

Latin Lawyer's Diversity and Inclusion Survey 2025



Thank you for taking part in Latin Lawyer's Diversity & Inclusion Survey. In this survey, we are asking Latin American law firms about gender equality, gender pay gap and diversity policies.

You can make one submission per law firm.

Firms 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.

We will use the data to produce a series of articles about diversity and inclusion in the Latin American legal industry.

Should your firm wish to be contacted to discuss trends revealed from the results of the survey, please leave your contact details at the end of the survey.

The survey's deadline is **5 September 2025**.

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

* 1. Name of person completing the questionnaire (confidential)

* 2. Jurisdiction of law firm submitting deal

- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Costa Rica
- Dominican Republic
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Mexico
- Nicaragua
- Panama
- Paraguay
- Peru
- United States

- Uruguay
- Venezuela
- International

* 3. Name of Law firm

* 4. How many lawyers are there at your firm?

* 5. How many partners are there at your firm?

Section 1 - Gender:

* 6. Please provide the number of lawyers across your **entire** firm that identify in the following categories:

Male:

Female:

Non-binary:

Prefer not to disclose:

* 7. Please provide the number of lawyers across your firm's **partnership** that identify in the following categories:

Male:

Female:

Non-binary:

Prefer not to disclose:

* 8. Is the firm's managing partner:

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

* 9. How many of your executive committee members are female?

- None
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-99%
- They are all female

Section 2 – Recruitment and pay:

* 10. Is there a salary structure or pay scale in your firm?

- Yes
- No
- Don't know

* 11. What criteria is most important to determining salaries in your firm? (In this question, we want to know about lawyers' annual salaries, excluding bonuses, which we will ask you about later)

- ☐ Each position (e.g. associate, counsel and partner etc) at the firm has a designated salary level.
- ☐ Salary is determined by hourly rate
- ☐ Salary is determined by years of experience
- ☐ Salary is determined by individual productivity/performance
- ☐ Salary is determined according to individual negotiations with each lawyer
- ☐ A combination of these factors

* 12. Has your firm conducted analysis into the gender pay gap?

- Yes
- No
- Don't know

12(i). If yes, provide details about how you did this:

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* 13. Did your analysis identify a gender pay gap between male and female associates?

- Yes
- No
- Don't know

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

* 14. Did your analysis identify a gender pay gap between male and female counsel?

- Yes
- No
- Don't know

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

* 15. Did your analysis identify a gender pay gap between male and female partners?

- Yes
- No
- Don't know

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

* 16. Did your analysis identify a gender pay gap in bonuses?

- Yes
- No
- Don't know

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

*17. 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. associate survey, 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 written partnership track that provides clarity on matters such as how long it will take for associates to make it to partnership
- ☐ 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)

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

- 0%
- 1-25%
- 26-50%
- 51-75%
- 76-100%

Section 3 - Parental leave:

* 19. How many months of paid maternity leave does your firm offer lawyers?

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

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

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

*21. Is maternity 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. Is paternity leave offered at:

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

22(i). If you answered “reduced pay”, what percentage of the salary is paid to the employee?

*23. 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:

* 24. Does your firm have a diversity and/or equal opportunities policy in place?

- Yes
- No
- Don't know

* 24(i). If you answered 'Yes', please provide more details.

* 25. Does your firm have diversity or inclusion plans specifically addressing (please tick those that apply):

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

* 26. Does your firm have procedures in place for reporting discrimination?

- Yes
- No
- Don't know

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

* 27. Does your firm have a diversity policy applicable when recruiting lawyers?

- Yes
- No
- Don't know

* 27(i). If yes, please explain the policy.

* 28. Does your firm have a diversity policy applicable for partner promotions?

- Yes
- No
- Don't know

28(i). If yes, please explain the policy.

* 29. Has President Donald Trump's crackdown on Diversity and Inclusion (D&I) impacted your firm in any way, such as prompting you to change policies?

- Yes
- No
- Don't know

29(i). If you answered 'Yes', please provide more details.

Section 5 – Neurodiversity:

30. 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

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

- 0-5%
- 6-10%
- 11-25%
- 26-50%

- 51-75%
- 76-100%
- We don't track this data

32. 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

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

- Yes
- No
- Don't know

33(i). If you answered 'Yes', please provide more details.

Section 6 – Disability:

34. 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

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

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

36. 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

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

- Yes
- No
- Don't know

37(i). If you answered 'Yes', please provide more details.

Section 7 – LGBTQ+

38. 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

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

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

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

- Yes
- No

- Don't know

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

Section 8 - Race & Ethnicity:

41. On a scale of 0-5, how ethnically diverse would you say your law firm is when looking at associate level? (0 being not diverse at all and 5 being very diverse).

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

42. On a scale of 0-5, how ethnically diverse would you say your law firm is when looking at counsel level? (0 being not diverse at all and 5 being very diverse).

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

43. On a scale of 0-5, how ethnically diverse would you say your law firm is when looking at partner level? (0 being not diverse at all and 5 being very diverse).

- 0
- 1
- 2
- 3
- 4

544. What percentage of your firm's management/leadership positions are held by people who self-identify as from ethnic minority backgrounds?

- 0%
- 1-10%
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- More than 50%

45. Which race or ethnicity groups are represented among your firm? (Select all that apply)

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

46. Has your firm conducted analysis into pay differences between lawyers from different ethnic backgrounds?

- Yes
- No

46(i). If 'yes', please provide more details.

47. Did your analysis identify pay differences between lawyers of different ethnic backgrounds?

- Yes
- No

47(i). If 'yes', please provide more details.

48. Please select all the statements below that apply to your firm

- We have a committee focused on ethnic diversity
- We have conducted analysis into ethnic diversity in career advancement
- We have sought outside help for guidance on ethnic diversity (e.g., hired a consultant)
- We actively recruit from law schools with different student demographics
- We have mentoring programmes available to all lawyers regardless of background
- We have employee resource groups
- We track ethnic diversity metrics in our hiring and promotion processes
- Other (please specify)

49. How many lawyers from ethnic minority backgrounds were hired in the last 12 months?

- None
- 1-2
- 3-5
- 6-10
- More than 10
- Don't know

50. How many lawyers from ethnic minority backgrounds were promoted to partner in the last three years?

- None
- 1-2
- 3-5
- 6-10
- More than 10
- Don't know

51. Does your firm have written policies that address ethnic diversity in recruitment?

- Yes
- No
- Don't know

51(i). If 'yes', please provide more details.

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52. Does your firm have written policies that address ethnic diversity in promotions

- Yes
- No
- Don't know

52(i). If 'yes', please provide more details.

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53. Does your firm collect ethnic diversity data during the recruitment process?

- Yes
- No

53(i). If 'yes', please provide more details.

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Section 9 – Final sign-off

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

* 55. Would your firm like to be contacted about your responses to the survey?

- Yes
- No

*55(i). Please include your email.