



# Equal Representation in Adjudication Pledge



Tell People – Stand by it - Raise awareness

Introduce clients to qualified female adjudicators

Think about why you wouldn't appoint a suitably qualified female Adjudicator

Does the named ANB have women on its panel – if not, name one that does

Lobby the ANBs to open up their panels to suitably qualified candidates

Ask others to sign the pledge

Think again – do you appoint the same people?  
Consider suitably qualified women to be your Adjudicator

Include women (wherever possible) on shortlist for appointments

I've signed the Pledge – what do I do now?

Lobby the ANBs to be open about who is on their panel and routes to appointment

Encourage suitably qualified women to become Adjudicators

If you are an Adjudicator – become a mentor to women looking to take the next step towards appointment