



Hogan  
Lovells

Diversity & Inclusion  
for a new era



Diversity makes us a better law firm and helps us to attract the best talent, drive innovation, and deliver the best experience for our people and clients. We are committed to nurturing an inclusive working environment where all of our people can be themselves and feel empowered to succeed.

### Strategic Priorities

We are uniquely placed as a fully-integrated global firm. We have a high-quality business, great clients, genuine international reach, and extremely talented people. The combination of our industry sector knowledge and our market leading position at the intersection of business and government is admired by clients and competitors alike.

A focus on diversity and inclusion is one of the key strengths on which we are building our firm. We are focused on 5 strategic priorities, and diversity and inclusion is one of them:

- Putting clients at the center of everything we do
- Demonstrating strong collaboration and co-operation
- Investing further in strategic markets
- Enhancing our profitability
- **Delivering on our commitments to diversity & inclusion, Citizenship, and sustainability**

### These are the pillars of our Global D&I strategy

- **Accountability.** We hold ourselves accountable with ambitious, attainable metrics by identifying internal and external goals to guide our efforts.
- **Processes.** Institutional change is our focus as we implement work allocation and other processes to ensure work and pitch opportunities are equally allocated to diverse lawyers.
- **Recruitment.** We want the best and brightest talent at all levels, and will take a holistic approach - from briefing our recruiters on our expectations for qualified candidate lists including diverse candidates to taking another look at our requirements - to get there.
- **Culture.** Individuals are the bedrock of our culture. Ensuring that we are training every member of our firm on the impact of bias and the importance of inclusive leadership while empowering allyship is critical to ensure everyone feels they belong and can contribute.
- **Clients.** Providing excellent client service is what we do at Hogan Lovells. Partnering with our clients, through collaborative forums focused on diversity and inclusion, only enhances that service.



## Our leadership



“In establishing our key priorities as a firm, we have made clear that delivering on our commitments to diversity and inclusion is as important as profitability and putting clients at the center of everything we do. As one of the first Latino CEOs of a global law firm, I know first-hand the difference that focusing on equity for our people and clients makes. At Hogan Lovells, being ambitious, innovative, responsible, committed and supportive are the qualities that drive our behaviors in all that we do, and that includes our actions to improve diversity and inclusion. We strive to make a meaningful, positive impact in society and our firm by cultivating an environment where our people can thrive.”

*Miguel Zaldivar, CEO*

“Our aspiration is for Hogan Lovells to be the firm of choice for ambitious and talented people, a place that welcomes and celebrates diversity, where people thrive, feel that they can contribute and that they belong. We are committed to increasing diversity throughout our firm and at the highest ranks, in terms of gender, race, ethnicity, nationality, sexual orientation, gender identity, age, social background and different abilities. We have developed a clear action plan to drive change within our firm and look forward to continuing our work with our clients and other partners to deliver an even greater impact.”

*Susan Bright, Global Managing Partner for Diversity & Inclusion and Responsible Business*



# In diversity, we lead by example

## Our diverse Board members



**Owen Chan**  
Office Managing Partner



**Catherine Stetson**  
Partner



**Celine Crowson**  
Partner



**Phoebe Wilkinson**  
Partner



**Karen Hughes**  
Practice Area Co-Lead  
Tax, Pensions & Benefits



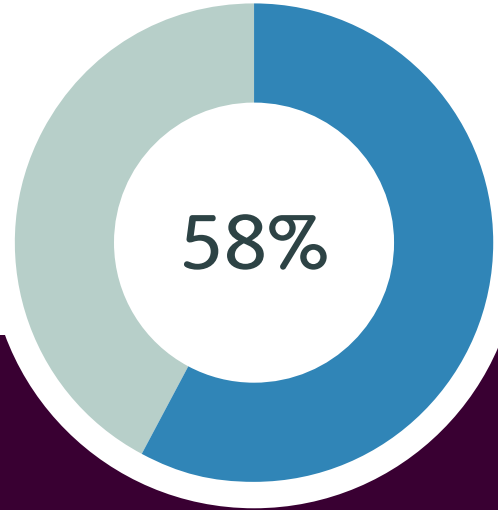
**Miguel Zaldivar**  
Chief Executive Officer



**Mahvesh Qureshi**  
Partner

● Diverse\* ● Non-diverse

\* Diverse includes women, minority, and LGBT+  
Note that this data is from HRIS and current as of 9/29/2020.



