

## VANCE CENTER WOMEN IN THE PROFESSION CONFERENCE

### The Importance of Mentoring

While women graduate from law schools and take positions at entry level in equal number to men, top leadership positions remain a male bastion. The ability to retain female talent has not yet been sufficiently mastered. Law firms are increasingly concerned with the “leaking pipeline”, since attracting, developing and promoting best talent is essential to keep a competitive edge. Understanding the reasons behind the current gender gap is crucial to devise effective gender diversity policies. Unless we address the root causes, the number of women in leadership positions will remain low.

The Vance Center has been committed to the advancement of women in the legal profession in Latin America since 2007. We are proud to have been the first to sponsor conferences that have brought together women leaders and younger professionals in the legal profession to discuss gender issues in the workplace. We have been instrumental to the creation of a strong network among women lawyers in Latin America, many of whom will be present at the conference, and have sparked several successful gender initiatives in the region.

Abundant literature has singled out certain feminine common traits that result from culture, upbringing, social and working habits, which make it more difficult for women to navigate the system. At the same time, in a knowledge economy, other traits traditionally associated with women, such as empathy and team work, are particularly valued in present times. As relative newcomers to the working world, designed by and for men, the importance of mentoring to help women lawyers overcome hurdles cannot be sufficiently underscored.

During this conference we will briefly review some of the traits that have been identified as typically feminine, which make it more difficult for women to climb the ladder, as well as those that are advantageous, as a preamble to discussing the advantages of mentoring.

Mentoring programs are aimed at overcoming traits that hold one back, teaching new skills, improving communications, bridging generation gaps and developing leadership abilities. After reviewing a pioneer mentoring program established in Mexico, we will split into discussion tables with moderators to collect input from the audience and discuss best practices for the implementation of successful mentoring programs.

We are confident that this conference will be a new landmark on the road on which the Vance Center embarked in 2007.



CYRUS R. VANCE CENTER  
FOR INTERNATIONAL JUSTICE

## VANCE CENTER WOMEN IN THE PROFESSION CONFERENCE

### The Importance of Mentoring

Sheraton Grand Rio Hotel & Resort  
Rio de Janeiro, March 9, 2016  
Room Copacabana

#### AGENDA

- 8:30 am **Registration**
- 9:00 am **Welcome and Opening Remarks.** Vance Center Vice-Chair and Shearman & Sterling Partner Antonia Stolper; Pinheiro Neto Advogados Partner Esther Nunes
- 9:10 am **Understanding the Gender Gap: The Importance of Mentoring.** McKinsey & Company Associate Principal Mariana Donatelli; Marval, O'Farrell & Mairal Partner Patricia López Aufranc
- 10:00 am **Pioneer Cross-Organizational Mentoring Program in Mexico: Abogadas MX.** Honeywell Latin America VP and General Counsel and Abogadas MX Founder Valeria Chapa
- 10:15 am **Plenary Q & A Session**
- Moderator:** Assistant U.S. Attorney for the Southern District of New York Carrie Cohen
- 10:45 am **Breakout Session: Next Steps in Mentoring.** Critical areas, traits that hold women back, new skills, best practices for effective programs and evaluation criteria.
- Moderators:** Corina Bove, Virginia Brause, Mariana Donatelli; Valeria Chapa; Marcela Hughes; Patricia López Aufranc; Guadalupe Martinez; Patricia Menéndez; Raquel Novais; Flavia de Souza Oliveira; Luciana Tornovsky; Carolina Zang
- 12:00 pm **Final observations and recommendations.** Carrie Cohen; Patricia Lopez Aufranc
- 12:15 pm **Conclusion.** Tozzini Freire Partner Moira Huggard-Caine; Vance Center Pro Bono Partnerships and Women in the Profession Program Director Adriana Ospina



