

# Chilean firms promote gender diversity

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Six Chilean firms have hosted the first Vance Center Women in the Profession (WIP) event in Santiago, in a bid to raise awareness of gender and diversity in a legal market that has among the fewest female partners in Latin America.



[Carey](#), A & G Abogados, Albagli Zaliasnik, [Alessandri](#), Bofill Escobar and Recabarren & Asociados hosted the WIP event, which is organised by the New York Bar's Vance Centre, on 17 January. The event was held at [Carey](#)'s offices in the Las Condes business district and was attended by some 90 partners and associates.

The networking event included roundtable discussions led by female partners from the six firms. The roundtables discussed the challenges faced by women in the legal practice and included topics such as networking, leadership, challenges and opportunities.

Chile has the lowest number of female partners in Latin America. Latin Lawyer's most recent women in law survey [found](#) that only 9% of law firm partners are women.

The event comes ahead of host firm [Carey](#) launching the second stage of its mentoring programme, Learning to lead, which is also supported by the Vance Center. The programme – which [Carey](#) will relaunch in March – works with young female lawyers in the public and private sector, helping them acquire professional and personal leadership

skills, with the end goal of ultimately increasing the number of female lawyers in senior positions across law firms, in-house counsel and the judicial branch in Chile. The first stage was held in 2015. Nine female lawyers are selected for mentoring each time.

Learning to lead is led by [Carey](#)'s three female partners: Jessica Power, Lorena Pavic and Francisca Corti as well as [Carey](#)'s chairman Jorge [Carey](#). They are also joined by [Carey](#) director Patricia Silberman and Carolina Menichetti, from A & G Abogados, as representatives of the Vance Centre. In a departure from the first version of the programme, this time there are two male mentors.

The 2018 mentors are: partners Marcos Ríos and Francisco Ugarte from [Carey](#); María Loreto Silva from Bofill Escobar Abogados; Teresa Cremaschi from [Barros & Errázuriz Abogados](#); Verónica Waissbluth from Waissbluth, Martorell & Arrieta Abogados; general counsel Dafne González from GNL Quintero; legal counsel Paola Cifuentes from Anglo American; Rosario Celedón from Banco Central de Chile; and researcher and academic María Agnes Salah from Universidad de Chile.

The programme will run over nine months. It is divided into one-on-one sessions between mentors and mentees and group sessions. The one-on-one sessions focus on identifying and analysing the mentee's objectives and goals, developing relationships with clients and how to create work and life balance. The group sessions specialise in oratory and communication skills as well as negotiation and networking skills.

Gender equality in Latin America is also being championed by the IBA's Latin American Regional Forum (LARF), which recently created two new positions focusing on gender and diversity. Hans Sydow from Venezuelan firm Tinoco Travieso Planchart & Núñez and Paula Vieira de Olivera from Brazilian firm [Mattos Filho, Veiga Filho, Marrey Jr e Quiroga Advogados](#) were appointed in October last year and [assumed their positions](#) on 1 January together with the rest of the new committee.

The IBA has appointed several partners from across Latin America to its women lawyers interest group. Ursula Ben-Hammou of Peruvian firm [Rodrigo, Elías & Medrano Abogados](#) and Claudia Barrero of [Philippi Prietocarrizosa Ferrero DU & Uría \(Colombia\)](#) were appointed mentorship and scholarship officers respectively, taking their positions on 1 January. The group is also represented by Maria Isabel Tostes da Costa Bueno from Mattos Filho as co-chair and Corina Bove, from Uruguayan firm [Guyer & Regules](#), as communications officer.

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