## Owen Chan | Office Managing Partner – Hong Kong

“Having been in the position of managing partner of our biggest office in the APAC region for more than 5 years and more recently elected to the Board to represent the region, I have seen closely how our commitment to diversity drives our culture and success. This strong commitment has played a significant role in our achievements in diversity at regional and leadership level, and in our business and financial successes. More than ever, we take diversity as a priority in building our culture and business, such as promoting women and local talent in the region and to leadership roles. We have seen a trend and it continues.”

## Our diverse IMC members



**Ina Brock**  
Managing Partner  
Clients & Industries



**Richard Lorenzo**  
Regional Managing  
Partner – Americas



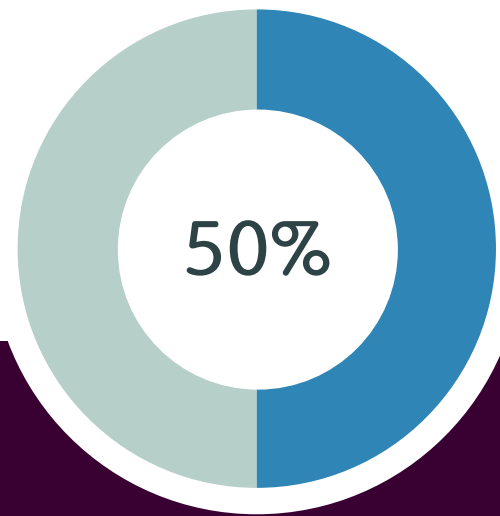
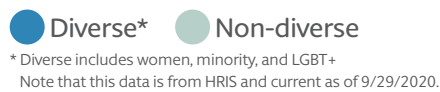
**Alice Valder Curran**  
Practice Group Leader  
Global Regulatory  
& IPMT



**Miguel Zaldivar**  
Chief Executive Officer



**Marie-Aimée  
de Dampierre**  
Regional Managing  
Partner - EMEA



### Richard C. Lorenzo | Regional Managing Partner – Americas

“Diversity and inclusion is foundational to our vision and strategy. We are dedicated to supporting and promoting our diverse people at all levels, and to achieve this we are taking concrete measures to ensure that diversity and inclusion is embedded into everything we do to grow as a firm, from recruiting to business development to promotions. We are committed to fostering an inclusive environment where people of all backgrounds and perspectives work together and apply their diverse points of view and approaches to problem solving and delivering outstanding solutions to our clients.”



## Our diverse Industry Sector Group Leaders



**Patrick Ayad**  
Partner



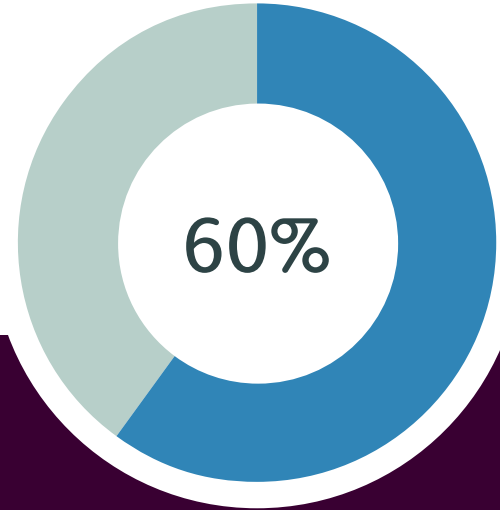
**Sharon Lewis**  
Partner



**Mark Brennan**  
Partner

● Diverse\*   ● Non-diverse

\* Diverse includes women, minority, and LGBT+  
Note that this data is from HRIS and current as of 9/29/2020.



**Ina Brock | Partner**

“We intensively collaborate with our clients to make diversity & inclusion a reality within the legal market whilst appreciating that there is still work to do. We are driven by the knowledge that diversity makes us a better law firm and helps us to attract the best talent, drive innovation and deliver the best experience for our clients. We are committed to nurturing an inclusive working environment where all of our people can be themselves and feel empowered to succeed”.