## CYRUS R. VANCE CENTER FOR INTERNATIONAL JUSTICE

### Vance Center Women in the Profession Conference

#### Biographies of Presenters and Moderators



**Antonia Stolper**, Partner Shearman & Sterling LLP, Vice Chair Cyrus R. Vance Center for International Justice

Antonia Stolper is the Latin America Regional Managing Partner and a member of Shearman & Sterling's Capital Markets-Americas practice group. Ms. Stolper's practice focuses primarily on corporate finance transactions in emerging markets. She has extensive registered public offering experience for foreign private issuers. Her practice focuses on debt and equity securities offerings for Latin American corporate and sovereign issuers, representing both underwriters and issuers, and on restructuring transactions in Latin America, representing issuers, dealer managers and creditors. In addition, she advises a number of Latin American issuers on their ongoing SEC reporting requirements and corporate governance matters. Ms. Stolper has also advised the Climate Bonds Initiative pro bono on establishing standards for financing the transition to a low carbon economy. Ms. Stolper is also Vice-Chair of the Cyrus R. Vance Center of the New York City Bar Association, promoting pro bono work by private lawyers in Latin America and working with lawyers throughout the region on promoting the status of women in the legal profession. Ms. Stolper is currently ranked Band 1 in Latin America-wide Capital Markets *Chambers Latin America* and Band 1 in Latin American Investment in *Chambers Global*. She was named one of the National Law Journal's Outstanding Women Lawyers in 2015 and selected by Latinvex in 2015 as among Latin America's top 50 female lawyers.



**Esther Donio Bellegarde Nunes**, Partner Pinheiro Neto – Advogados

Partner in charge of the telecommunications and information technology groups in the firm (telecommunications regulatory law, internet, e-commerce, data privacy, information technology, computer science law, technology transfer, trademark and patent licensing and other regulatory issues). Assists the U.S and Canadian Consulates by presenting legal briefings on doing business in Brazil. One of the founders of the Women Lawyers Committee of the firm.

Nunes graduated from the School of Law of the University of São Paulo, majoring in corporate law and specialization in telecommunication at IPEJUR – Instituto de Pesquisas Jurídicas.

She was also the President of the ITECHLAW in the United States from 2004 to 2005 and current member of its Advisory Board. She has had articles published in Brazil and abroad on telecommunications, data privacy, computer law, technology transfer rules, treatment of foreign capital in Brazil and licensing. She was listed since 2002 in publications such as Chambers Global, World's Leading Lawyers, Who's Who, Legal 500 Latin America, Latin Lawyer 250, Best Lawyers, Which Lawyer Yearbook and Global Counsel 3000, among others, as a leading or "highly recommended" lawyer in the communications and information technology areas in Brazil. Listed in LatinLawyer as one of the inspiring women practicing in the Latin America legal profession. Also listed in Expert Guides "Women in Business Law 2015" of Euromoney. She is the President of the Chamber of Commerce Brazil-Canada in Sao Paulo and Member of the Board of ABDTIC - Associação Brasileira do Direito da Tecnologia da Informação e das Comunicações. She speaks Portuguese, English and Spanish.



**Mariana Donatelli, Associate Principal McKinsey & Company São Paulo**

Mariana Donatelli is an associate principal in the São Paulo office of McKinsey & Company. She joined the firm in 2011 and has extensive experience in advising leading retail and consumer companies in Brazil on topics related to marketing and sales, operations and strategy.

Mariana also leads the Women Initiative in Latin America. She is the co-author of the "Women Matter: a Latin American Perspective" (2013), a McKinsey article based on the analysis of 345 listed companies, interviews with 40 CEOs and HR VPs and survey with 550 executives. In 2015, she also participated on the development and dissemination of the latest McKinsey Global Institute release "The power of parity: how advancing women's equality can add \$12 trillion to global growth". Additionally, Mariana is one of the leaders of internal initiatives at McKinsey to recruit and retain talented women.

Mariana Donatelli graduated from Escola Politécnica da Universidade de São Paulo (USP), Brazil, and École Nationale des Ponts et Chaussées, France.



