

JUNE 5, 2017

NEW YORK, NY



Diversity & Inclusion in the Latin America Legal Profession

Agenda

Welcome to the Diversity &
Inclusion in the Latin America
Legal Profession.



12:00 PM -
1:00 PM

NETWORKING LUNCHEON

Welcome

Claudia Farkouh Prado | *McKenzie Global Executive Committee member, Chair for Latin America and Global Diversity & Inclusion Committee Chair* | Baker McKenzie

1:00 PM -
1:15 PM

Opening Remarks

Judith Hargrave | *Assistant General Counsel* | Phillip Morris International Inc.

Adriana Ospina | *Director of Strategic Initiatives* | Cyrus R. Vance Center for International Justice

Sandra Yamate | *Chief Executive Officer* | The Institute for Inclusion in the Legal Profession

1:15 PM -
2:15 PM

PANEL DISCUSSION

What corporate clients are considering/measuring/assessing when they evaluate diversity and inclusion efforts within Latin American law firms.

PANELISTS

Carmen Román Arancibia | *Corporate General Counsel and Head of Corporate Affairs* | Walmart Chile

Felipe Paez | *Chief Compliance Counsel* | GE Global Research

Jonas Bruzas | *Vice President & Chief Counsel Latin America* | Mondelēz International

Luisa Menezes | *Vice President & Associate General Counsel, Regulatory, Policy & Strategy* | Philip Morris International Inc.

Valeria Chapa Garza | *Vice President and General Counsel, Latin America* | Honeywell International Inc.

MODERATOR

Madeleine McDonough | *Chair and Partner* | Shook, Hardy & Bacon



2:15 PM -
3:30 PM

PRESENTATION AND PANEL DISCUSSION

Ways in which metrics can be leveraged to guide law firms towards inclusion, assess specific challenges, and identify where bias may hinder diversity efforts.
Plenary Q&A Session

This session will discuss why collecting data matters, how it connects with the qualitative analysis of a decade of data collection, and which “better practices” have shown improvement in retaining and advancing women and minorities in law firms.

SPEAKER

Gabrielle Brown | *Director* | New York City Bar Association Office of Diversity & Inclusion

PANELISTS

Barack Echols | *Partner* | Kirkland & Ellis

Carolina Zang | *Partner* | Zang, Bergel & Viñes

Gustavo Membiela | *Partner* | Hunton & Williams

Paula Samper Salazar | *Partner* | Gomez-Pinzon Zuleta

MODERATOR

Claudia Farkouh Prado

3:30 PM -
4:00 PM

Coffee Break

4:00 PM -
4:30 PM

KEYNOTE ADDRESS

Ambassador

Mari Carmen Aponte

Lawyer, diplomat and businesswoman, Ambassador Aponte was one of the few Latinas to serve as a United States Ambassador when she was Ambassador to El Salvador under President Barack Obama. We will learn how she overcame the barriers facing a Latina lawyer to establish a distinguished career that includes service as Assistant Secretary of State for Western Hemisphere Affairs and nomination to serve as the U.S. Permanent Representative to the Organization of American States. Join us as she shares her insights about blazing new trails as a Latina lawyer while working cooperatively and supporting other women.

4:30 PM -
5:15 PM

BREAKOUT SESSION

Institutional and individual strategies to combat implicit bias and promote greater diversity and inclusion.

Participants will be randomly divided into small working groups, each with a moderator, to discuss assigned strategies, based on better practices determined by surveys of over 200 law firms in Latin America and the United States, which individuals and institutions can implement to improve diversity and inclusion in their law firms. Moderators will guide the discussion of potential obstacles, proposed implementation timelines and reasonable expected results for each of the proposed strategies.

BREAKOUT SESSION LEADERS

GROUP 1

CAREER ENHANCEMENT INITIATIVES

Carmen Román | *Legal and Corporate Affairs Manager* | Walmart Chile

GROUP 2

FIRM DIVERSITY SUPPORT

Carolina Flores | *Partner* | Arias

GROUP 3

NETWORKING AND SUPPORT RESOURCE GROUPS

Cecilia Mairal | *Partner* | Marval, O'Farrell & Mairal

GROUP 4

INCLUSION AND RETENTION EFFORTS

Corina Bove | *Partner* | Guyer & Regules

GROUP 5

SENSITIVITY TRAINING

Ellen Smith | *VP & Chief Counsel North America* | Mondelēz International

GROUP 6

FLEXIBLE WORK PROGRAMS

Silvia Kim | *Senior Counsel* | Philip Morris International Inc.