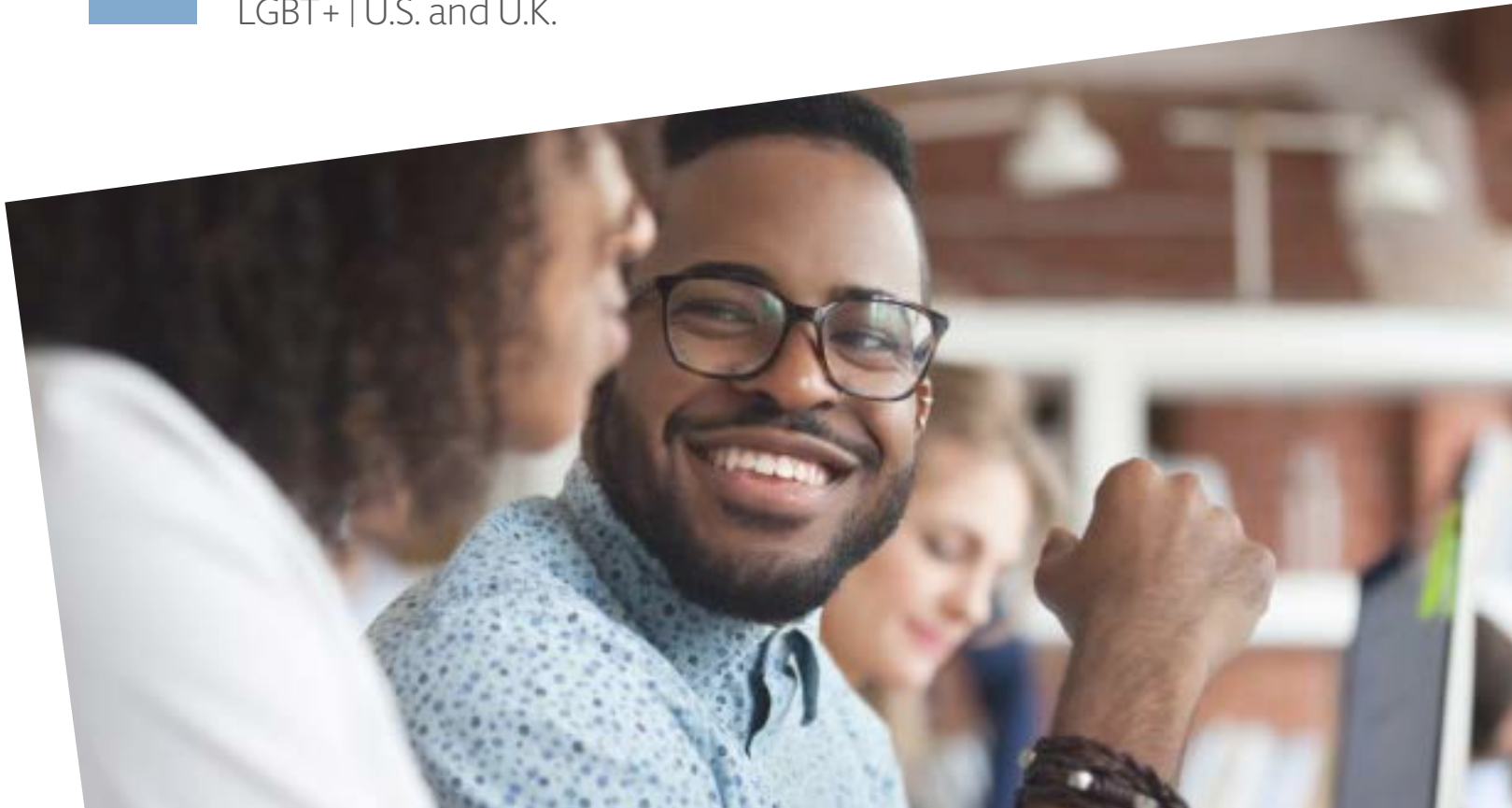
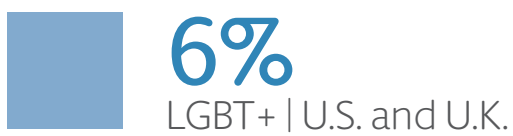
## Diversity by the numbers

### Global Partners



### Global Pipeline

(Law clerks, trainees, Associates, Senior Associates, Counsel)







## Citizenship & Pro bono

### Advancing Racial Justice

Hogan Lovells has made a formal pledge to devote at least 65,000 pro bono hours through 2023 to breaking down the deeply rooted, systemic barriers in society that profoundly impact people of color.

