



News

Ed Lenci Quoted in ABA's Mediation Week on Importance of Promoting DE&I in ADR

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Hinshaw partner Ed Lenci was recently quoted in an article in the ABA's *Mediation Week* titled "Achieving Access & Inclusion in ADR." In the article, Lenci discussed the importance of removing barriers to diversity, equity, and inclusion (DE&I) in ADR.

On why DE&I initiatives give organizations a competitive edge: "Diverse perspectives foster innovative thinking as well as solutions the parties may never have considered. Diverse perspectives can increase the likelihood that the resolution will be fair in the minds of all involved."

On changing perception in the neutral selection process: "Rather than seeking neutrals based simply on their background in the judiciary or big law, the parties should consider gender, color, and age, too," said Lenci. "Reliance on a narrow range of qualifications creates blind-spots, and blind-spots usually impede getting to yes and a win-win result. Words are not enough; we need to be deliberate to create opportunities for diversity or it will never happen."

[Read the full article on the ABA's website](#)

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