

Chief Executive Officer

Ray Corollary Initiative, Inc.

Remote

Salary: \$130,000 - \$150,000

The Organization

Ray Corollary Initiative, Inc. (RCI, Inc.) is a broad diversity initiative of the alternative dispute resolution (ADR) community to increase diversity, equity, and inclusion in the selection of neutrals in labor-management, employment law disputes, and all other ADR dispute resolution processes. The RCI is a product of Homer C. La Rue and Alan Symonette's article, *The Ray Corollary Initiative: How to Achieve Diversity and Inclusion in Arbitrator Selection*.

RCI, Inc. promotes a deliberate, evidence-based approach to increase diversity in the selection of arbitrators, mediators, and other ADR neutrals. The RCI will help appointers and rostering entities consider multiple types of diversity and will support them in creating arbitrator rosters that enable the appointment of diverse neutrals. The RCI will improve the appointment of diverse neutrals by requiring that those who join its pledge seek to ensure that at least 30% of each arbitrator roster is made up of diverse neutrals.

RCI, Inc. includes "the 30% metric" because of the demonstrated effect that 30% diversity has on the likelihood that a diverse neutral will be appointed. In studies on U.S.-based employment, when there is only one diverse candidate for a position, there is almost no chance that that person will be hired. Yet, when there were at least 2 female candidates in a pool of four, the chance that one would be hired was 79.14 times greater. For race, the results were more dramatic – "the odds of hiring a minority were 193.72 times greater if there were at least 2 minority candidates in the finalist pool" of four. The results remained consistent, so long as the 30% metric was met. In the U.S., the 30% metric has helped professional football (Rooney Rule) and law firms (Mansfield Rule) achieve meaningful change in diversity. The RCI believes the 30% metric can also support diversity in arbitrator appointments throughout the ADR field.

Consistent with this research, the RCI will encourage the ADR community to ensure, subject to reporting and accountability measures, that at least 30% of their slates of proposed neutrals for any matter be comprised of diverse candidates (defined as Black, Latinx, Indigenous, Asian American Pacific Islander, other people of color, women, persons of the LGBTQ community, and persons living with disabilities). Similarly, the RCI encourages advocates to pledge:

- 1) to include diverse neutrals among any list of mediators or arbitrators they propose in their disputes,
- 2) to select diverse mediators or arbitrators in their disputes; and
- 3) to track the selection of diverse neutrals in arbitrated and mediated disputes.

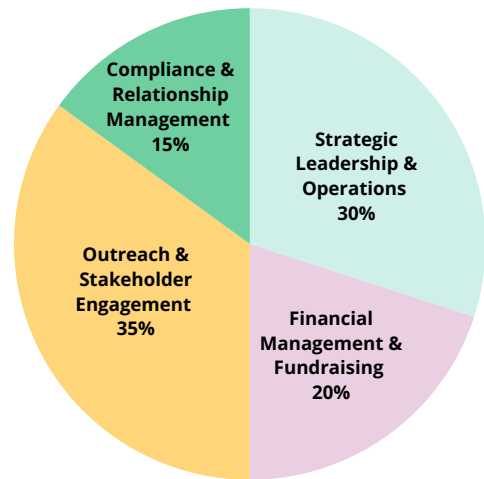
The Position

Reporting to the Board of Directors, the inaugural Chief Executive Officer (CEO) of Ray Corollary Institute holds a pivotal role in steering the organization towards achieving its mission and strategic goals. As the primary executive leader, the CEO will be responsible for a broad range of strategic, operational, and administrative functions. This role demands a dynamic leader who can effectively collaborate with the Board of Directors and engage with various stakeholders to enhance the organization's impact and sustainability.

The CEO will be the first full-time staff member for the organization.

Strategic Leadership and Operations

- Develop and execute a strategic plan in close collaboration with the Board of Directors and the Leadership Team of RCI, Inc.
- Foster strong partnerships with the Board to ensure aligned goals, clear accountabilities, coordinated objectives, and robust financial planning.
- Oversee the organization's operations, ensuring the development and maintenance of systems for pledge collection and impact tracking.
- Support the Board of Directors in agenda setting, documentation (including meeting minutes), and committee engagements.
- Organize and coordinate Board-approved events, enhancing organizational visibility and stakeholder engagement.



Financial Management and Fundraising

- Establish and maintain rigorous financial practices in collaboration with the Treasurer, including budget development and compliance with financial reporting requirements.
- Lead fundraising initiatives to secure necessary resources, aligning with annual budgets approved by the Board.
- Drive the completion of grant applications and support Board members in their fundraising efforts, ensuring a consistent and sustainable financial base for the organization.

Outreach and Stakeholder Engagement

- Maintain and actively update the RCI, Inc. website and social media platforms, creating engaging and relevant content to promote the organization's mission.
- Represent RCI, Inc. at conferences and other public events, enhancing the organization's profile and educating stakeholders about its activities.
- Build and sustain relationships with key stakeholders, including pledge-takers and partner organizations, to foster cooperation, collaboration, and partnerships that support RCI's mission.

Compliance and Relationship Management

- Ensure strict adherence to legal, regulatory requirements, and organizational bylaws, safeguarding the integrity and compliance of RCI, Inc. operations.
- Enhance and maintain relationships with a diverse array of stakeholders and organizations, leveraging these relationships to advance the organization's goals and strategic vision.

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Strategic Visioning Ability to articulate and implement a clear vision aligned with RCI, Inc.'s mission of increasing diversity within the ADR community, foreseeing industry trends, and adapting strategies to meet evolving objectives.	Leadership in DEI Demonstrated commitment to DEI with proven experience in leading initiatives that promote inclusivity and diversity, particularly in settings related to dispute resolution or similar fields.	Stakeholder Engagement Skilled in building and maintaining strong relationships with a wide range of stakeholders, including arbitrators, mediators, legal professionals, other ADR neutrals and diversity advocacy groups, to foster collaboration and buy-in for diversity initiatives.
Financial Acumen Competence in managing financial resources effectively, including budget preparation, financial forecasting, and securing funding to ensure the sustainability of the organization's programs and initiatives.	Operational Excellence Expertise in overseeing daily operations, optimizing organizational processes, and ensuring the implementation of efficient systems to meet strategic goals, particularly those related to the tracking of diverse arbitrator, mediator, and other ADR neutrals appointments.	Communication and Advocacy Excellent communication skills, capable of effectively promoting RCI Inc.'s mission and achievements through various channels and persuasively advocating for policy changes and best practices in arbitrator, mediator and other ADR neutrals selection.

Additional Qualifications

- **Expertise in Alternative Dispute Resolution:** Demonstrated leadership and deep commitment to the ADR field, with substantial experience in driving initiatives and fostering advancements within this sector.
- **Dedication to Diversity, Equity, Inclusion, and Belonging:** Proven track record of promoting and implementing DEIB principles, particularly in the selection of neutrals in arbitration, mediation, and other dispute resolution processes.
- **Communication and Public Engagement:** Exceptional ability in public speaking, writing, and using social media effectively to engage with diverse audiences, advocate for organizational goals, and enhance visibility and impact of initiatives.
- **Analytical and Organizational Competence:** Strong analytical skills with the capability to oversee data collection and analysis to track and promote diversity goals. Exceptional organizational skills to manage complex projects and lead the organization efficiently.
- **Collaborative Leadership:** Ability to work collaboratively with the Board of Directors, stakeholders, and diverse community groups to advance the mission of RCI, Inc. Skilled in consensus-building, fostering team cooperation, and guiding collective efforts towards common goals.
- **Emotional Intelligence and Professional Integrity:** High emotional intelligence, with the capacity to manage both personal and interpersonal challenges effectively, fostering an environment of communication and respect. Recognized integrity and accountability in professional conduct and decision-making.

WHO WE ARE

Work Environment

RCI, Inc. has a fully remote work environment.

Our Commitment to Diversity, Equity, & Inclusion

RCI, Inc. is an equal opportunity employer—we celebrate diversity and are committed to creating an inclusive environment for all employees.

RCI, Inc. provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

COMPENSATION AND BENEFITS

Salary

\$130,000 - \$150,000

Benefits

Please note that, being the first position in our newly founded start-up, benefits are not yet available; however, developing a robust benefits plan soon is a priority for us.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by September.

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[Submit an application](#)