The firm is also working to identify local opportunities that enable our people to engage in this commitment through community-based volunteering. The focus will be on combating discrimination in the areas of housing and economic justice, criminal justice, and voting rights, working with a range of nonprofits already active in these areas.

In addition, Hogan Lovells will match up to US\$200,000 in donations by our people to organizations combating racial discrimination and injustice in addition to US\$100,000 which has already been committed by individual members of the Board and International Management Committee.

**“Our duty as lawyers – and as human beings – is to actively and aggressively do whatever we can to address racial discrimination and the abhorrent mistreatment of people of color,”** said Miguel Zaldivar, CEO of Hogan Lovells. **“A few ways to do so are through the provision of pro bono legal services, community-based volunteering, and fundraising, which are central to our renewed focus on advancing racial justice.”**

Matched fundraising support in the United States will be directed to the following organizations selected by our minority lawyers: Equal Justice Initiative; Howard University’s Thurgood Marshall Civil Rights Center; and the Vera Institute of Justice.

Matched fundraising support in the UK will be directed to The Amos Bursary.

Matched fundraising support in Continental Europe will be directed to the Emergency Aid for Moria Refugee Camp (UN Refugee Agency); Justice for Survivors of Torture Programme (Redress); and Pro Buddy Programme (SINGA).



# Embedding our culture around the world

## Americas

Diversity is at the core of who we are and how we do business in the Americas. We are committed to structural advancements that are critical to ensuring that diverse lawyers will be strategically invested in and advanced.

We support our people through 30 regional diversity networks, including the Americas Diversity Committee, regional diversity committees, regional women's initiatives, national affinity groups (which include African-American, Agility, Asian-Pacific American, Latino, LGBT+, Middle Eastern-North African, Native American, and Military), and regional affinity groups.

### Initiatives



The **Americas Diversity Committee (ADC)** is a diverse group of influential partners led by our CEO that establishes best practices for diversity and inclusion in the Americas and invests in the internal pipeline of diverse lawyers. The ADC evaluates and advocates for access to quality work assignments, provision of sponsors, coaching, mentoring, and business development support.



equitable progress for minority and LGBT+ lawyers. To continue this growth and progress, we have also joined the Mansfield 2020-2021 cohort.

Since 2019, we have been Mansfield Certified Plus twice, which means that diversity in our candidate pools and in our leadership teams is above the industry standard. In 2020, we were one of the five law firms that volunteered to pilot a more intensive tracking process to ensure



“When planning D&I initiatives, we want to open meaningful conversations that turn into significant actions, creating a space in which we all belong.”

*Brenda Rogel, Partner*

## | Spotlight on Mexico

Our Negotiation Workshops provide a series of skills training for women lawyers which are led by licensed instructor, Alexa Von Wobeser. In addition to teaching a valuable skill used in the law firm, it allows lawyers to invite and engage with clients at the event. We have provided individual coaching sessions for 12 women lawyers and four additional individuals who are in need of it. Each targeted lawyer is able to

spend two 30 minute sessions with a certified coach. Over the years we have hosted many forums on conscious and unconscious bias and ensuring equity in the workplace. We also were instrumental in ensuring that “A Day Without A Woman” happened in Mexico, to raise awareness of the importance of women in Mexican society.