**Patricia López Aufranc, Partner Marval, O'Farrell & Mairal**

Patricia López Aufranc has been a partner at Marval, O'Farrell & Mairal since 1987. Her practice has focused on international financial and commercial transactions, mergers and acquisitions, joint ventures, and a wide range of business contracts. She has also focused on leadership and women empowerment.

She graduated from the Law School of the University of Buenos Aires (1975); obtained a Diplôme Supérieur in Corporate Law from the School of Law of the University of Paris II (Panthéon) (1977) and a Master in Laws (LL.M.) from Harvard Law School (1985). She was a Fellow of the Advanced Leadership Initiative at Harvard University (2016).

She is a founding member and former chair of the Argentine Forum of Executive Women (FAME); and sits on the board of the Harvard Law School Women Alliance, among other educational, cultural and professional associations.

Patricia has been identified as leading lawyer in banking, capital markets and international trade by several publications including Euromoney Publications, Chambers, Global Counsel 3000 and Latin Lawyer. She obtained the first Latin Lawyer Diversity Initiative of the Year Award for her work in connection with the advancement of women in the legal profession (2014).



**Valeria Chapa Garza, Vice President and General Counsel, Latin America for Honeywell International**

As Honeywell International Inc.'s Vice President & General Counsel for Latin America, Valeria provides general commercial, corporate governance and compliance advice to Honeywell's operations in LATAM with over 19,000 employees in Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, Panama, Peru, Venezuela and Uruguay. The LATAM Law Department she leads is currently formed by 12 legal and contracts managers based in Mexico and Brazil. Before joining Honeywell, Valeria was a partner at Baker & McKenzie based in Monterrey, Mexico. She also worked at the firm's New York (2004) and Mexico City (2006-2008) offices. She holds a JD from the Universidad de Monterrey, Mexico (Cum Laude, 2001) and a Master of Laws (Harlan Stone Fiske Scholar, 2004) from Columbia University in New York.

In 2015, Valeria co-founded an NGO formed by Mexican in-house and law firm attorneys called Abogadas MX, which aims to increase the representation of women in leadership positions through initiatives that promote networking, professional development and leadership opportunities for women attorneys. Through this NGO, Valeria launched an innovative mentoring program in Mexico that pairs senior lawyers from corporations and law firms with junior lawyers to guide their professional growth and share best practices. Valeria is a 2013 Fellow of the Leadership Council on Legal Diversity (LCLD) and an active supporter of the Women in the Profession initiative led by the Cyrus R. Vance Center for International Justice of the New York City Bar.



**Carrie H. Cohen, Office of U.S. Attorney for Southern District of New York**

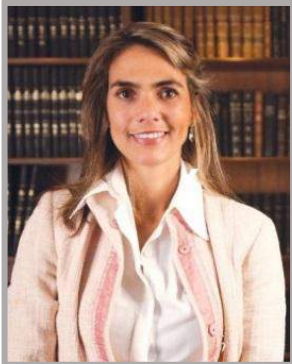
Ms. Cohen works for the U.S. Department of Justice as an Assistant U.S. Attorney in the Southern District of New York, Criminal Division, where she prosecutes public corruption, white collar fraud, and narcotics cases. Most recently, Ms. Cohen was the lead prosecutor in *United States v. Sheldon Silver*, which was a bribery, extortion, and money laundering criminal prosecution of the former longtime Speaker of the New York State Assembly that resulted in guilty verdicts on all counts. Previously, Ms. Cohen was Chief of the Public Integrity Unit in the New York State Attorney General's Office and an Assistant Attorney General in the Civil Rights Bureau. Ms. Cohen also was a litigation associate at Morrison & Foerster and at Vladeck, Waldman, Elias & Engelhard, where she specialized in representing women in the workplace. In 2002, Ms. Cohen and her family lived in Bhutan where she was a consultant to the Chief Justice and drafted the country's Penal Code and Rules of Evidence. Ms. Cohen is active in bar associations, having served as Vice President of the New York City Bar, Chair of the New York City Bar's Executive Committee, Chair of the Commercial and Federal Litigation Section of the New York State Bar Association, and Member of the House of Delegates of the New York State Bar Council, Chair of the Board of Directors of CITYarts, Inc., and an appointed member of Cornell University's President's Council of Cornell Women. In addition, Ms. Cohen is on the advisory committee of the Cyrus R. Vance Center for International Justice on whose behalf she has helped organize and spoken at conferences throughout Latin America regarding the advancement of women attorneys. Ms. Cohen earned her J.D. from the University of Pennsylvania Law School and her B.A. from Cornell University. Ms. Cohen lives with her husband and four children in New York City.