GROUP 7

ACCOUNTABILITY AND ACTION

Trish O'Prey | *Executive Counsel & Investigations Leader* | GE Corporate

5:15 PM -
5:25 PM

Transition Break

5:25 PM -
5:45 PM

RE-CAP OF BREAKOUT SESSION

Final observations and recommendations for ongoing engagement.

LEADER

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

5:45 PM -
7:00 PM

Networking and Awards Reception

Awards for D&I initiatives from corporate supporters Philip Morris International Inc. and Walmart Stores.

HOST

Barack Echols

speaker bioographies





**Ambassador
Mari Carmen
Aponte**

Mari Carmen Aponte served as Acting Assistant Secretary in the Department of State's Bureau of Western Hemisphere Affairs from May 2016 until January 2017. Previously, Aponte was the Ambassador of the United States to El Salvador since 2012. Her priorities in El Salvador included expanding crime prevention, growing the economy and moving the country towards democracy, sustainable development and human rights.

She is the first Puerto Rican woman to hold the title of ambassador. Born in Puerto Rico, Aponte moved to the United States to pursue a better education. After earning a B.A. in political science from Rosemont College, she taught in Camden, New Jersey, and became aware of underrepresented educational needs of minority students. Aponte enrolled in Temple University Beasley School of Law and earned a J.D. in 1975. She was one of few Puerto Rican women enrolled in a U.S. accredited law program at that time and, subsequently, the first Latina lawyer in Pennsylvania. Aponte moved to Washington, D.C., in 1979 when President Jimmy Carter appointed her a White House Fellow. She continued practicing law in D.C. and co-founded one of the first minority-owned law firms. In 1984, Aponte was elected the first woman president of the Hispanic National Bar Association. She continued to hold leadership positions for the next 25 years, advocating for women and the Latino community. From 2001-2004, she was Executive Director of the Puerto Rican Federal Affairs Administration. She was also on the board of directors for the National Council of La Raza and the Puerto Rican Legal Defense and Education Fund, and later provided strategic counsel for the Hispanic Information and Telecommunications Network, a Spanish-speaking national non-commercial television network. Aponte received the 2015 Margaret Brent Women Lawyers of Achievement Award from the American Bar Association in recognition of her community service.



**Carmen Román
Arancibia**

*Corporate General
Counsel and Head of
Corporate Affairs,
Walmart Chile*

Carmen Román Arancibia, lawyer from the Universidad Gabriela Mistral of Chile, has more than 18 years of experience in the retail area. She has worked since 1999 in a Chilean supermarkets chain owned by the Dutch multinational company Ahold. In 2004 she was contracted by the Chilean retail company Cencosud as a Corporate General Counsel, and actively participated in the international process of the expansion of the Chilean group in South America. She specializes in acquisitions, company mergers and the corporate area. Since December of 2009, she has worked in Walmart Chile S.A., as Corporate General Counsel.

During the first four years in the company she was responsible for the development and implementation of the Ethics and Compliance program. Since 2016, she has also been responsible for Corporate Affairs.

In 2015 she was elected counselor of SOFOFA, an influential business Chilean association and since 2015 has been part of the business executive committee.

She has been named as one of the top 100 female leaders of the country, recognized by peers and professionals from other areas of Chilean business.



Patricia López Aufranc

*Partner, Marval,
O'Farrell & Mairal*



Patricia López Aufranc has been a partner of Marval, O'Farrell & Mairal since 1987, specializing in corporate, banking and international trade.

Her practice has focused on transnational financial and commercial transactions, including debt and equity issues, syndicated loans, derivatives, investment funds and asset securitizations. She also advises clients on trans-border mergers and acquisitions, joint ventures, dumping investigations and a wide range of business contracts.

Before joining the firm she worked for The First National Bank of Boston. She also worked for the firm of Klein & Mairal and for the Office Juridique Français et International in Paris.

