



ARBITRATOR DEMOGRAPHIC DATA

Q1 2024

As required by California Code of Civil Procedure § 1281.96(a)(12), ADR Services, Inc. collected the listed demographic data as self-reported by ADR Services, Inc.'s Neutrals who serve or may serve as arbitrators. The information is provided here in the aggregate.

Racial and/or Ethnic Group

Neutrals were asked to respond to with which racial and/or ethnic group do you identify? Choose all that apply.

Racial Identity	Numerical Count	Percentage of Respondents
American Indian, Native American or Alaska Native	0	0.0%
Asian	7	4.6%
Black or African American	5	3.3%
Hispanic/Latino or Spanish	11	7.2%
Middle Eastern or North African	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%
White or Caucasian (Non-Hispanic)	116	75.8%
Other	1	0.7%
Decline to State	13	8.5%

Gender Identity

Neutrals were asked to respond to which of the following best describes your gender identity?

Racial Identity	Numerical Count	Percentage of Respondents
Male	111	68.5%
Female	46	28.4%
NB	0	0.0%
Trans	0	0.0%
Decline to state	5	3.1%

Disability Status

Neutrals were asked to respond to do you identify as a person with a disability?

Racial Identity	Numerical Count	Percentage of Respondents
No	144	89.4%
Yes	4	2.5%
Decline to State	13	8.1%

Military Status

Neutrals were asked to respond to which best describes your military status?

Racial Identity	Numerical Count	Percentage of Respondents
U.S. Military Veteran	20	12.4%
Military Service from a Country Other than the U.S.	0	0.0%
Current Member of the Armed Forces (Active Duty or Reserve)	0	0.0%
No Military Service	132	82.0%
Decline to State	9	5.6%

Sexual Orientation

Neutrals were asked to respond to which of the following best describes your sexual orientation?

Racial Identity	Numerical Count	Percentage of Respondents
Asexual	1	0.6%
Bisexual	2	1.2%
Gay or Lesbian	3	1.9%
Heterosexual	132	82.0%
Pansexual	0	0.0%
Decline to State	23	14.3%