



GAIL WRIGHT SIRMANS

MEDIATOR

Gail Wright Sirmans is a nationally recognized alternative dispute resolution professional, civil rights lawyer and scholar with more than forty years of experience. Wright Sirmans, who has handled hundreds of civil and commercial disputes across the country, is recognized for her tenacity, persistence and creativity in obtaining agreements. She also serves as a facilitator in complex multi-party matters and designs dispute resolution systems and policies.

Upon graduating from Harvard Law School Wright Sirmans began her career with the Equal Employment Opportunity Commission. Following her position as the Special Assistant to the General Counsel, she joined the NAACP Legal Defense Fund (LDF) as an Associate General Counsel where she litigated complex class actions at the trial and appellate level in federal courts around the nation. She gained exceptional skills in negotiating and settling multi-million dollar cases involving contentious parties. Wright Sirmans has held professorships at Cornell's College of Industrial and Labor Relations, St. John's Law School, and Pace Law School.

Wright Sirmans serves on CPR's Council and is on CPR's panel of Distinguished Neutral Mediators. She was instrumental in developing the "Pathway's" program designed to diversify CPR's panels of mediators and arbitrators. She was honored to receive CPR's 2021 Diversity Award. A longstanding member of the National Bar Association, she serves on the board of the NBA's ADR Section. Wright Sirmans is a Distinguished Fellow with the International Academy of Mediators, and the founding co-chair of the Diversity Equity & Inclusion Committee.

An active member of the ADR community, Wright Sirmans lectures on alternative dispute resolution, employment law, civil rights and constitutional law. During the NYSBar's 2021 Annual Meeting, she addressed the Dispute Resolution Section on the topic, "Community Engagement: Approaches to Civil Conversations on Racial Equity & Implicit Bias". She was a panelist for the ABA's 2020 Mediation Week "Resolution 105 Roundtable". She also spoke during the NY State Supreme Court 's program "Court Attorney's Primer on Presumptive ADR in the Court and Enhancing Skill Set". A frequent lecturer at The Center for Alternative Dispute Resolution, she presented "Lessons From Abroad: Mediation Systems Beyond the United States" during their 2019 Annual Conference. Wright Sirmans organized the seminar, "The Diversity Dilemma in the Aftermath of Jay-Z" held in partnership with CPR at the NBA's 2019 National Convention".

Ms Wright Sirmans, the first Black woman in the NYSB House of Delegates, was the founding chair of the Committee on Minorities in the Profession, where she initiated one of the nation's first state bar ethics provisions prohibiting discrimination within the profession. For more than a decade, Wright Sirmans was a member of the board of the Asian American Legal Defense and Education Fund. She is a member of the board of The Healing of the Nations, an organization that seeks to create opportunities for dialogue and understanding across diverse communities. A dedicated patron of the arts, she serves on the board of the American Folk Art Museum.

Wright Sirmans is admitted to the bars of Washington, D.C. and Pennsylvania.