She graduated from the Law School of the University of Buenos Aires in 1975 and obtained a Diplôme Supérieur in Corporate Law from the School of Law, University of Paris II in 1977. She received a Master in Laws from Harvard University in 1985. During 2015 she was a Fellow at Harvard's Advanced Leadership Initiative along with 40 other professionals from different countries and practice areas.

She has published numerous articles in Argentina and abroad, and regularly makes presentations in her areas of practice.

She chaired the Corporate Law Commission of the International Association of Lawyers ("UIA"), and is Deputy of the Rule of Law Section UIA-IROL to the UIA Executive Committee.

She sits on the board of the Harvard Law School Women Alliance, is an International Member of the Harvard Alumni Association's Council, and a board member of the Harvard Club of Argentina.

She is a member of the Executive Committee of Women in the Profession, at the Cyrus Vance Center for International Justice, New York.

Patricia was one of the founders and former chair of the Argentine Forum of Executive Women (FAME).

She has been identified as leading lawyer in banking, capital markets and international trade by Euromoney Publications, Chambers, Global Counsel 3000 and Latin Lawyer.

She was singled out as leader of Mercosur by *Gazeta Mercantil* (Sao Paulo, 2000); as one of the 50 top women leaders in Argentina by *Apertura*, a leading business magazine in Argentina; and as a top women lawyer by *Latin Lawyer*. She was awarded the first edition of the Diversity Award by *Latin Lawyer* (2014) for her contribution to the advancement of women lawyers in the legal profession in Latin America.





Gabrielle Brown is the Director of Diversity and Inclusion for the New York City Bar, where she leads the Association's efforts to enhance diversity in the legal profession across a broad range of internal and external constituents, including law firms, corporate legal departments, nonprofit organizations and educators. Previously, she founded the City Bar's Pipeline Initiative, which provides comprehensive programming for inner-city students to address academic support and enrichment, professional and substantive skill development, networking/mentoring opportunities and exposure to the legal profession.

Gabrielle is a member of the Executive Board of Directors of Practicing Attorneys for Law Students, Inc., the Institute for Inclusion in the Legal Profession Advisory Board, The Association for Legal Career Professionals, the Oberlin College Alumni Council, and is a 2014 Council of Urban Professionals Fellow and member of the Alumni Board. She speaks regularly and trains organizations on developing diversity and inclusion initiatives, professional readiness, mentoring, and networking.

Gabrielle Brown

Director, New York City Bar Association Office of Diversity & Inclusion





**Jonas
Bruzas**

*Vice President
& Chief Counsel
Latin America,
Mondelēz
International*

As regional chief legal officer for Latin America Mondelēz International, Jonas Bruzas is responsible for managing a broad variety of legal matters and the legal team in the region. He also handles a broad range of cross-border international matters including corporate and commercial transactions, international tax and trade. Jonas previously was Chief Counsel, Global Law for Mondelēz, representing the company in complex cross-regional transactions such as mergers and acquisitions, divestitures, joint ventures, outsourcing and other significant multinational contract negotiations and implementation. He was also responsible for legal operations and outside counsel management strategy world wide, knowledge and technology management, and training systems for the global department. Prior to moving to the global headquarters, Jonas was Senior Counsel CEEMA region in Europe, where he was responsible for providing legal support to regional business management in various functions, coordination of cross regional legal matters and merger and acquisition projects. Before assuming the position of Chief Counsel Baltics in Lithuania, he worked as a country manager for Estonia and Latvia establishing Kraft Foods (former name of Mondelēz International) sales and marketing organizations in these countries. Before joining Kraft Foods, Jonas worked in the legal departments of Baltijos TV and the Lithuanian Cultural Foundation.

Jonas earned his master's degree in law from the Vilnius University of Vilnius, Lithuania, and his L.L.M. degree in U.S. Law from Loyola University Chicago School of Law.



**Barack S.
Echols**

*Partner,
Kirkland & Ellis LLP*

Barack Echols is a litigation partner in Kirkland's Chicago office. Barack concentrates his practice in the areas of antitrust and complex commercial litigation, and has broad experience in class action defense, consumer fraud claims, bankruptcy litigation, arbitration and government investigations. Barack has represented corporate clients in arbitration and in federal and state courts throughout the United States in price-fixing class actions, contract disputes, consumer fraud matters and creditor claims in bankruptcy.

