

LARF raises awareness about gender and diversity with new officers

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LARF has two new positions, both for gender and diversity compliance. 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.

LARF co-chair David Gutierrez from [BLP \(Costa Rica\)](#), who shares the head position with Carolina Zang from Argentine firm [Zang, Bergel & Viñes Abogados](#), says LARF decided to create the new positions following the IBA legal policy and research unit's research into women in the legal profession. The study, published in 2017, illustrated that less than 20% of full equity partners across the globe are women. The research "provided the gender component," says Gutierrez, and added that "it is important to raise awareness of diversity in Latin America in general but also in the practice of law".

LARF is tasked with raising Latin American perspectives to the IBA and organising sessions at IBA conferences. With the creation of the new positions, LARF aims to raise awareness of gender and diversity issues in Latin America to the IBA and to law firms across the region, Gutierrez explains.

LARF has a busy year ahead with four main projects. The gender and diversity compliance officers are currently working on a survey into bullying and sexual harassment in the legal practice. Another project will see Paulo Rocha, from Brazilian firm [Demarest Advogados](#), and Francisco Roggero, from Argentine firm Bullo Advogados, update LARF's "Doing Business in Latin America" publication, which was published in 2016, with more topics and jurisdictions.

Elysangela de Oliveira, from Brazilian firm [TozziniFreire Advogados](#), is coordinating a third project pooling ideas and opinions from young lawyers in Latin America.

A fourth project, led by Gutierrez, is still in the design stage and aims to create a platform where in-house lawyers can share knowledge and experiences and where lawyers from private firms can get feedback. The project is intended to strengthen links between in-house and private practice practitioners.

Alongside these projects, LARF will be closely involved in the IBA's upcoming biennial conference in Mexico in March. Among the conference's speakers is Mexican businessman and billionaire Carlos Slim.

| Position | Lawyer | Law firm |
|---|--------------------------|---|
| Co-chair | Carolina Zang | Zang, Bergel & Viñes Abogados |
| Co-chair | David Gutierrez | BLP (Costa Rica) |
| Senior vice chair | Luis Carlos Rodrigo | Rodrigo, Elías & Medrano Abogados |
| Vice chair | Estif Aparicio | Arias, Fábrega & Fábrega |
| Vice chair | Juan Carlos de los Heros | Estudio Echecopar member firm of Baker McKenzie International |
| Vice chair | Juan Carlos Rocha | Philippi Prieto carrizosa Ferrero DU & Uría (Colombia) |
| Secretary | Benjamin Grebe | Prieto |
| Scholarship officer | Miguel Tornovsky | Pinheiro Neto Advogados |
| Membership officer | Francisco Roggero | Bullo Abogados |
| Conference quality officer | Juan Manuel Mercant | Guyer & Regules |
| Publication and newsletter editor | Carlos del Rio Santiso | Creel, García-Cuéllar, Aiza y Enriquez SC |
| Corporate counsel forum liaison officer | Pablo Artagaveytia | Marval, O'Farrell & Mairal |
| Special projects officer | Paulo Frank Rocha | Demarest Advogados |

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| Website officer | Jose Visoso | Galicia Abogados |
| Regional fora liaison officer | Agustin Mayer | Ferrere (Uruguay) |
| Young lawyers initiatives officer | Elysangela de Oliveira Rabelo | TozziniFreire Advogados |
| Gender and diversity compliance officer | Hans Sydow | Tinoco Travieso Planchart & Núñez |
| Gender and diversity compliance officer | Paula Vieira de Olivera | Mattos Filho, Veiga Filho, Marrey Jr e Quiroga Advogados |