

LACCA's Diversity & Inclusion Survey 2025



Thank you for taking part in LACCA's Diversity & Inclusion Survey. In this survey, we are asking in-house counsel about their perception of diversity and inclusion within their teams.

Companies/organisations will not be attributed to their responses and participants' individual responses to the survey will be kept confidential. The data will be published on aggregate form.

The name and company name fields are not obligatory, but this information allows us to contact you if we have any questions about your submission, or to schedule an interview.

We will use the data to produce a series of articles about diversity and inclusion in the Latin American in-house community for the LACCA quarterly briefing.

The survey's deadline is 5 September 2025.

Please note that no confirmation email will be sent after a successful submission.

1. Full name

2. Email

3. Country

- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras

- Mexico
- Nicaragua
- Panama
- Paraguay
- Peru
- United States
- Uruguay
- Venezuela
- Other (please specify)

* 4. Position

5. Company

* 6. Industry

- Agribusiness
- Arts & culture
- Automotive
- Aviation
- Biotechnology
- Construction, engineering and infrastructure
- Consumer goods
- Education
- Energy
- Entertainment
- Environmental services
- Fashion & apparel
- Financial services
- Food & drink
- Healthcare
- Hospitality
- Insurance
- Manufacturing
- Media & communications
- Mining & metals
- Non-profit organisations
- Oil & gas
- Pharmaceuticals

- Power
- Professional services
- Public sector
- Real estate
- Renewable energy
- Retail
- Sports & recreation
- Technology
- Telecoms
- Tourism
- Transportation & logistics
- Utilities
- Other (please specify):

Section 1 – Gender:

* 7. Do you identify as

- Male
- Female
- Non-binary
- Prefer not to say
- Other (please specify)

8. Was this the gender assigned to you at birth?

- Yes
- No
- Prefer not to say.

9. Do you have a disability or a neurodiverse condition?

- Yes
- No
- Prefer not to say.

* 10. How many people are in your legal department?

*11. What percentage of the team is male?

- 0-10%
- 11-20%
- 21-30%

- 31-50%
- 51-70%
- 71-90%
- 91%+

* 12. What percentage of the team is female?

- 0-10%
- 11-20%
- 21-30%
- 31-50%
- 51-70%
- 71-90%
- 91%+

13. What percentage of the team identifies as non-binary?

- 0-10%
- 11-20%
- 21-30%
- 31-50%
- 51-70%
- 71-90%
- 91%+
- Don't know

* 14. What is the gender of the General Counsel in your legal team?

- Male
- Female
- Non-binary
- Other (please specify)

Section 2 - Recruitment and pay:

16. Has your company conducted analysis into the gender pay gap?

- Yes
- No
- Don't know

16(i). If yes, was a gender pay gap identified in your legal team?

- Yes, men are paid significantly more than women on average
- Yes, men are paid slightly more than women on average
- Yes, women are paid significantly more than men on average

- Yes, women are paid slightly more than men on average
- No, women and men are paid the same on average

16(ii). If yes, which gender earns more and by what percentage on average?

*16. Please tick the boxes alongside any of the statements below that apply to your firm

- ☐ We have a committee for women lawyers
- ☐ We have conducted analysis into the subject of women lawyers' career advancement (e.g., appointed a group to produce reports, etc)
- ☐ We have sought outside help for guidance on the subject (e.g. hired a consultant)
- ☐ We have a flexitime policy available to all lawyers, male and female
- ☐ We have a flexitime policy available to female lawyers only
- ☐ We have a mentoring programme for female lawyers
- ☐ We provide training tailored to women (e.g. on networking, rainmaking, public speaking, leadership etc)
- ☐ Other (please specify)

*17. What percentage of your firm's hiring and promotion committee comprises women?

- 0%
- 1-25%
- 26-50%
- 51-75%
- 76-100%
- Don't know.

Section 3 - Parental leave:

* 18. How many months of paid maternity leave does your organisation offer to lawyers?

- None
- 0 –1 months
- 1-3 months
- 3-5 months
- More than 5 months

* 19. How many months of paid parental leave does your organisation offer to fathers/non-birth parents?

- None

- 0-1 months
- 1-3 months
- 3-5 months
- More than 5 months

*20. Is maternity leave offered at:

- Full pay
- Reduced pay
- Other (please explain)

20(i). If you answered, "Reduced pay", what percentage of the salary is paid to the employee?

*21. Is paternity leave offered at:

- Full pay
- Reduced pay
- Other (please explain)

21(i). If you answered, "Reduced pay", what percentage of the salary is paid to the employee?

*22. What percentage of eligible fathers/non-birth parents in your legal department took paternity leave in the last two years?

- 0-25%
- 26-50%
- 51-75%
- 76-100%
- We don't track this data.

Section 4 – Diversity and Equal Opportunities

23. Does your workplace have a diversity and/or equal opportunities policy in place?

- Yes
- No

- Don't know

23(i). If you answered 'yes', please provide more details.

24. Does your company have diversity/inclusion plans specifically addressing (please tick those that apply):

- ☐ Gender
- ☐ Ethnicity/Race
- ☐ Disability
- ☐ Sexual orientation
- ☐ Neurodiversity

25. Does your workplace have procedures in place for reporting discrimination?

- Yes
- No
- Don't know

25(i). If you answered 'yes', please provide more details.

26. Does your legal team have a diversity policy applicable to any external counsel hires?

- Yes
- No
- Don't know

26(i). If you answered 'yes', please provide more details.