Barack has been active in Diversity and Inclusion efforts at Kirkland and in the legal community throughout his career. He is a longstanding member of Kirkland's Diversity Committee and its Racial/Ethnic Minority subcommittee. He sits on the Boards of the Institute for Inclusion in the Legal Profession, the Diversity Scholarship Foundation and the ABA's Judicial Intern Opportunity Program, and is a Fellow in the Leadership Council on Legal Diversity.

Barack has been annually recognized as a leading lawyer by *Chambers USA, America's Leading Lawyers for Business* since 2014 and as an "Illinois Super Lawyer" in Antitrust by *Super Lawyers* magazine since 2013. Barack also was named one of *Savoy Magazine's* 2015 Most Influential Black Lawyers, a list of the "best of the best" of black partners within leading national law firms and counsel from *Fortune* 1000 corporations.



Valeria Chapa Garza

Vice President and General Counsel for Latin America, Honeywell International Inc.



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 has 18 legal and contracts managers based in Mexico, Brazil, and Argentina. Before joining Honeywell, Valeria was a partner at Baker McKenzie in Monterrey, Mexico. She also worked at the firm's New York (2004) and Mexico City (2006-2008) offices. She holds a J.D. 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 with 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.





Judy Hargrave has been Assistant General Counsel for Philip Morris International's Latin America and Canada region since 2011.

She joined Philip Morris International in 1988 as a Corporate Counsel for Philip Morris Limited (Australia), having started her in-house counsel career at Hoechst (Australia) Ltd in 1986. In 1992, Judy was appointed General Counsel and Company Secretary (Australia) and in 1994 was appointed Director, Legal and Corporate Services (Australia) responsible for Law, Risk and Insurance and Compliance. Judy was appointed as an Assistant General Counsel in 2001 and moved with Philip Morris International to Hong Kong. During this time she was involved in the business expansion into Asia. Alongside this, she helped establish the Asia Law team.

In 2011 Judy moved to New York where she holds her current position. In this role, Judy covers a wide variety of legal matters including mergers and acquisitions, competition law, corporate governance and industry specific regulation. She also oversees Philip Morris International's Diversity and Inclusion in the Latin America Legal Profession Program. She embraces diversity and inclusion and in particular enjoys coaching and mentoring new in-house counsel. Throughout her career Judy has also held various roles with Corporate Lawyers Associations both in Australia and Hong Kong, and is currently a Trustee of Oxford Academy in Connecticut.

Judy holds graduate degrees in Law and Economics and a post-graduate diploma in Commercial Law, all from Monash University in Australia.

Judy lives in New York, is married and the mother of two adult sons.

Judith Hargrave

Assistant General Counsel, Philip Morris International Inc.





**Madeleine
McDonough**

*Chair and Partner,
Shook, Hardy & Bacon*

Madeleine McDonough is Chair and Partner at Shook, Hardy & Bacon, and represents multinational companies in pharmaceutical, animal health, medical device, food, cosmetics and beverage industries. Earlier this year, the National Association of Women Lawyers honored Madeleine with its 2017 Leadership Award, presented each year to individuals whose personal contributions have helped advance women lawyers and promote diversity in the legal profession. She is on the board of directors of the Institute for Inclusion in the Legal Profession. *The National Law Journal* named Madeleine one of the nation's top 50 Litigation Trailblazers & Pioneers; she also is an American Bar Foundation fellow. During her tenure as chair of Shook's Pharmaceutical and Medical Device Practice, the firm represented dozens of major pharmaceutical companies, including each of the top 10 worldwide.

Shook is the 2017 recipient of The Coca-Cola Company's General Counsel Diversity Advancement Award, honoring long-term, ongoing leadership in diversity and inclusion, and a three-time winner of the company's "Living the Values" award. Shook also is a three-time winner of the Thomas L. Sager Award from the Minority Corporate Counsel Association, and received a 100 percent top rating from the Human Rights Campaign Foundation, which named the firm one of the "Best Places to Work for LGBT Equality." *Working Mother* magazine named Shook one of the "Best Law Firms for Women," and the firm is a member of the Leadership Council on Legal Diversity.



