

Justice, equity, diversity, & inclusion

Delivering on our commitments to Diversity & Inclusion is a strategic priority, on a par with putting clients at the center of everything we do. Embarking on this journey with our clients is a shared value.

The issue

Global crises like the COVID-19 pandemic, macroeconomic and political uncertainty, and a racial reckoning have reinforced the need for every organization to embrace and embody justice, equity, diversity and inclusion (JEDI) in every aspect of the way business is done.

Transformational JEDI initiatives are vital to our success as a leading global law firm. We both partner with and advise our clients on JEDI issues focused on ingraining accountability, revamping processes, bolstering recruitment and retention, enhancing culture, and supporting clients. We can help you to respond to JEDI crises and to embed credible JEDI initiatives from establishing a vibrant JEDI strategy to providing education and coaching to support your people to improve your processes with equity in mind.

What we do

We work with you to respond to JEDI crises, ranging from addressing socio-political events capturing the attention of your employees to the cultural impact of a potential harassment or discrimination allegation or a lack of engagement generally around JEDI issues. The Diversity & Inclusion team and the legal practice (including our crisis leadership, employment and investigations practices) work together seamlessly to ensure that your people are supported organization is protected.

Our approach is focused on the following pillars:

- **Accountability:** We hold ourselves accountable by establishing ambitious, attainable metrics and directing our efforts towards their achievement, and inspiring our people to invest in their colleagues. We can help you build in mechanisms to ensure that you stay on track.
- **Processes:** We focus on institutional change internally by implementing allocation processes to drive work and pitch opportunities to our underrepresented colleagues. We are active in the diversity industry in developing best practices and instituting them ensures that all of our colleagues can thrive.
- **Recruitment & retention:** We want the best and brightest talent at all levels and take a holistic approach to attracting them, from requiring diverse candidate slates to revamping our lateral integration approach. We can help you improve your pipeline and retain your underrepresented talent.
- **Culture:** Individuals are the bedrock of any culture. All personnel should have an understanding of key JEDI concepts like bias, micro-aggressions, effective allyship and inclusive communications. We train across levels, and support executive committees and boards in increasing their inclusive leadership capacity.
- **Laws & regulations:** Our advice accounts for and is shaped by both local law requirements, such as the Equality Act in the UK, EU Directives including the Racial Equality Directive and Employment Equality Directive, and the Lilly Ledbetter Fair Pay Act in the US.
- **Clients:** Providing excellent client service is what we do at Hogan Lovells. Partnering with our clients through collaborative forums focused on JEDI issues, partnering on thought leadership pieces, finding profile raising opportunities for colleagues to shine, offering training and CLEs, and creating joint mentoring and sponsorship programs.

Our impact

We constantly challenge ourselves and our clients to increase our impact in this space. Recent achievements include:

- Creating an independent D&I function reporting to the CEO to accelerate our progress.
- Educating our firm globally on unconscious bias, and inclusive communications.
- With Business In The Community we launched a “Guide for General Counsels: Insights in Ethnicity Pay Gap Reporting” in the UK for those advising Boards on pay gap reporting.
- Establishing accountability by publishing racial/ethnic minority and LGBTQ+ partner goals, and internal goals to drive their achievement.
- Establishing sponsorship and mentoring programs in all regions, and a strategic allyship initiative combining education and action in APAC.
- Holding biannual summits for racial/ethnic minority and LGBTQ+ lawyers for networking, professional development and client engagement.
- Achieving recognitions globally and in each region for our progress including Mansfield Rule Certification Plus 4.0 in the U.S., WILEF certification in the U.S. and UK, Stonewall Top Global Employer for LGBTQ+, PROUT at Work, and cash awards from several clients of the firm.

We have been commended by the *Financial Times* for our progress in advancing JEDI and anti-racism initiatives in 2020.

Our support of clients on JEDI issues has been wide-ranging, including advising our clients on the following:

- Advising on a strategic review for a global bank looking at their approach to dealing with sexual harassment issues, principally across the UK and U.S.
- Implementing processes to support a robust recruitment pipeline and increasing the hiring of underrepresented talent.
- Using our legal skills to mainstream gender lens investing. Through Aurora: The Gender Lens Project, we are researching and developing a toolkit of legal standard terms and conditions to standardize the application of a gender lens to finance transactions. The project aims to mobilize capital to advance women’s economic empowerment and gender equality.
- Advising a global investment bank on its gender pay gap reporting obligations in the UK, Russia, France, Germany, Spain, Saudi Arabia and the UAE.
- Acting for clients in the defence of complex claims of discrimination, harassment and victimisation.
- Supporting a multinational financial services client on the introduction of a global gender expression in the workplace toolkit.
- Coaching leaders on inclusive leadership principles, including inaugural Chief Diversity Officers and other executives on their roles related to JEDI.
- Establishing a diversity infrastructure, JEDI committees, affinity networks, and strategic task forces.
- Instituting metrics and accountability mechanisms to guide, govern and inspire JEDI progress.
- Instituting bias interrupters to help make an inclusive workplace real.
- Supporting an anti-racism charity in the arts sector on the legal implications of its anti-racism strategic toolkit and recommendations in the context of the Equality Act in the UK. Providing education sessions on current JEDI concepts.
- Developing JEDI thought leadership and brand initiatives.

Useful links

- [Advancing Racial Justice](#)
- [Crisis Leadership Team](#)
- [Diversity & Inclusion](#)
- [Employment](#)
- [Investigations, White Collar, and Fraud](#)

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