



Awards summary

On June 10 2021 the Women in Business Law Awards (WiBL) will present the winners of the 2021 Americas awards, celebrating the most ground-breaking achievements by the region's leading female lawyers and the most progressive law firms in terms of their gender policies, advocacy and support of women in law.

This Awards Summary invites you to put forward nominations on behalf of your firm and explains how this should be done.

The Women in Business Law Awards is a part of Euromoney PLC. The awards are researched and adjudicated by a dedicated awards team that works across a range of titles including [Benchmark Litigation](#), [Expert Guides](#), [International Financial Law Review](#), [ITR](#), [Managing IP](#), and [The Deal](#). The team combines expertise in a wide range of practice areas, with deep experience in reviewing policies and initiatives that promote women in law.

For any information about the awards please contact head researcher: john.harrison@legalmediagroup.com

Methodology

The WiBL Americas Awards celebrates the efforts and achievements of law and professional services firms across the Americas in helping women to advance in the legal profession. It also strives to shine a spotlight on the most impressive achievements by women lawyers during the review period. Awards will be presented along individual, law firm, and in-house category lines.

Law firms and in-house teams are invited to make written nominations detailing their female lawyer numbers in relation to their male counterparts. Submissions will also include details of tangible, women-friendly working practices and policies as well as biographical information about their leading female lawyers.

A dedicated research team will review the written nominations and conduct interviews with leading market practitioners across the multiple areas of law and jurisdictions. The team will also incorporate other research from within the group, including relevant research and intelligence from across the brands.

Deadline

All nomination forms must be uploaded [HERE](#) by **February 25, 2021**.

Judging process

Final decisions will be made by the Women in Business Law Awards editorial team following an extensive research process. Decisions are entirely independent.

Individual winners are judged on their professional accomplishments as well as their advocacy and influence within their fields between January 1 to December 31 of the preceding year.

Firm and jurisdictional winners are judged on their ability to support the development of women in the legal profession and provide work/life programs to enable women to pursue legal careers to the very highest level. Criteria include the ratio of female-to-male lawyers (at all levels of seniority), the retention of women associates to partner level and diversity initiatives.

Award categories

Firm awards

The awards will recognise the best law firms in the following categories:

- Gender diversity initiative by national firm (Latin America)
- Gender diversity initiative by national firm (North America)
- Gender diversity initiative by international firm
International firm Latin America practice
- Innovative international firm
- Diversity initiative by a national firm (Latin America)
- Diversity initiative by a national firm (North America)
- Diversity initiative by international firm
- National mentoring program (Latin America)
- National mentoring program (North America)
- International mentoring program
- National firm for work-life balance (Latin America)
- National firm for work-life balance (North America)
- International firm for work-life balance
- National firm for pro bono work (Latin America)
- National firm for pro bono work (North America)
- International firm for pro bono work
- National firm for talent management (Latin America)
- National firm for talent management (North America)
- International firm for talent management
- National firm for women in business law (Latin America)
- National firm for women in business law (North America)
- International firm for women in business law

Lawyer of the year

The lawyer of the year awards will be based primarily on the role an individual played on influential cases. The award will also take into consideration advocacy, influence and thought leadership during the period.

- 'Professional accomplishments': please include the nominee's key recent legal work from calendar year 2020
- 'Advocacy, influence and thought leadership': please include examples that demonstrate the nominee's influence in their specialism outside of transactional work, such as roles in decision-making and leadership, examples of professional creativity and thought leadership

These awards will recognise the best practitioners in the following categories:

- Antitrust/competition
- Aviation
- Banking & finance (incl. project finance)
- Capital markets: Debt
- Capital markets: Equity
- Commercial arbitration
- Copyright
- Corporate governance
- Energy, natural resources & mining
- Environment
- Financial regulation
- Insolvency & restructuring
- Insurance & reinsurance
- Investment funds
- Labour & employment
- Life sciences
- Litigation
- Media & entertainment
- Mergers & acquisitions
- Patent
- Private equity (incl. venture capital)
- Product liability
- Real estate
- Structured finance (incl. securitisation & derivatives)
- Tax
- Tax dispute resolution
- Technology
- Trademark
- Transfer pricing
- Wealth management
- White collar crime

Latin America lawyer of the year

The Latin America lawyer of the year awards will be based primarily on the role an individual has played on influential cases. The award will also take into consideration advocacy, influence and thought leadership during the period.