**Corina Bove, Partner Guyer & Regules**

Corina Bove, lawyer, is a Partner at Guyer & Regules and specializes in corporate and banking matters. Her practice includes mergers and acquisitions, corporate law at large, financing transactions and debt restructurings, securities' offerings and advising financial institutions in banking transactions in general. She has been recognized by international legal publications such as "Chambers & Partners" and "Legal 500" for her performance in Corporate/M&A matters. Corina has been selected by daily "El Observador" among the 50 most influential women in Uruguay and by Latin Lawyer among the 50 most inspiring women in Law in Latin America. She is also a member of the board of directors and executive committee of World Services Group, is member of the International Bar Association and has been a speaker in several conferences in Uruguay and abroad. Corina is a Fulbright Scholar (2000, LASPAU) and obtained an LLM in International Legal Studies at Georgetown University Law Center in International Legal Studies. She is dual-qualified and admitted to practice Law both in Uruguay and New York. In 2001, she worked at the New York offices of Sonnenschein Nath & Rosenthal (Dentons). Within the firm, Corina acts as mentor for young women lawyers and leads the internal committee on women in the profession. She is also very active in several pro-bono initiatives, including those related to childhood and education.





**Virginia Brause, Partner Jimenez de Arechaga, Viana & Brause**

Virginia's practice focuses on Corporate Law, Mergers & Acquisitions, Business Franchising and Banking Law. Referential partner in corporate advice in complex issues for prestigious international and local companies.

She graduated as Attorney-at-Law from the University of the Republic in 1996 and obtained a Master's degree in Corporate Law from the University of Montevideo in 2000. Furthermore, she was granted a Diploma on Legal Services Management from the Austral University, Buenos Aires, 2011.

Virginia has been the advisor for strategic projects of the main food and drink multinational company in the Free Zone. She provides ongoing counsel to international companies under competitive bidding processes achieving successful results and also assisted in the negotiation of the purchase by Arcos Dorados of McDonald's franchise, which was considered the "Deal of the Year 2007" by Latin Lawyer.

Virginia had a key role in the merger of Mondelez International-Cadbury in 2015 as well as in the acquisition of ABN AMRO Bank N.V. by Santander Bank, in 2008.

She provides counsel in corporate law to one of the main foreign communication companies as well as for one of the most important private schools in Uruguay. She was also the advisor to some of the main international banks in credit granting to several Uruguayan companies. She led the team working on the legal and accounting auditing with cross border jurisdictions of a foreign mining investment in Uruguay. Virginia also provided legal advice to one of the major financial institutions in its first trust of public offer of consumer credits.

Virginia participated as a panelist at the International Conference for the Development of the Legal Profession for Women Lawyers held in Panama City in 2014-2015 and co-organizer with the Vance Center for International Justice, New York, the International Conference: Women in the Legal Profession in Uruguay. (2014)

Since 2011 Virginia has been a Member of the Board of Directors of Ronald McDonald's Uruguay House of Charities ("Asociación Casa Ronald McDonald de Uruguay") and a Board Member of Endeavor Uruguay from 2008 to 2012.