Gustavo J. Membiela

Partner, Hunton & Williams

Gus Membiela is a litigation partner in the Miami office of Hunton & Williams. He handles a wide variety of commercial matters, focusing on cross-border disputes and transnational arbitrations, including class action litigation. Gus counsels clients both pre- and post-litigation on matters of corporate significance, which includes advising boards and other business leaders with respect to legal risks, coordinating the response of domestic and multi-jurisdictional legal teams to these risks and participating in internal investigations.

He has significant experience representing financial institutions of all sizes, both domestic and foreign and in litigating construction disputes. As part of his practice, Gus counsels clients on complex jurisdictional and venue issues, investment and construction disputes, and sovereign immunity challenges (including those arising from expropriation events). Gus also has significant experience representing clients in state and federal courts across the United States. He also advises clients with respect to Cuba-related issues and in connection with the application of U.S. regulations regarding Cuba.

Gus received his B.S. from Villanova University and his J.D. from the University of Pennsylvania Law School. He is licensed to practice in Florida, D.C., and New York.

Gus is a sought-after speaker and participates in numerous conferences and educational seminars. He has received many accolades as a top lawyer by publications such as *Super Lawyers*, *South Florida Legal Guide*, *Daily Business Review* and *Brickell Magazine*. Gus serves as co-chair of the firm's diversity and inclusion committee and is committed to discovering new ways to bring diversity and inclusion to the forefront.



Luisa Menezes

*Vice-President and
Associate General Counsel,
Regulatory Policy &
Strategy, Philip Morris
International, Inc.*



Luisa Menezes has been Vice-President and Associate General Counsel, Regulatory Policy & Strategy, for Philip Morris International, Inc., Switzerland, since August 2016.

Luisa joined Philip Morris International in December 1996 as Counsel for Tabaqueira S.A. in Portugal, when the company was acquired by Philip Morris International. Luisa was appointed Counsel for Philip Morris Europe in Switzerland in 1998 and, in 2001, returned to Portugal for three years as Senior Counsel for Tabaqueira S.A.. In 2005, Luisa was appointed Assistant General Counsel for Latin America & Canada and moved to New York, United States, and in 2010 was appointed Vice-President and Associate General Counsel, Latin America & Canada.

Luisa's in-house counsel experience spans a wide variety of legal matters, including consumer protection, marketing and advertising, mergers & acquisitions, employment and collective bargaining, data protection and privacy, and competition law. She is responsible for giving legal support to a range of corporate functions including Corporate Affairs, Operations, Sustainability, Marketing and Sales, the Department Management and Communications, and Anti-Trust.

Luisa holds a graduate degree in Law and a post-graduate degree in European Law from Universidade Católica, Lisbon. She has also attended several management and leadership courses, including the Management Program for Lawyers at Yale School of Management.

Luisa is a member of the Advisory Board of The Institute for Inclusion in the Legal Profession.

Luisa is Vice-Chair of the International Corporate Counsel Committee (ABA Section of International Law).





Adriana Ospina joined the Cyrus R. Vance Center for International Justice in May 2015 and is Director of Strategic Initiatives. She directs the Women in the Profession (WIP) program, which aims to strengthen the role, opportunities, and work conditions of women lawyers in Latin America. She manages WIP's International Steering Committee, composed of female law firm partners and general counsels representing eighteen countries, and leads the Vance Center's support of country-based WIP initiatives. She organizes the annual conferences across Latin America that the Vance Center has convened since 2007, bringing together women leaders and younger legal professionals to discuss gender issues in the workplace. These conferences have sparked several successful gender initiatives in the region, such as Mexico's mentoring program, now being replicated regionally.

Adriana Ospina

Director of Strategic Initiatives, Cyrus R. Vance Center for International Justice

Adriana also directs other Vance Center key initiatives among lawyers, law firms and civil society in Latin America, including the newly-established Lawyers Council for Civil and Economic Rights in the Americas. She also provides support to the Vance Center's efforts to promote pro bono practice in Central America and other countries in the region.

Prior to joining the Vance Center, Adriana worked as an associate and Of Counsel with the law firm Shearman & Sterling on general corporate and banking finance transactions. She also served as a member of the Greenwich Board of Education in Greenwich, Conn., where she volunteered for a not-for-profit organization serving children and adults with disabilities.

