ABSTRACT
January 17, 2022

Professor Homer C. La Rue and Arbitrator Alan A. Symonette, *The Ray Corollary Initiative: How to Achieve Diversity and Inclusion in Arbitrator Selection,* 63-2 HOWARD LJ 215 (Wint. 2020).

The article is an empirical-based study aimed at increasing diversity, equity, and inclusion (DEI) in the selection of ADR neutrals. The proposal is termed the Ray Corollary Initiative (RCI). In response to the call to action of ABA Resolution 105— Diversity in ADR (i.e., increased diversity in the selection of ADR neutrals), the RCI demonstrates that ADR providers and selectors can increase the selection of arbitrators and other ADR neutrals from diverse and under-represented communities by ensuring that the selection slates and rosters are at least 30% diverse.

Social Science empirical research has demonstrated that when 30% or more of a final slate of candidates is diverse, the statistical chance of selecting a diverse candidate is disproportionately higher. The converse is true: when less than 30% of the slate is diverse, the chance of selecting a diverse candidate diminishes nearly to zero (collectively, the "30% metric"). Meeting the 30% metric has been shown in other contexts to have the effect of expanding and promoting diverse persons in positions of importance.[1]

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[1] Stefanie K. Johnson, David R. Hekman, & Elsa T. Chan, *If There's Only One Woman in Your Candidate Pool, There's Statistically No Chance She'll Be Hired,* HARVARD BUS. REV. REPRINT H02U2U at 2-3, 6.