- 'Professional accomplishments': please include the nominee's key recent legal work from calendar year 2020
- 'Advocacy, influence and thought leadership': please include examples that demonstrate the nominee's influence in their specialism outside of transactional work, such as roles in decision-making and leadership, examples of professional creativity and thought leadership

These awards will recognise the best practitioners in the following categories:

- Corporate lawyer in Latin America
- Finance lawyer in Latin America
- IP lawyer in Latin America
- Litigator in Latin America
- Tax lawyer in Latin America

Rising Star lawyer of the year

A rising star is an associate or of counsel-level lawyer. Partner-level lawyers are not eligible for rising star awards, unless the candidate made partner during the research period. Suitable candidates must have under 15 years of professional experience, be under 40 years old and be acting at partner level.

Rising star lawyers will be awarded in the following categories:

- Corporate
- Finance
- IP
- Litigation
- Tax

In-house team & General Counsel of the year

There is a separate form for direct in-house submissions. In-house team awards will be awarded for the following categories:

- Inhouse team for Collaboration
- Inhouse team for Compliance (Regulatory)
- Inhouse team for ESG
- General counsel for Leadership
- General counsel for Team development
- General counsel in Latin America
- General counsel in North America

Jurisdictional firm of the year

Jurisdictional firm of the year awards will be based primarily on the evidence of firm initiatives and demographics. The evaluation will focus on the impact and complexity of the initiatives, as well as the demographic balance between women and men within the firm. Jurisdictional firm of the year will be awarded for the following jurisdictions:

- Argentina
- Brazil
- Canada
- Central Americas*
- Chile
- Colombia
- Ecuador
- Mexico
- Venezuela
- Panama
- Peru
- Uruguay
- US Midwest (ex. Chicago)
- US Northeast (ex. New York, DC)
- US South (ex. Atlanta, Dallas)
- US West (ex. Denver, Los Angeles)

*(Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua)

Awards definitions

Gender diversity

- Covers groups and networks (for example: women's groups with alumni, partners and clients present)
- Also covers gender-based events. These tend to be more social

Diversity

- Covers everything around diversity that is not women specific, most notably race and LGBTQ issues
- Policies must be implemented in and targeted to the specified jurisdiction. Global initiatives with little local buy-in will be considered less relevant

Mentoring

- This includes mentoring, sponsorship and coaching
 - A mentor is a guide for you to get to your goals on your own
 - A sponsor actively tries to get you promoted
 - A coach is usually external to the company and sits with you one-on-one
- Please note that we include maternity and transition coaching in the mentoring category, NOT the work-life category. Work-life can contain elements of this type of coaching, but standalone projects are within mentoring

Work-life balance

- Includes flexible working, maternity leave and groups for parents etc. at law firms (affinity groups)
- This category also covers childcare and any other innovative initiatives that support work-life balance

Pro bono

- Pro bono and social engagement programs where the work is relevant to women and gender diversity issues, where possible
- For example, legal work involving disadvantaged women

Talent management

- Recruiting, retaining, promoting, and training
- Leadership development programs
- Other initiatives that find ways of hiring more women associates (using novel advertising campaigns or programs for lateral hires, including from other jurisdictions)

Innovation

- It is based on ALL other firm categories
- We look for interesting, new initiatives that are in the pipeline or recently launched
- Evidence that difference is being made

In-house team

- Team awards recognises the teams for their contributions to collaboration, compliance (regulatory), and ESG, which are either led by or have a strong representation of women in the makeup of the team

General Counsel

- General counsel awards recognise the best woman general counsels for their work in team development and leadership, as well as an overall recognition in both Latin America and North America