Mrs. Brause collaborates on a regular basis with articles on legal topics in several newspapers such as El Observador: Free Zones: A successful system in danger; "The Legal Franchise; How to successfully negotiate a Commercial Franchise"; "Find out the right way to acquire a business"; "The legal Start-Up of a Business".

Mrs. Brause is fluent in English and Portuguese.



**Marcela Hughes, Partner Hughes & Hughes Abogados**

Marcela Hughes is co-responsible for the Corporate Department and head of the M&A Department. She specializes in international transactions, Mergers and Acquisitions, negotiation of contracts with public and private entities, structuring of corporate schemes in public and private transactions, foreign investments, preparation of bid proposals and private initiatives to be filed before public entities.

She has obtained qualifications from Harvard Business School (Leading Professional Service Firms); Conciliation and Arbitration Centre – Uruguayan Chamber of Commerce – Mediator/Conciliator; Academy of American and International Law – International and Comparative Law Center – The Center for American and International Law (former Southwestern Legal Foundation) – Dallas, Texas.; Columbia University, Program in Foreign Law Parker School of Foreign and Comparative Law; Universidad de la República Oriental del Uruguay - Doctor in Law and Social Sciences.

Positions held include member of the Advisory Board of the Latin American Regional Forum at the IBA, the Advisory Board at the Institute for International and Comparative Law, and the Board of Directors at the Uruguayan Chamber of Commerce.

She has been awarded Best Corporate Lawyer in Latin America by Euromoney in the Americas Women in Business Law Awards; ranked in Band 1 ("Leading individuals") in Corporate/Commercial by Chambers Latin America "The World's Leading Lawyers for Business"; ranked in Band 1 ("Leading individuals") in Corporate/Commercial by Chambers Global "The World's Leading Lawyers for Business"; awarded Best Firm in Uruguay – Americas Women in Business Law Awards – Euromoney – Legal Media Group; ranked by PLC Which Lawyer? as Highly Recommended in Corporate/M&A; selected by Latin Lawyer as "Inspiring woman in Law" in Latin America.

She has experience teaching commercial law in the Facultad de Derecho y Ciencias Sociales, at Universidad de la República Oriental del Uruguay. She has lectured at ORT University and also in several conferences at the International Bar Association on various issues of her field of practice.



**Guadalupe Martinez Casas**, Executive Director at Central Law

Guadalupe is a graduate of the Facultad de Derecho de la Universidad de Buenos Aires, Argentina (1998), with the first year of a Master's degree in Law and Economics from Universidad Torcuato Di Tella in Buenos Aires, Argentina (2003/2004) and an MBA from the Universidad Latina de Panamá/INCAE Program (2008).

Her professional experience includes work in law firms in Argentina, the United States, and Panama, in areas involving litigation, arbitration, corporate, and in public-private partnerships, as well as in business development, marketing and communications. Guadalupe is the creator of the firm's corporate social responsibility program, called EnfocaRSE, through which she coordinates the firm's pro bono work.

She has been a lecturer for the Facultad de Derecho de la Universidad de Buenos Aires, in the subject of Civil and Commercial Obligations of professors Oscar Ameal and Atilio Alterini, Buenos Aires, Argentina (1999-2001).

She is a former president of the first Corporate Women Lawyers Association in Buenos Aires (2005) and in Central America has shared with most well known law firms her idea of creating a women lawyers group with the main purpose of networking, coaching and legal education focusing on life balance. Guadalupe is currently based on a temporary basis in Tegucigalpa, Honduras.



**Patricia Menendez-Cambo**, Partner Greenberg Traurig

Patricia Menéndez-Cambo serves as the Vice President and Secretary of Greenberg Traurig. She is the Chair of the Global Practice, Chair of the Global Corporate & Securities Practice, Co-Chair of the Global Energy & Infrastructure Practice, and a member of the firm's Executive Committee. Prior to assuming the leadership of the firm's Global Practice Group, she headed the firm's Latin American Practice. Patricia works on mergers and acquisitions, joint ventures, corporate governance, as well as capital markets and general corporate and securities law matters. Patricia has been lead counsel on numerous first-time cross-border transactions.

