



Diversity & Inclusion

2021 Year in review



2021 was the first full year of our four-year Global D&I Plan where we had the opportunity to entrench our vision to become the market leader in D&I and mitigate all unconscious bias behavior. Here are just a few highlights of our progress in alignment with our five strategic pillars:

1 Accountability

We hold ourselves accountable with ambitious, attainable metrics by identifying published and internal goals to guide our progress, and by educating and inspiring all of our people to make meaningful investments in their colleagues.

-  Embedded published global racial & ethnic minority and LGBTQ+ partner goals, and internal global, regional, and country-based demographic and promotion goals across diversity identities.
-  Developed a practice-based bias interruption evaluation pilot for talent processes, and provided actionable education sessions promoted by our senior leadership.

2 Processes

Institutional change is our focus as we implement work allocation and other processes to ensure work and pitch opportunities are equally allocated to underrepresented colleagues.

-  Integrate a D&I perspective to existing and pilot practice-based work allocation and resource management systems to facilitate equitable qualitative and quantitative work opportunities to underrepresented lawyers.
-  Established Diversity in Pitching Policy to ensure a minimum of 30% underrepresented lawyers and business services professionals in all client pitches, and at least one woman partner if more than one partner is assigned to the pitch.

3 Recruitment & retention

We want the best and brightest talent at all levels, and will take a holistic approach to get there from briefing our recruiters on our expectations for diversity to providing billable credit hours for D&I activities to providing mentoring and sponsorship.

-  Expanded diversity billable credit hours policy intended to recognize underrepresented talent and allies for their D&I contributions to the firm across the globe.
-  Expanded sponsorship and mentoring programs available to support underrepresented talent globally.

4 Culture

Individuals are the bedrock of our culture. We make available training on bias and inclusive leadership and empower allyship to ensure everyone feels they belong and can contribute as their authentic selves.

-  Introduced Inclusive Communications education to support our colleagues in communicating more inclusively with respect to gender, race/ethnicity, LGBTQ+, disability, and wellbeing.
-  Launched our Global Ability Inclusion Network supporting individuals with disabilities, and caregivers to and allies of individuals with disabilities.

5 Clients

Providing excellent client service is what we do at Hogan Lovells. We enhance that service through partnering with our clients on mutually beneficial D&I initiatives and providing consulting services to strengthen their D&I initiatives.

-  Won Intel China D&I Award pilot designed to promote D&I interest in Asia-Pacific and awarded a financial bonus in recognition of our D&I efforts, which were used to create a fund providing underrepresented lawyers with professional development support.
-  Further embedded our Justice, Equity, Diversity & Inclusion consultancy, supporting multinational clients in various industries including automotive, pharmaceuticals and education.

For more details on our 2021 accomplishments by region, view the year-end reports linked here.

[Americas](#) | [APAC](#) | [EMEA](#)

Our global D&I team would love to connect with you!

Americas



Rosevelie Márquez Morales
Diversity & Inclusion Director - Americas
New York
T +1 212 918 5838
rosevelie.marquezmorales@hoganlovells.com

APAC



Anna Liddell
Diversity & Inclusion and Responsible
Business Manager - APAC | Perth
T +61 8 6208 6562
anna.liddell@hoganlovells.com

EMEA - CE and UAE

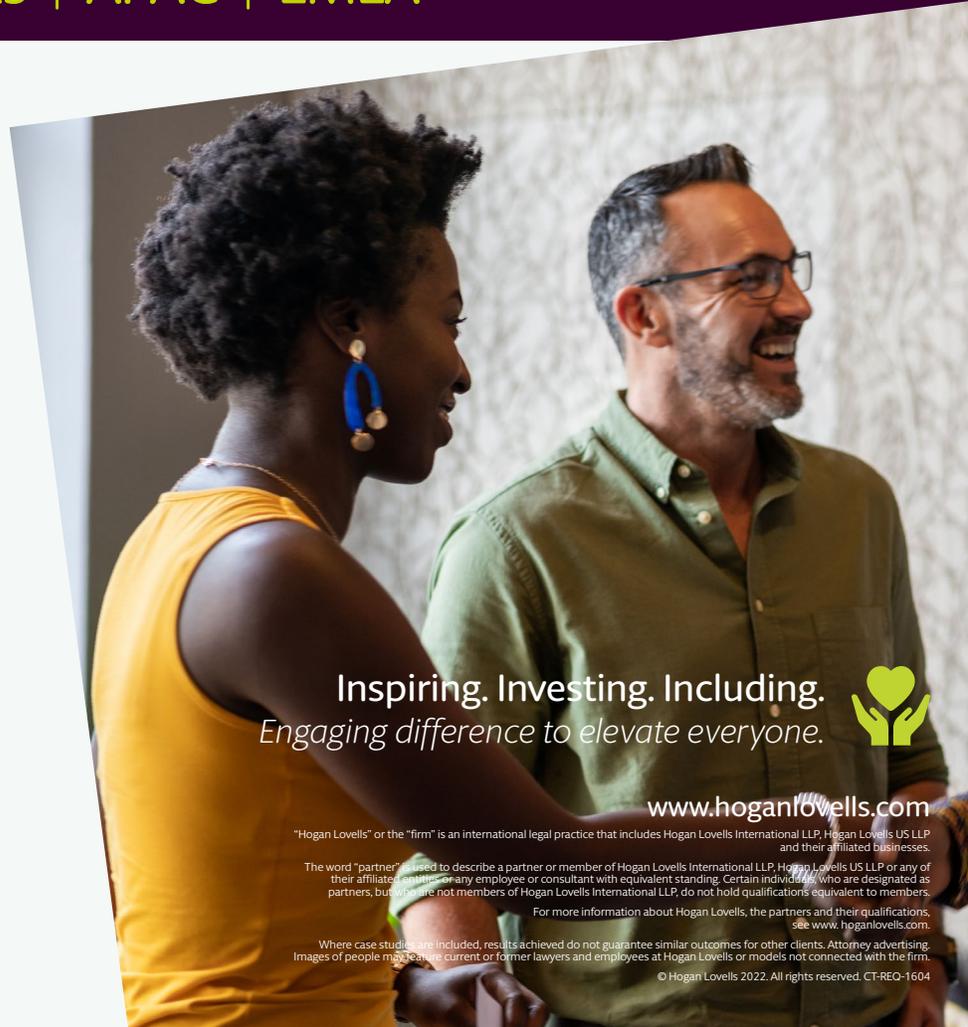


Fabienne Ruopp
Diversity & Inclusion and Wellbeing Senior
Manager - EMEA | Dusseldorf
T +49 211 1368433
fabienne.ruopp@hoganlovells.com

EMEA - UK and SA



Julie-Anne Johnston
Senior Diversity, Inclusion & Wellbeing
Manager - EMEA | London
T +49 69 96236 523
julie-anne.johnston@hoganlovells.com



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