

WIP PROGRAM SUMMARIES BY COUNTRY

ARGENTINA

1) International Steering Committee Representatives: **Patricia López Aufranc** (Marval) and **Carolina Zang** (ZBV).

2) Current Activities:

- (i) *Round Tables:* 2/3 lunch meetings per year;
- (ii) *Mentoring:* Mentoring Program jointly with Universidad de San Andrés;
- (iii) *Talk/Presentations:* For law students at the Universidad de Buenos Aires; and
- (iv) *Pro Bono:* Coordinating activities Fundación FLOR.

Objectives of Round Tables

Share experiences; enhance leadership skills and work together to achieve greater growth and progress in the career paths of women lawyers that form part of our group.

There is great interest in our continued effort to continue our round tables and discussions to promote: (i) "Mentoring" culture from senior women lawyers; (ii) development of leadership skills; and (iii) "Networking" with women leaders in our profession.

We rotate the venue of the round tables among various participating law firms and companies (listed below). The hosting firm arranges for a speaker and collaborates with the organization of the event.

Marval (multiple times)
Estudio Zang, Bergel & Viñes (multiple times)
Brons & Salas
Estudio Kahale
Klein y Franco
Estudio de los Dres. O'Farrell
Estudio Negri
Bruchou
Estudio Hope, Duggan & Silva
Estudio Mitrani (en varias ocasiones)
Tanoira Cassagne
Beccar Varela
Cleary Gottlieb Argentina

Cargill
Microsoft

BOLIVIA

International Steering Committee Representatives: **Carolina Aguirre** (Aguirre Soc.Civ.) and **Mariana Pereira** (Indacochea & Asociados).

WIP Bolivia: Mission is to strengthen the role of women in the legal profession. Our greatest pillar is to promote gender diversity at the global level.

Key Objectives:

- Create, direct and coordinate programs that promote the elimination of discrimination against women at all levels.
- Promote the empowerment of women in the legal profession, by furthering their participation in leadership positions.
- Render legal assistance to women and NGOs that work in favor of protecting the rights of women.

How will we do it?

- Identifying NGOs to determine what type of legal needs we can meet as part of our pro bono project.
- Conferences and Trainings for low income women regarding their rights under the law.
- Training workshops for students and young female lawyers to teach and enhance communication and leadership skills.
- Develop the program “Lawyer for a Day” for law students to give them a “real life” look at the practice of the legal profession.
- Round tables with fellow women lawyers to share professional experiences.
- Organizing two events per year, one in La Paz and another one in Santa Cruz.

Carolina Aguirre U.

Partner Bufete Aguirre Soc.Civ.

Zoya Galarza

Associate Guevara & Gutiérrez S.C.

Mariana Pereira N.

Partner Indacochea & Asociados, Abogados

Andere Indacochea

Associate Indacochea & Asociados, Abogados

BRAZIL

International Steering Committee Representatives for the first year: **Esther Nunes** (Pinheiro Neto) and **Moira Huggard-Caine** (Tozzini Freire).

- (i) a meeting with the president of Instituto Pro Bono, to develop a pro bono program:
- (ii) we are already pursuing contacts with the local Bar association and a very well organized group of women in house lawyers to organize a joint event:
- (iii) joint event on mentoring as a follow up of the discussions we had in Rio; we plan to bring in experts in mentoring as well as CEOs, different level associates of law firms and members of legal departments to share their experiences.

These points will be discussed in more detail in our meeting to take place after our conference call tomorrow.

CHILE

- International Steering Committee Representatives: **Lorena Pavic** and **Patricia Silberman** (Carey).
- Summary 2015: During 2015, we focused on two mentorship programs: a mentorship program within Carey for our younger women lawyers, and an external mentorship program for lawyers from other law firms, corporations, public sector and academia. This program was sponsored by the Vance Center. The program, “Aprendiendo a Liderar”, was quite successful and consisted o an annual cycle that lasted eight months. It included five meetings between mentor and mentee and five joint trainings/meetings.
- 2016:
 - Pending is the confirmation of whether we will continue with our mentoring program “Aprendiendo a Liderar” in 2016. The program required intense labor last year and it created an excess work overload for most of our mentors. An idea being considered is to postpone the continuation until 2017 and organize conferences, round table lunches and coffee breaks for this year. These types of smaller scale events have been well received by female lawyers in Chile and we would extend the invitation to a broader circle of female lawyers, especially younger ones.
 - We will continue with our mentoring program at Carey and plan to share our experiences and lessons learned about our internal program with other law firms.

