



## Purpose of the Program

JAMS created the Diversity Fellowship Program to provide training, mentorship, sponsorship, and networking opportunities to emerging alternative dispute resolution (ADR) professionals who have demonstrated resilience and excellence on their path toward a career in ADR. **JAMS is steadfast in pursuing increased diversity among ADR practitioners.** We recognize the benefits of recruiting and retaining qualified ADR professionals. At JAMS we define diversity broadly and seek to incorporate myriad backgrounds, competencies, experiences, and viewpoints into our organization. We believe that diversity significantly enhances the quality of the services we provide our clients, and we value and encourage diverse viewpoints and leverage them to guide our business.

## Program Structure and Eligibility

The JAMS Diversity Fellowship Program is open to academics, lawyers, industry-specific professionals, and alternative dispute resolution practitioners who express an interest in and motivation to build a practice in dispute resolution.

The JAMS Diversity Fellows Program is a 12-month program. Applicants must be available to complete an in-person or virtual orientation. Selected applicants will have the opportunity to build the program around their availability and needs. Please note, the JAMS Diversity Fellowship Program is a non-paid fellowship. However, fellows will receive significant value through the training and exposure they will receive.

## Application Materials and Procedures

The application consists of the following documents:

- Application form
- Cover letter, which should detail the applicant's interest, experience, and achievements in the field of alternative dispute resolution.
- A personal statement (one page). The personal statement should be a narrative describing your professional, and life experiences and, where relevant, identifying connections between those experiences and the broader goal of advancing diversity, equity, and inclusion in the legal profession.
- A current Resume / CV
- Two letters of reference from persons knowledgeable about your interest and experience (if any) in dispute resolution.

## Application Timeline

- Application submission deadline: **May 24, 2024**
- Application panel review: **June 2024**
- Applicant Interviews: **July 2024**
- Fellows selection notification: **August 2024**
- In-person Los Angeles, CA Fellowship Orientation: **October 8-9, 2024\***

*\*JAMS will cover the fellows 2-3 night lodging (if needed) at the host hotel, and fellows will be reimbursed for their reasonable out-of-pocket expenses to and from the Los Angeles, CA fellowship orientation.*

***Disclaimer:*** *To maintain JAMS neutrality, we cannot accept applicants where you, your company, or your law firm has a pending arbitration or court reference matter with JAMS.*

During your 12-month participation within the JAMS Diversity Fellowship, should you, your company, or your firm participate in a pending JAMS arbitration or court reference matter, please immediately notify Joanne Saint Louis, Director of Diversity Outreach and Christina Benavides, Diversity Program Coordinator to ensure all proper steps are taken to maintain JAMS neutrality and meet any disclosure obligation.

**Applications should be received no later than: May 24, 2024**

## Application Form