27. How important is evidence of diversity programmes when selecting external counsel?

- Very important

- Somewhat important
- Not at all important

* 28. When dealing with law firm partners do they tend to be:

- Always male
- Mostly male
- Mixed
- Mostly female
- Always female
- Don't know.

* 29. Overall, would you say that corporate legal departments are:

- Much more diverse than law firms
- Slightly more diverse than law firms
- About the same
- Less diverse than law firms
- Don't know.

* 30. I have felt prejudice at work because of my:

	Often	Occasionally	Never	N/A
Gender				
Race				
Sexual orientation				
Disability				
Neurodiversity				

* 31. Overall, how satisfied are you with your workplace culture?

- Extremely satisfied
- Quite satisfied
- Satisfied
- Quite unsatisfied
- Extremely unsatisfied

Section 5 – Neurodiversity:

32. My company demonstrates a strong commitment to meeting the needs of employees with disabilities and/or neurodiverse conditions.

- Strongly agree
- Agree

- Neither agree nor disagree
- Disagree
- Strongly disagree

33. Does your firm collect data on neurodiversity among employees?

- Yes, voluntarily through self-disclosure
- Yes, we encourage disclosure but don't formally track
- No, we don't collect this data
- No, but we plan to start

34. What percentage of your lawyers have disclosed a neurodiverse condition (such as things like ADHD, autism and/or other conditions)?

- 0-10%
- 11-25%
- 26-50%
- 51-75%
- 76-100%
- We don't track this data

35. Which neurodivergent conditions does your firm specifically recognise or support? (Select all that apply)

- ADHD
- Autism Spectrum Disorder
- Dyslexia
- Dyspraxia
- Tourette's Syndrome
- We don't specify particular conditions
- None – we don't have specific recognition
- Other learning disabilities

36. Do you offer those who disclose neurodiverse conditions any accommodations or support?

- Yes

- No

Section 6 – Disability:

37. Does your firm collect data on disability among employees?

- Yes, voluntarily through self-disclosure
- Yes, we encourage disclosure but don't formally track
- No, we don't collect this data
- No, but we plan to start

38. What percentage of your lawyers have disclosed a disability?

- 0-5%
- 6-10%
- 11-25%
- 26-50%
- 51-75%
- 76-100%
- We don't track this data

39. Which disabilities does your firm specifically recognise or support? (Select all that apply)

- Physical disabilities
- Visual impairments
- Hearing impairments
- Chronic illnesses
- Mental health conditions
- Mobility impairments
- We don't specify particular conditions
- None – we don't have specific recognition
- Other disabilities

40. Do you offer any specific support programmes or diversity initiatives for lawyers that disclose a disability?

- Yes
- No

40(i). If you answered 'yes', please provide more details.

Section 7 - LGBTQ+:

41. Does your firm collect data on LGBTQ+ identity among employees?

- Yes, voluntarily through self-disclosure
- Yes, we encourage disclosure but don't formally track
- No, we don't collect this data
- No, but we plan to start

42. What percentage of your lawyers have disclosed LGBTQ+ identity?

- 0-5%
- 6-10%
- 11-25%
- 26-50%
- 51-75%
- 76-100%
- We don't track this data

43. Do you offer any specific support programmes or diversity initiatives for LGBTQ+ individuals?

- Yes
- No

43(i). If you answered 'yes', please provide more details.

Section 8 - Race and Ethnicity:

44. How do you identify in terms of race/ethnicity?

- ☐ White/European descent
- ☐ Indigenous
- ☐ Afro-descendant/Black
- ☐ Mixed race/Mestizo/Pardo
- ☐ Asian
- ☐ Middle Eastern/Arab
- ☐ Prefer not to say
- ☐ Other (please specify)

45. On a scale of 0–5, how diverse would you say your in-house legal team is in terms of race and ethnicity (0 being not diverse at all and 5 being very diverse)?

- 0
- 1
- 2
- 3
- 4
- 5

46. What is the race/ethnicity of the General Counsel in your legal team?

- ☐ White/European descent
- ☐ Indigenous
- ☐ Afro-descendant/Black
- ☐ Mixed race/Mestizo/Pardo
- ☐ Asian
- ☐ Middle Eastern/Arab
- ☐ Prefer not to say
- ☐ Other (please specify)

47. Has your company conducted analysis into racial/ethnic pay gaps?

- Yes
- No
- Don't know

47 (i). If yes, were racial/ethnic pay disparities identified in your legal team?

- Yes, significant disparities exist
- Yes, minor disparities exist
- No, compensation is equitable across racial/ethnic groups
- Results were inconclusive

48. How often does your legal team actively recruit from historically underrepresented racial/ethnic groups?

- Always
- Often
- Sometimes
- Rarely
- Never

49. Does your workplace have policies or actively encourage applications from people of minority racial/ethnic backgrounds?

- Yes, we have formal policies encouraging minority applications
- Yes, we informally encourage minority applications
- No, but we are considering implementing such policies
- No, we do not have such policies or encouragement
- Don't know

50. Please explain the policies you have.

51. What more do you think your company could do to promote diversity in your company/legal department?

52. Does your company collect data on ethnicity among employees?

- Yes, voluntarily through self-disclosure
- Yes, we encourage disclosure but don't formally track
- No, we don't collect this data
- No, but we plan to start

53. What percentage of your lawyers come from a minority ethnic background?

- 0-5%
- 6-10%
- 11-25%
- 26-50%
- 51-75%
- 76-100%
- We don't track this data

Section 9 – Final sign-off:

54. We are interested in hearing more about any innovative policies. If you think you have a story worth sharing, please let us know more about it here.

*55. Are you happy for us to contact you for comment?

- Yes
- No

*55(i). Please confirm your email: