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AAA® Establishes New Leadership Role, Appointing Ingeuneal C. Gray as Vice President of Diversity, Equity and Inclusion

NEW YORK (May 22, 2024)—The American Arbitration Association® (AAA) is pleased to announce the appointment of Ingeuneal C. Gray, Esq. as the vice president of diversity, equity and inclusion (DEI). Gray, who previously served as the AAA’s vice president of commercial, brings a wealth of experience and a deep commitment to fostering diversity and inclusion within the organization and the alternative dispute resolution (ADR) community.

Gray’s appointment to this newly created role underscores the AAA’s ongoing dedication to promoting diversity and inclusion in ADR, a commitment that spans several decades. With a focus on increasing diversity within arbitrators and mediators, the AAA recognizes the importance of ensuring equitable representation and fostering an inclusive environment for all stakeholders.

“The creation of the vice president of diversity, equity and inclusion role is an important next step toward building a more inclusive and equitable ADR community. Intentional, focused leadership is necessary to weave diversity and inclusivity into the fabric of our operations and culture,” said AAA President and CEO Bridget McCormack. “Ingeuneal is an inspired leader who will help us reach new milestones for inclusion and ensure that the diversity of the communities we serve is reflected in our services.”

In her new role, Gray will spearhead initiatives to recruit, retain and advance diverse arbitrators and mediators. Leveraging her extensive background in the commercial and energy sectors, Gray will collaborate with various organizations, bar associations, universities and trade organizations to advance diversity and inclusion within ADR. “I’m honored to take on this challenge and continue the AAA’s longstanding commitment to diversity, equity and inclusion,” Gray said.

Gray, who has more than 20 years of legal experience as an attorney, arbitrator and mediator, has been actively involved in diversity initiatives throughout her career. From serving as co-chair of the AAA DEI committee to participating in the AAA’s Higginbotham Fellows program—a one-year initiative that provides training, mentorship and networking opportunities to promising professionals in the ADR field—Gray has demonstrated a steadfast dedication to advancing diversity and inclusion within the legal and ADR communities.

“DEI has long been a passion of mine and a subject of my work and studies for many years,” Gray said. “By dedicating myself full-time to DEI initiatives, I’m confident I can make a significant impact. I’m eager to begin this journey, working collaboratively with colleagues, organizations and stakeholders to effect meaningful change.”



As AAA's vice president of diversity, equity and inclusion, Gray will work to foster an environment where diverse voices are heard, valued and empowered, shaping the future of ADR.

For more information on the AAA's DEI initiatives, please visit: <https://www.adr.org/dei/adr-pipeline>.

About the American Arbitration Association

The not-for-profit AAA is the leading provider of alternative dispute resolution ADR services. It has administered more than seven million ADR cases since its founding in 1926. With 29 offices in the United States and Singapore, the AAA provides organizations of all sizes in virtually every industry with ADR services and products. For more information, visit www.adr.org.

About the International Centre for Dispute Resolution

The International Centre for Dispute Resolution® (ICDR®) is the international division of the AAA and the largest international provider of dispute resolution services. Established in 1996, the ICDR serves parties from over 100 countries with multilingual staff experienced in international dispute resolution proceedings and a roster of over 725 arbitrators and mediators. For more information, visit www.icdr.org.

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