



ARBITRATOR DEMOGRAPHIC DATA

Q1 2025

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%
Asian	7	4%
Black or African American	5	3%
Hispanic/Latino or Spanish	11	7%
Middle Eastern or North African	0	0%
Native Hawaiian or Pacific Islander	0	0%
White or Caucasian (Non-Hispanic)	125	76%
Other	2	1%
Decline to State	14	9%

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	119	67%
Female	53	30%
NB	0	0%
Trans	0	0%
Decline to state	5	3%

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	159	90%
Yes	4	2%
Decline to State	13	7%

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	19	11%
Military Service from a Country Other than the U.S.	0	0%
Current Member of the Armed Forces (Active Duty or Reserve)	0	0%
No Military Service	148	84%
Decline to State	9	5%

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	1%
Bisexual	2	1%
Gay or Lesbian	3	2%
Heterosexual	145	82%
Pansexual	0	0%
Decline to State	25	14%