Patricia remains actively involved in the strategy and operations of her clients' business, providing practical solutions and serving as a catalyst for the legal implementation of her clients' global strategy. Patricia previously served as Subdirectora General for Telefónica S.A. and General Counsel to a number of their subsidiaries and affiliates, assisting them in relation to their global expansion. During her tenure as in-house counsel, she also served as a Director for a number of entities within the Telefónica Group throughout Latin America, Europe and Asia.



**Raquel Novais**, Partner Machado Meyer Advogados

Partner since 1990, Raquel was head of the tax group for 18 years and managing partner of the firm in the 2012-2013 biennium. This function was a great challenge and Raquel consolidated a project focused on talent retention addressed to keep and improve the women practice in the firm. The project includes providing women lawyers with greater possibility of disputing gender balance in the firm's partnership named Women in Machado Meyer Program.

Raquel has a broad tax practice, involving both international and domestic tax planning and consulting, with in-depth knowledge in dispute resolution on corporate taxes, including transfer pricing. She has wide experience with the natural resources and regulated energy industries.

Recommended by Chambers Latin America, by Chambers Global and by The Legal 500 Latin America guide. Moreover, many other renowned publications, such as Who's Who Legal, LACCA Approved and AnáliseAdvocacia(Brazilian renowned publication) regard Raquel as a leading lawyer in the tax field.

Raquel is also a member of the Council of the W.I.L.L. (Women in Leadership in Latin America) Brazil.



**Flavia Regina de Souza Oliveira, Partner Mattos Filho**

Flavia has worked extensively in matters related to exempt organizations and corporate social responsibility. Flavia pioneered pro bono work at Mattos Filho and has headed the non-profit and tax-exempt practice in the firm since 2000. She regularly lectures on the legal aspects of NGOs and social business at the extension program at Fundação Getúlio Vargas. She is the Latin American Liaison Officer of the Pro Bono Committee of the International Bar Association.

**Degrees:** School of Law at the University of São Paulo, 1994; Specialist in Tax Law at the Catholic University of São Paulo, 1999; Postgraduate in The Nonprofit Sector Administration of Getúlio Vargas Foundation, 2000; Postgraduate in Corporate Social Responsibility of Getúlio Vargas Foundation, 2004. Master's Degree in Public Administration of Getúlio Vargas Foundation, 2012.



**Luciana Tornovsky, Partner Demarest Advogados**

Luciana Tornovsky is a partner in the Corporate / M&A practice group at Demarest Advogados, located in São Paulo, Brazil. She graduated from Pontifícia Universidade Católica de São Paulo Law School (PUC/SP) in 1997. She received her LL.M. degree from Harvard Law School and the International Tax Program certificate at Harvard University in 2000. She worked at Gibson, Dunn & Crutcher in New York for two years. She is a member of the Foreign Trade and International Relations Commission of the Brazilian Bar Association. She has been the Vice-President of the Harvard Law School Association of Brazil since 2006. She is also a member of the Harvard Business School Angels of Brazil and Co-Chair of Harvard Women Alliance in Brazil. She is highly recommended by Chambers Latin America, Chambers Global, LACCA, Latin Lawyer and Legal 500. She is the author of some books and articles published in Brazil and other countries. She is currently the head of the Social Responsibility Group of Demarest, as well as the Pro Bono Committee.



**Carolina Zang, Managing Partner Zang, Bergel & Viñez**

Carolina Zang is Managing Partner and Head of the Banking and Capital Markets Practice. She specializes in corporate legal advise with emphasis in financing, capital markets, debt restructuring, M&A, investment funds, private equity and venture capital, and real estate.

Ms Zang is Vice Chair of the IBA Latin American Regional Forum, where she also served as Chair of the Real Estate Committee. Ms Zang also chairs the Corporate Law Committee of the City of Buenos Aires Bar Association.