Adriana received a J.D. from Harvard Law School and an A.B. in German Studies from Harvard University. She was born in Bogotá, Colombia and has lived in the United States, Austria and Brazil.





Felipe Paez is the Chief Compliance Counsel for General Electric's Global Research division, which focuses on creating GE's future through technology development and incubation at eight major research entities globally. Technical focus areas include healthcare devices and biotech, aviation, transportation, power generation, software, and digital industrial applications.

Originally from Colombia, Felipe has more than 20 years of global experience as a general counsel, deputy general counsel, and chief counsel for compliance. Felipe has a broad background including civil and criminal litigation, international agreements and contracting, investigations, governance & risk management, and information protection & cybersecurity.

Felipe is co-chair of the GE Global Law and Policy's Diversity and Inclusion Council, the executive Business Champion for the Hispanic Forum (upstate NY area) and an active member of the GE Veteran's Forum. Felipe is fluent in Spanish and has a working knowledge of French and Portuguese. He obtained a Bachelor of Science in Biology from the University of Michigan, a Juris Doctorate from the Elizabeth Haub School of Law at Pace University, and a Master's Degree in Strategic Studies from the U.S. Army War College. He is admitted to practice in Maryland, Florida, and before the Court of Appeals for the Armed Forces and the U.S. Supreme Court. Felipe was also selected to the rank of Colonel in the U.S. Marine Corps Reserve.



Felipe Paez

*Chief Compliance
Counsel, GE Global
Research*





Claudia F. Prado
*McKenzie Global Executive
Committee member,
Chair for Latin America and
Global Diversity & Inclusion
Committee Chair,
Baker McKenzie*

Claudia F. Prado is the Chair for Latin America for Baker McKenzie, the first woman in the firm's history to hold this position. She is a member of the Global Executive Committee and chairs the Diversity and Inclusion and Finance Committees of the firm at the global level.

She has developed a successful career as a Mergers and Acquisitions specialist, starting in Brazil at Trench Rossi Watanabe, which has a cooperation agreement with Baker McKenzie. Claudia has held prominent roles at national and international levels for the Firm. In Brazil, she led the practice groups of Corporate and Securities, and M&A, and later became the managing partner of the Brazilian offices. She has also been a member of Baker McKenzie's Global Steering Committees in the M&A and Private Equity practice areas.

Claudia has dedicated a significant part of her career to fostering diversity and inclusion in the legal industry. As the chair of the firm's Global D&I Committee, she has promoted D&I policies focused on women's empowerment and inclusion regardless of gender, sexual orientation, cultural origin or age. She is a frequent speaker in various national and international forums on issues of diversity and inclusion. Her focus on the strategic need to integrate D&I for the growth of the firm has earned her wide recognition within the legal industry.

In 2016 Claudia was awarded recognition for her Exceptional Contribution to the Legal Profession, conferred by *Chambers & Partners*; in 2015 received the *Latin Lawyer* Diversity Initiative of the Year Award; in 2013 she was recognized as an Inspiring Woman in the Legal Industry by *Latin Lawyer*; in 2012, she was honored by *Latin Lawyer* as the Law Firm's Leader of the Year in Brazil; and in 2010 the *Valor Econômico* business publication appointed her Leading Executive in Brazil.

Claudia lives in São Paulo with her husband and her three children.



Paula Samper Salazar

Partner, Gomez-Pinzon Zuleta

Paula Samper Salazar is a member of the corporate and real estate groups and Director of the Pro Bono practice of her firm. Paula was a member of the Drafting Committee of the Pro Bono Declaration for the Americas, an initiative promoted by the Cyrus Vance Center that has been signed by more than 350 law firms all over the region. She has 20 years of professional experience in corporate law and real estate.

Paula received her law degree from Universidad de los Andes and has a degree in financial law from Rosario University in Bogotá.

She is a founding member of Fundación Pro Bono Colombia, and has been a member of its Board of Directors since 2008; Fundación Pro Bono is a clearing house with a membership of 25 Colombian law firms doing pro bono work. Paula has been recognized as a leader in the advancement of pro bono in Colombia, including receiving an award from *Chambers and Partners* for her outstanding contribution to the legal profession in 2011, and the *Latin Lawyer Pro Bono Lawyer of the Year* in 2013.