COLOMBIA

International Steering Committee Representatives: **Claudia Barrero** (Philipi Prietocarrizosa & Uria) and **Paula Samper** (Gomez Pinzon).

The program in Colombia will be held jointly with the organization that brings together some of the most renowned law firms in the country (the Colombian Association of Law Firms) and in the first year would primarily focus on doing research on the current situation of women in the legal profession (restricted to law firms). Such research should begin carrying out a survey and conducting interviews with participant law firms and would have the involvement of a specialized researcher on gender matters.

Having the conclusions and results of the aforementioned, the idea is to build a sectorial best practices manual. The subsequent stage would be to develop specific recommendations included in the manual, such as coaching or mentoring programs, depending on the outcome of the research.

In parallel to the research, the Colombian Association of Law Firms will create a Women's Committee that will meet regularly and will organize different events to build awareness on the importance of gender equality in the legal profession. For this effect, the Committee may organize demonstrative events, generating impact and the interest to emulate successful cases. In addition, the Committee will be a forum to address issues that participants consider relevant and to share experiences.

COSTA RICA

International Steering Committee Representatives: **Andrea Sáenz** (Aguilar Castillo Love) y **Vivian Liberman** (BLP)

1. Members:

Bufete	Nombre	E-mail
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BLP	Carolina Trejos	ctrejos@blplegal.com
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These are the themes we would like to develop and strengthen as a group within our own organizations, with the objective of creating tools and platforms that further the career paths of female lawyers:

1. Empowerment
 - (i) Emphasize the importance of women helping fellow professionals within your own organization
 - (ii) Reinforcing the role of men with regards to enhancing women's rights
 - (iii) Sharing best practices – through a written manual
 - (iv) Highlighting the importance of mentoring at all levels
 - (v) Analysis of “work-life balance” for everyone. Implementation of policies that are gender neutral and that allow for this balance.
 - (vi) Researching flexible policies

DOMINICAN REPUBLIC

International Steering Committee Representatives: **Marielle Garrigó** (Medina Garrigo) and **Mary Fernández** (Headrick Rizik Alvarez & Fernandez)

Mission: The mission of the WIP Program- Dominican Republic is to empower women in the profession by providing leadership, support, and resources to advocate for the equality of women under the law to a diverse membership.

Participants: For the first stage of the Program we are considering the creation of a steering committee of no more than six members, including in-house counsels, scholars and active practitioners in different areas of the law.

Pro-bono activities: Cooperation agreement with youth/community centers promoting leadership programs. Scope of assistance TBD.

WIP Program DR Activities: two per year (Conference and Round table). We intend to keep an active role in social media (twitter/IG) to maintain our audience informed and to attract the interest of young professionals to get involved in the program.

ECUADOR

International Steering Committee Representatives: **Paola Gachet** (Ferrere).

PROYECT – Generate an “alert”; see where we are and share best practices to improve gender diversity in leadership positions

1. Current situation

There is no current organized group of women who discuss issues that are relevant to the profession, inclusion and best practices.

There have been some forums, but nothing that permits focus and/or continuity.

2. Project 2016

Given the experience I had with the conference held by Abogadas MX, I have already spoken with some female lawyers in different sectors of the profession (law firms, public sector, pro bono, lawyers and in house counsels), different age groups, single, married, with and without children. The goal is to analyze from different perspectives what has happened? Where are we? And How do we see the future?

We will also invite women in the business sector to give us their perspective on the participation of women in our profession: How do they see us? What do they see as our future?

The expected result is to create a committee that can commit to gathering all the data collected and generate a plan of action going forward.

EL SALVADOR

International Steering Committee Representatives: **Michelle de Gutierrez** (ACZALAW) and **Morena Zavaleta** (Arias & Muñoz).

We think it would be a good idea to verify which other programs are active and have been successful in the region so that we can replicate them in our country. We would also like to determine which activities could be done in various countries so that we can have broader impact and are better able to develop best practices.

We also would like to organize round tables where we can include female lawyers from different sectors and organizations, including law students, in collaboration with some of our law schools.