Ms Zang also worked at the national legal department of the Secretariat for Natural Resources and Human Environment, and at Chadbourne and Parke in New York. She graduated from the Universidad de Buenos Aires (with honors) in 1995, and obtained an LLM at the New York University School of Law, in 1998.

She regularly contributes with national and international publications and has been identified by peer-reviews, including Best Lawyers, Abogados de la City and Chambers &





**Moira Huggard- Caine TozziniFreire, Partner TozziniFreire Advogados**

Moira Huggard-Caine is a partner at Brazilian TozziniFreire, where she heads the firm's International Relations and Women's Task Force. She has played a prominent role in policy decisions taken by the board of the Association of Brazilian Law Firms (CESA), where she holds the office of Vice-president, and the Law Firm Committee of the Brazilian Bar Association (OAB-São Paulo section), and the Law Firm Committee at the Federal level of the Brazilian Bar Association. Huggard-Caine's achievements in the Brazilian legal profession are also matched by her work overseas. She is an Advisory Council member of the Section on Public and Professional Interest of the International Bar Association, as well as of the Latin American Forum, among others. In addition, the guide to foreign investment in Brazil coordinated by her for the government of São Paulo remains as a reference for the Brazilian Government missions abroad. Moira has also organized the "Anti-Corruption Strategy for the Legal Profession", a training program for law firm leaders in São Paulo overseen by the International Bar Association (IBA) in collaboration with the Organization for Economic Cooperation and Development (OECD) and the United Nations Office on Drugs and Crime (UNODC). As a result of her dedication, she was the first woman to receive the Outstanding Dedication to the Legal Profession Award by Chambers and Partners.



**Adriana Ospina, Director of Pro Bono Partnerships, Cyrus R. Vance Center for International Justice**

Adriana Ospina joined the Vance Center in May 2015 as Director of Pro Bono Partnerships. She is responsible for developing and managing relationships with law firms and other legal institutions that collaborate on pro bono legal representation with Vance Center lawyers. She also manages the Center's relationship with pro bono clearinghouse organizations, which are part of the Pro Bono Network of the Americas, to promote pro bono practice in Latin America and elsewhere.

Ms. Ospina is also the Director of the Vance Center's Women in the Profession (WIP) program that aims to strengthen the role of women in the legal profession in Latin America. With the cooperation of a Steering Committee composed of female senior partners in law firms representing more than ten countries, the WIP program sponsors conferences across Latin America that have brought together women leaders and younger professionals in the legal profession to discuss gender issues in the workplace.

Ms. Ospina is active in her community and volunteers for a non-for-profit organization that serves children and adults with disabilities. She is responsible for planning and teaching a bi-annual course on special needs law to low-income, Hispanic parents of children with special needs.

Prior to joining the Vance Center, Ms. Ospina served as a member of the Greenwich Board of Education in Greenwich, CT and was a strong advocate of initiatives to narrow the achievement gap between minority students and their non-minority counterparts in the fifteen Greenwich public schools.

Ms. Ospina received a JD from Harvard Law School and an AB in German Studies from Harvard University. After receiving her JD, Ms. Ospina worked as an associate with the law firm Shearman & Sterling in their New York office and subsequently as Of Counsel while living in Brazil and then Colombia. During her time at Shearman & Sterling, Ms. Ospina worked on general corporate and banking finance transactions.

Ms. Ospina is a dual citizen of Colombia and the U.S. She was born in Bogotá and has lived in the United States, Austria and Brazil. She speaks Spanish, English, Portuguese, French and German.



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We are grateful for the support of the women listed below, without whom this event would not have been possible

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- **Antonia Stolper** | Partner Shearman & Sterling LLP
- **Carrie H. Cohen** | Assistant U.S. Attorney for the Southern District of New York
- **Patricia Menendez-Cambo** | Partner Greenberg Traurig LLP
- **Carmen A. Corrales** | Partner Cleary Gottlieb Steen & Hamilton LLP
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