Additionally, Paula has participated in a local initiative for advancement of women in the legal profession, with the assistance from the Women in the Profession Committee of the Cyrus Vance Center (NY) with conferences and seminars across the South American region.

Paula is an active participant in the Board of Directors of several non profit institutions which include, Compartamos con Colombia, América Solidaria, Instituto Roosevelt and Women's Link Worldwide.





Sandra S. Yamate
*Chief Executive Officer,
The Institute for Inclusion
in the Legal Profession*

Sandra Yamate is the Chief Executive Officer of the Institute for Inclusion in the Legal Profession, a charitable, not-for-profit organization dedicated to creating a more diverse and inclusive legal profession through its research and programs.

After practicing law for 10 years, Sandra served as the Executive Director of the Chicago Committee on Minorities in Large Law Firms and as the Director of the American Bar Association's Commission on Racial and Ethnic Diversity in the Profession.

Sandra earned her J.D. from Harvard Law School and an A.B. in Political Science (cum laude) and History (magna cum laude) from the University of Illinois at Urbana-Champaign where she was elected to Phi Beta Kappa. Sandra has written and spoken extensively on community engagement, diversity and inclusion, cultural competency and multicultural issues.

Sandra and her husband, Brian Witkowski, reside in Chicago with their two dogs, Cashew and Filbert.





Carolina Zang
Partner,
Zang, Bergel & Viñes

Carolina Zang is Managing Partner at Zang, Bergel & Viñes Abogados, and heads the firm's Banking and Capital Markets Practice. She specializes in corporate legal advice with emphasis on financing, capital markets, debt restructuring, M&A, investment funds, private equity and venture capital, and real estate. Carolina is the only female and the youngest member of the Board of Directors at ZBV. She is a frequent speaker on diversity and inclusion issues in the legal profession.

Carolina is a member of the International Steering Committee of the Women in the Profession Program at the Cyrus R. Vance Center for International Justice. Under her guidance, ZBV developed a mentoring program for women lawyers which provides them coaching, networking and tutoring opportunities; in 2015, the program received the *Chambers Women in Law Latin America Award for Most Valuable Mentoring Program for Women Lawyers*. Last year, Carolina was awarded the Euromoney Legal Media Group's 2016 Women in Business Law Award for Best Finance Lawyer in Latin America; this accolade celebrates the best women lawyers in each practice area in America and Latin America, as well as the best firm initiatives for gender diversity, innovation, minority women, mentoring, work-life balance, pro bono work and talent management.

Carolina has been named one of the Most Inspiring Women in Law by *Latin Lawyer* and as one of the most prominent Women in Business in Argentina by *Apertura* magazine. *La Nación* also named her one of the top "Women Leaders" in Argentina. Carolina graduated from the Universidad de Buenos Aires, and received her L.L.M. from New York University School of Law.