GUATEMALA

International Steering Committee Representatives: **Gabriela Roca** (QIL+4) y **Ruby Asturias** (Pacheco Coto)

Our mission:

- Generate a platform to share and discuss our ideas, plans and experiences;
- Find innovative ways to promote gender diversity; learn to share best practices that have proven effective in achieving diversity in all sectors of the profession;
- Confirm that the key drive for our purpose is to make everyone understand that the best way to achieve success is through the collaboration of men and women. They should see us as their complement and not as their competition;
- Promote solidarity among professional women and emphasize that we need to help each other, sharing our career plans, experiences and participating in mentoring programs;
- Focus on the principles that today are part of a professional reality: Women lawyers can add value in the areas where we practice our profession and we can complement teams with qualities the identify us throughout our careers. In general, create a culture that empowers us as professionals and learn to promote our unique qualities, without focusing on our limitations.

We have planned to launch the Guatemalan chapter of WIP as of June 1, 2016 with a group of approximately 20 female lawyers. We will invite them to form part of this effort. Once established, we will form a Board od Directors to promote the development of professional women in Guatemala.

HONDURAS

International Steering Committee Representatives: **Guadalupe Martinez** (Central Law) and **Vanessa Oqueli** (Garcia & Bodan).

The Association of Women Lawyers in Honduras was created by initiative of Guadalupe Martínez Casas, executive director at CENTRAL LAW last August 2015. The first meeting took place last year among partners from Arias & Muñoz, García & Bodán, in house counsel of Walmart and executive director of CENTRAL LAW. They agreed in the idea of creating a Central American association of women lawyers formed by women lawyers from central American law firms, in house counsel of companies and of financial institutions and recent

graduates in law with offices in Tegucigalpa, Honduras and as a “pilot programme” before expanding it to the rest of the region and with three main goals:

- networking
- legal training and work-life balance
- coaching and mentoring for recent law graduates and for lawyers in practices out of their knowledge.

Up to date, the association met six times and achieved 17 companies as members where 14 are law firms, two are retail companies and one is a bank.

The association voted its own name and is called Union of Women Lawyers.

Last meeting took place in May and members agreed that Vanessa Oqueli and Guadalupe Martinez will be the representatives of the Union in the WIP and that the Union could be an example of WIP local program. They agreed also that the role of representative to the International Steering Committee is temporary and representatives will rotate after one year, thus giving a chance to other women lawyers to be representatives.

If a WIP meeting coincides with an IBA conference and the representatives are not planning to attend it then the Union will send a representative that attends it although she may not be named as a representative for that current year.

In next meeting planned for July, the Union must decide:

- appoint members of steering committee
- define activities schedule for the rest of the year
- organize an annual event in Tegucigalpa, Honduras.

MEXICO

International Steering Committee Representatives: **Bertha Ordaz** (Jones Day) and **Valeria Chapa** (Honeywell International).

Mission of Abogadas MX

Abogadas MX, an NGO, is a collaborative network that promotes inclusion, professional development and leadership of women lawyers in Mexico.

Vision

Increase the participation of women lawyers in positions of leadership in the legal profession in Mexico, thus contributing to the competitiveness and productivity of our country.

Objectives

1. **Consolidate the network** of women lawyers, facilitating networking opportunities and platforms for interaction, and professional empowerment.
2. **Provide professional tools** to strengthen the competencies and skills of women lawyers.
3. **Raise awareness** about the benefits of the participation of women lawyers in leadership positions.

2015

- I. **Mentoring Program**
 - a. We started the pilot program in Mexico City with 20 mentors and 20 *mentees*.
- II. **Events**
 - a. Launching of the Mentorship Program
 - b. Talk with the Minister of the SCJN and panel with “Directoras Jurídicas”
 - c. Breakfast with mentors and *mentees*
 - d. Cocktail regarding Speed Networking
 - e. Breakfast with Margarita Zavala
 - f. Economic empowerment of women
 - g. First leadership and professional development workshop (this event will be organized every year)
- III. **Others**

2016

- I. **Mentorship Program**
 - a. The Mentorship Program Monterrey chapter was launched with 13 mentors and 13 *mentees*.
 - b. The Mexico City program now has 55 mentors and 55 *mentees*, with a total of 136 participants, 96 more participants than the previous year (including the participants in Monterrey).
- II. **Events**
 - a. Three events of our own have taken place:
 - i. Launching of the Monterrey Mentorship Program
 - ii. Launching of the Mexico Program mentors and *mentees* that will take place every three months.
 - b. *We have participated in three external events:*
 - i. Inclusion of women in the legal profession– perspectives and current strategies organized by Jones Day.
 - ii. Women’s Forum Mexico City
 - iii. Chambers & Diversity: Mexico Summit
- III. **Others**
 - a. The focus this year has been to institutionalize the Civil Association (AC):

