vis East Moot, a sister to the Vienna event, using the same Problem, similar rules, and taking place just before the Vienna orals.

In 2008 I received a touching plea from a team in Vietnam. The captain of the team explained that their group - of four women - had tried to attend Vis East last year, but had failed to raise the money. No Vietnamese school has ever attended a Vis competition to date.

I began with my standard “sorry, we can't waive fees” response, but I copied the Vietnamese request to my fellow board members of ArbitralWomen. To my delight, the board decided unanimously to fund the registration fee for this all-woman Vietnamese team to attend Vis East. A new initiative for AW and a show of support for a very deserving group of young women.

It's a tremendous source of satisfaction to see these two initiatives meet. Both are aimed at changing the face of international dispute resolution from what one woman rather dryly described as “male, pale, and stale”, to reflect the growing diversity of both the clients and the geography of dispute resolution.

Looking around the conference room at this year's ICCA in Dublin, I saw so many female faces, and an assortment of races - not only in the audience, but also on the podium. The 2008 ICCA welcomed participants from over 50 countries, including Nigeria, Nepal, Philippines, Slovenia, Tunisia, Peru and Russia. Such a contrast with Bahrain in 1993.

It's a long road and we are nearer its beginning than its end. But with each step forward, we know we're having a positive effect. Little by little, the face of international arbitration is changing – to provide third party neutrals who have not only the skills and talent to do the job, but the ethnic, gender and cultural backgrounds to appreciate the needs and interests of the parties on both sides of the dispute resolution table.

Women Have a Role to Play in the Dispute Resolution World – Mirèze Philippe

Mirèze highlighted the growth of the role of women in the dispute resolution arena in the last twenty years. The place of women in the legal profession in general and in the arbitration community in particular has evolved significantly. Twenty years ago, women rarely represented parties in arbitration procedures, played the role of arbitrator, or acted as mediators and experts. Since then, women have been appointed to perform all these roles. They are not only co-arbitrators, but also sole arbitrators and chairpersons of tribunals. In several law firms, women lawyers constitute half of the associates; they are unfortunately rarely partners. This situation is often criticized by surveys undertaken concerning the advancement and retention of women lawyers. Some law firms are very proud of counting an important number of women among their lawyers and have programs to support the place of women in the profession, such as White and Case, which has a Women's Initiative. Also, there are more and more women speakers invited to different panels around the world.

Although positive change and encouraging attitudes are not common to all countries, important efforts are being undertaken, such as in the Arab and Asian regions.

The fact that several Moot teams consist entirely of women is yet another sign of change which encourages young women to develop expertise in this field. Also, in recent years, a number of masters specifically devoted to international dispute resolution have been created around the world. In addition to these masters, the numerous seminars, workshops, moot courts, and internships offered to young lawyers in law firms practicing dispute resolution have allowed many women to be trained in this field. This has helped to create a space for women in the international dispute resolution arena. These women are future lawyers, arbitrators, mediators, experts. For these reasons, the presence of women in the legal community has expanded naturally. As women study, work, and participate in the construction and evolution of the world, they are more and more represented in dispute resolution. Mirèze's conclusion about the position of women is positive. She is confident that the trend will continue, but that we must allow time for change.

<http://www.arbitralwomen.com/files/publication/46011902041128.pdf>.

Willem C. Vis International Commercial Arbitration Moot Awards

The Vis Moot has been held in Vienna since 1993 – the same year ArbitralWomen came into being. A sister Moot, the Vis East, has been held in Hong Kong for the past seven years thanks to Louise Barrington. An impressive number of our members participate in the Vis Moots either as arbitrators hearing the students' pleadings or as evaluators correcting their memoranda. ArbitralWomen has also been very responsive to the call for assistance in scoring and judging the Vis East International Commercial Arbitration Moot in Hong Kong with record numbers of women volunteering to read memoranda or judge oral arguments.

ArbitralWomen also grants awards to groups of students from developing countries who participate in the annual Vis Moots. ArbitralWomen paid the registration charges for three school teams from Indonesia, Tunisia, and Vietnam for 2009 and 2010. Since the award is designed to further the aims of ArbitralWomen, one requirement is that at least half the members of a team must be women. Teams told us that they were able to raise more funds thanks to our support.

ArbitralWomen Mentor Program

ArbitralWomen has a mentor program in which young members of ArbitralWomen can develop a professional relationship with a more experienced member. Board member Karen Mills, in charge of membership, matched several pairs from around the world in the second year of the programme. As the program continues, participants will be asked to send reports giving their impressions of its impact. We hope this will help us make positive adjustments over the years.

Other Information

ArbitralWomen Mentor Program

Members may submit their request to take part in this program to Board member Karen Mills, in charge of membership and the mentor program. Mentors and mentees who participate in the program are required to send reports on their experience and impressions.

ArbitralWomen Flyer

A flyer available on the homepage of our website is a useful tool to introduce ArbitralWomen. The handy format can be printed on two sides of an A4 sheet and easily folded in three to make the 6-page brochure.

ArbitralWomen T-shirts and Pins

ArbitralWomen T-shirts and Pins are available for members (contact Louise or Mirèze). Pins are free. T-shirts are uni-size and cost 12 Euros each or two for 20 Euros, plus postage.

ArbitralWomen Members Are Invited To:

Please assist us by telling other prospective members to visit our website and join the group. The greater our numbers, the more effectively we can work towards our objectives.

Support for ArbitralWomen

Special thanks to ICCA organizers Donald Francis Donovan and Klaus Reichert who have lent ArbitralWomen their valuable support. During both the ICCA Montreal in June 2006 and ICCA Dublin in June 2008, ArbitralWomen was referred to on the ICCA website. Donald invited us to present our group in Montreal and Klaus assisted with our special ArbitralWomen day in Dublin.

Save the Date

ArbitralWomen Fifth Anniversary 17 August 2010, The Hague

Save this date and join us in The Hague on the occasion of the ILA: the AGM (for members) will be hosted by the Peace Palace. A tour of the Peace Palace will take place, followed by a cocktail. Registration will be soon available on our website.

Newsletter Editorial Board

Louise Barrington, Mirèze Philippe,
Yulia Andreeva, Lorraine Brennan,
Karen Mills

2008 – 2010 ArbitralWomen Board

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Find a Practitioner

Visit our website to search for appropriate and qualified dispute resolution practitioners.

Membership

Women who wish to join the group may visit our website and submit an application along with their C.V.

Newsletter

ArbitralWomen Newsletter is a bi-annual publication presenting information about international dispute resolution and women practitioners in this field. For questions or comments, use the "Contact us" on the homepage.