

# Justice, equity, diversity, and inclusion

Delivering on our commitments to diversity and inclusion is a strategic priority, on a par with putting clients at the center of everything that 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, and enhancing culture. We can help you respond to JEDI crises impacting your people and your organization, 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. We bring together colleagues with a range of skills, including our crisis leadership, employment, and investigations practices, to seamlessly ensure that your people are supported and your organization is protected.

Our approach is people-centric and metric driven, focused on the following pillars:

- **Accountability:** We hold ourselves accountable by establishing ambitious, attainable metrics and directing our efforts towards their achievement, and inspiring each of 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. Instituting best practice processes ensures that all of our colleagues, regardless of background, have the best opportunity to thrive.
- **Recruitment & retention:** We want the best and brightest talent at all levels and take a holistic approach to attracting them, from briefing our recruiters on our expectations for diverse candidate slates to taking another look at our lateral integration requirements. We can provide advice to help you improve your pipeline and ensure underrepresented talent can succeed.
- **Culture:** Individuals are the bedrock of any culture. Ensuring that every member of our organization has an understanding of key JEDI concepts of bias, micro-aggressions, and inclusive leadership. We spend time with executive committees and boards to ensure they have JEDI fluency as well. Most importantly, we help organizations embed these understandings and empower allyship.
- **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:


- 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.
- Representation on the steering committee of JEDI as part of the GenderSmart Summit.
- Developing JEDI mission statements, strategies and priorities
- Responding to JEDI crises, such as addressing the aftermath of the 2020 racial reckoning
- Advising on JEDI as part of our guidance on developing sustainability statements and ESG investment policies
- Coaching leaders on inclusive leadership principles, including inaugural Chief Diversity Officers and other executives on their roles related to JEDI
- Establishing a diversity infrastructure, including 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
- Implementing processes to support a robust recruitment pipeline and increasing the hiring of underrepresented talent
- Developing JEDI thought leadership and brand initiatives
- Reviewing websites, policies, and collateral using an anti-racist and pro-equity lens
- Providing education sessions on current JEDI concepts

## Useful links

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

## Relevant contacts

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