- i. Documenting
- ii. Designing and implementing processes
- iii. Finding a way for it to be sustainable across the years
 - 1. Operational committees were formed
 - 2. We are working to set up and Advisory Council of experts
 - 3. A financial model was developed
- b. Since the beginning of the year we have made progress with the planning of a survey that can help us understand internal and external barriers that do not allow women lawyers assume positions of leadership within companies or law firms. The goal is to make recommendations to companies and law firms on how to establish a culture of inclusion.

2017

I. Mentorship Program

- a. We will continue with the mentorship programs in Monterrey and Mexico City
- b. We will strive to increase the number of participants in the Monterrey chapter.
- c. We will improve the processes and other aspects of the program based on the results of the survey.
- d. We will evaluate the possibility of starting chapters of the program in other cities.

II. Events

- a. We will develop a calendar of events for 2017 at the end of the year.
- b. We will start with the program of corporate immersion.
- c. We will open up the information that is being shared between mentor and *mentee* in the mentorship program, inviting mentors to give talks and conferences regarding legal issues and strategies/tools to advance in their professional careers and be able to assume positions of leadership.
- d. We will organize events directed towards recent graduates and law students.
- e. We will continue organizing events with companies and law firms to address issues that are relevant to these attorneys.
- f. We will organize events with key government officials.

III. Others

- a. Communicate and publicize the findings of the survey.
- b. Implement and test the financial model and the governance strategy.

We will look for strategic alliances at the national and international level with universities, companies, law firms, government and non-government organizations.

NICARAGUA

International Steering Committee Representative: **Minerva Bellorín** (Pacheco Coto). A second representative will be identified within the next few weeks.

In the first week in July, I will be focusing on discussing with possible candidates to join me in the creation of the Nicaraguan WIP chapter.

We can initially form a committee with three members from three different law firms and with time ask other attorneys to join our group. Once the committee has been formed, we could consider adding other women attorneys from other law firms and even general counsels, who will be able to share their own experiences.

Once the committee is formed, the actions of WIP Nicaragua could focus on the following issues:

i). Mentorship Program with an emphasis in guiding Young women lawyers who are beginning their careers to share with them our experiences, how we have achieved our professional success, how to position themselves to be able to succeed professionally. We will also focus on helping younger lawyers be professional. Self-assured and with a positive attitude about reaching whatever goal they set for themselves.

ii). Guide professional women in small and large companies: Form partnerships with a network of small and medium entrepreneurs; plan seminars at least twice a year to instruct them and collaborate with them promote the management of their small businesses with vision, proper legal structure and accounting methods; helping them be aware of the benefit of carrying out their businesses in this way in order to have access to different types of credit lines or special programs.

To carry out the two above-identified targets, which we consider supremely important for our country, we believe that we do it in two ways:

1. We would also invite ad form partnerships with universities, and hold these conferences and seminars based on actual needs and interests.
2. Invite prominent women to share their experiences and inspire other women.

Once I can determine define who will be joining me in forming this initial committee, we will develop a concrete and detailed plan to to create an association of women lawyers.

PANAMA

International Steering Committee Representative: **Maricarmen Plata** (Anzola Robles) y **Cristina Lewis** (GALA).

Initial Committee:

Annette Bárcenas – Partner Alfaro, Ferrer, Ramírez y Alemán (AFRA)
Maricarmen Plata – Partner Anzola, Robles y Asociados
Gretel Ciniglio – Partner Fábrega, Molino y Mulino
Cristina Lewis – Partner Galindo, Arias & López (GALA)
Cristina Thayer - Partner Galindo, Arias & López (GALA)

Other confirmed participants:

Alma Triana de Latorraca – Sole practitioner
Patricia Pascual – Sole practitioner
Ada Tovar – Citibank (in-house counsel)
Rita de la Guardia – Associate Alemán, Cordero, Galindo y Lee (ALCOGAL)

Pending participants:

Mercedes de Araúz – Partner Morgan & Morgan
Ivette Martínez – Partner Patton, Moreno & Asvat
María Cristina Guardia - Associate Arias, Fábrega y Fábrega

Possible Activities: We have discussed several options and have made some preliminary contact with NGOs. We suggest the following activities, which we hope to finalize once we can meet as a group:

1. At least two events per year in Panama that would include a talk or activity to which members of the legal community would be invited, especially women lawyers or law students, to participate. We would invite local panelists as well as international ones;
2. We are exploring the possibility of launching a mentorship program similar to the one in Mexico;
3. As a pro bono activity, we have considered various options among NGOs that dedicate themselves to promoting the rights of women or that enable women to better themselves. (Example, Voces Vitales, Fundación Calicanto); collaborate with the “Acelerador de Empresas de la Ciudad del Saber”, giving them legal support and advice to new entrepreneurs, with emphasis on businesses lead by women.

We hope to initiate during 2016 at least the structure of the programs and the pro bono project; during the last four months of the year, we hope to finalize the planning of an event (conference) regarding issues of interest, with national panelists. We would also like to explore the possibility of inviting panelist from other WIP groups.

PERU

International Steering Committee Representative: **Fátima De Romaña** (Lazo De Romaña & Gagliuffi) and **Nathalie Paredes** (Miranda & Amado).

Executive Committee:

Andrea Morelli Ferreyros (Rodrigo, Elias & Medrano)

Fátima De Romaña (Lazo, de Romaña y Gafliuffi Abogados)

Gianna Macciavello (Repsol)

María Eugenia Yabar (Estudio Olaechea)

María Teresa Quiñones (Rodrigo, Elias & Medrano)

Nathalie Paredes (Miranda & Amado Abogados)

Patricia Brocos (Lazo, de Romaña y Gafliuffi Abogados)

Rocio Liu (Miranda & Amado Abogados)

Rossana Natteri (Estudio Olaechea)

Zelma Acosta-Rubio (Interbank)

a) Events to be planned (not yet finalized):

The following events were proposed for 2016:

- A conference in which women (from Peru and abroad) present ideas and suggestions regarding, among other things, work policies that lead to the retention and attraction of women; mentoring programs; implementation of work in which technology is used for greater efficiency with flexibility. We could invite managing partners of law firms, managers of corporations, or lawyers in general. Luisa García de Llorente & Cuenca was suggested as a possible participant.
To carry this plan out, we would organize a meeting with women that work under part-time or flex-time schemes so that they can share their experiences in order for us to be better able to plan the conference.
- Another possible event would be one similar to the event held by KPMG regarding Corporate Governance, which could be a platform for women lawyers to have greater exposure and visibility for job opportunities.

b) Ideas about possible pro bono projects/activities

Keeping in mind that in Peru we have the Alianza Pro Bono and the pro bono program with Thomson Reuters, we plan to work jointly with them to identify projects that we could present to them that would qualify for our pro bono commitment.

c) Next steps:

On June 24, we have a meeting to identify the two events that we would like to organize in 2016. We will also be defining the organizational structure of WIP Peru.

URUGUAY

International Steering Committee Representatives: **Corina Bove** (Guyer Regules) and **Marcela Hughes** (Hughes & Hughes).

Our committee includes representative from the following law firms in Uruguay:

Ferrere – Verónica Raffo

Guyer & Regules – Corina Bove

Hughes & Hughes – Marcela Hughes

Jiménez de Aréchaga, Viana + Brause – Virginia Brause

Posadas, Posadas & Vecino – María Elena de Posadas

We plan the following activities for Uruguay:

- (i) two events per year in Uruguay;
- (ii) As a pro bono activity, we are considering the possibility of giving presentations on mentoring and coaching female leadership to women in vulnerable conditions. Currently, we are thinking of teenage women in low income schools.

We hope to organize two events for 2016/2017 that focus on our program objectives and that can be inspiring for our participants. The first event would be for September 2016 and the second one for April/May 2017.

Our objectives, aligned with those of the Vance Center WIP program, are to promote and increase the participation, retention and promotion of women in the profession. For this purpose, we hope to bring about:

1. The creation of a space when women can meet and share experiences and tools.
2. The promotion of best practices regarding issues of diversity that can be adopted by diverse work environments.
3. The training, development and creation of opportunities for women in different aspects of their profession.
4. The promotion of pro bono activities for organizations or regarding issues of gender diversity.