

DIVERSITY INITIATIVES AT JAMS



DIVERSITY & INCLUSION COMMITTEE

Members: Associates from a wide range of JAMS locations and roles

Primary Focus: Provides support, guidance, and input regarding JAMS' diversity initiatives to ensure they are closely tied to annual business goals. Several subcommittees handle different elements of these initiatives.

SMT Sponsors: CMO, CHRO, Region VP, VP Corporate Development & Panel Relations

Subcommittees

- Steering Committee
- Events Committee
- Client Outreach
- Diversity Communications
- Resources Committee

CEO ADVISORY TASK FORCE ON DIVERSITY

Members: A cross section of diverse panelists

Primary Focus: Group convened to focus on making recommendations and improving the way JAMS approaches the complex issues of diversity and inclusion.

SMT Sponsor: CEO

D&I PANELIST ADVISORY BOARD

Members: Panelists from various markets who serve a two-year term

Primary Focus: Provides perspective and feedback on planned initiatives and spreads the word about D&I initiatives amongst fellow panelists.

SMT Sponsors: CMO, Region VP, VP Corporate Development & Panel Relations

DIVERSITY PROGRAM MANAGER

Works collaboratively across JAMS to further the organization's diversity and inclusion goals, including building practices of existing diverse panelists, working with law firms, in-house counsel, and affinity bar organizations to increase the adoption of the Inclusion Clause, and helping to bring on high-caliber, diverse neutrals to the panel. Collaborates with the JAMS Institute to create diversity programs and training.