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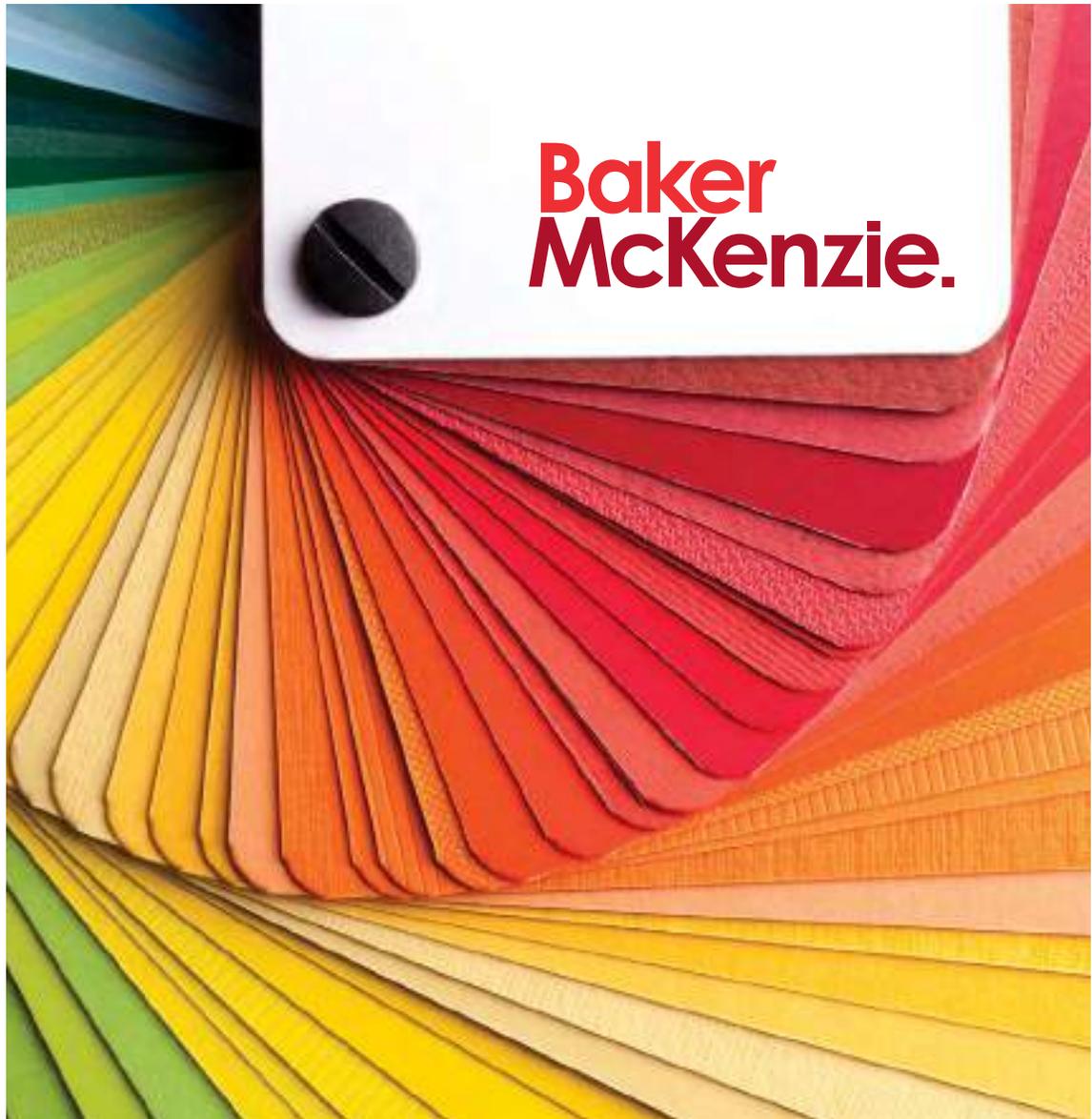
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Madeleine McDonough | Firm Chair | mmcdonough@shb.com

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Baker McKenzie is proud to support Diversity & Inclusion in the Latin America Legal Profession.

For more information about our commitment, please visit bakermckenzie.com/en/careers/diversity

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Kirkland & Ellis is proud to sponsor Diversity & Inclusion
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**Hunton & Williams is committed
to increasing diversity and inclusion in
the legal profession in Latin America
and across all of the markets we serve.**



**“Diversity is an integral part of who we are and what
we will be in the future.”**

—Wally Martinez, Managing Partner

At Hunton & Williams, diversity and inclusion is about respect—respect for our clients, our colleagues and our culture. And it is about collaboration. We believe a diverse, inclusive workforce strengthens the delivery of outstanding client service and creates an innovative, productive community of lawyers and professional staff. Find out more at hunton.com.

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IILP is pleased to partner in the
“Diversity & Inclusion in
the Latin America Legal Profession”
discussions as we work
toward a more diverse and inclusive
legal profession around the world.



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The Women in the Profession program (“WIP”) is an initiative of the Cyrus R. Vance Center for International Justice, a program of the New York City Bar Association. WIP seeks to promote the advancement of women in the legal profession across the Americas, and use the practice of law to enhance the status of women in general and ensure women equal protection under the law. WIP is managed through its International Steering Committee, which includes two representatives from each of WIP’s 19 local chapters in 18 countries in the region, and is led by the Vance Center and members of the Vance Center Committee.

For further information about the Vance Center’s Women in the Profession Program, please contact Adriana Ospina, Director of Strategic Initiatives of the Vance Center, at aospina@nycbar.org

LACCA
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The graphic features a stylized map of Latin America in shades of green, set against a background of light blue and white geometric patterns. The LACCA logo and contact information are positioned to the left of the map.

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