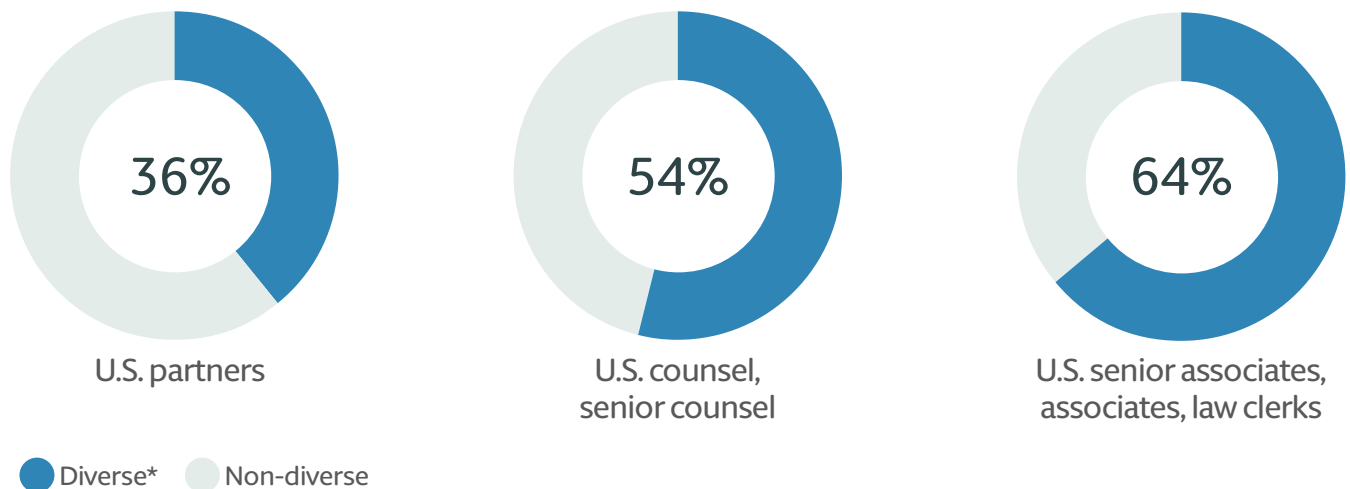
### Key awards

- **AmLaw 100** – Top 100 diversity scorecard for last 11 years
- **Black Student’s Guide to Law Schools & Firms** – listed as one of the 2019 Lawyers of Color D&I Leader for the firm’s black attorney percentage exceeding industry average
- **Human Rights Campaign Foundation’s Corporate Equality Index** – 100% rating for 11 consecutive years
- **Law360** – ranked among 10 “Best Law Firms for Women” for the past three years
- **Women in Law Empowerment Forum** – Gold Standard certification for eight consecutive years. Please also note that the firm was added to WILEF’s first ever list of US and UK Gold Standard law firms in 2019 and 2020
- **Yale Law Women** – a Top Firm for Flexible Work Options in 2020
- **Yale Law Women** - Top Ten Firm for Gender Equity in 2019

### Engaging with our clients

We actively support client- and diversity-rich initiatives like the Leadership Council on Legal Diversity and other bespoke internal programming connecting general counsel to our diverse lawyers, partnering to serve our clients with diverse teams and providing rich profile-raising and business development opportunities for our diverse lawyers. In 2019, we asked more than 250 clients for their views on diversity and inclusion, and we are incorporating their input into how we work. We are continuing to seek their views during 2020.

### Our Diversity Numbers



\*Includes women, minority, and LGBT+



# Allverse



In 2020, we hosted our second U.S. minority and LGBT+ law conference, Allverse, which brought together more than 300 lawyers with our executive leadership, clients and internal global diversity professionals. This conference continues not only to demonstrate the investment the firm is making, it also provides training and networking opportunities for our diverse lawyers.



“Allverse is truly one of a kind. To me, it shows a commitment from the law firm, and to make this kind of investment in D&I really speaks volumes.”

*Sneha Desai,  
Associate Deputy General Counsel*



# Embedding our culture around the world

## Asia-Pacific

In Asia-Pacific we number more than 500 people working across 10 offices plus 2 associated ones in 6 countries, representing multiple backgrounds and cultures. We have an exceptionally rich and diverse employee and client base.

Inclusion is the enabler to both increasing and retaining diversity across our region and key to many of the other cultural qualities we aspire to demonstrate.

Inclusion starts with recognizing our differences and respecting and valuing the differences we bring. Our goal is to continue to activate this culture of inclusion so that every individual feels like their uniqueness is valued and has a true sense of belonging.

### Focus on Inclusion

In 2019 we kicked off our focus on inclusion in earnest. Our campaign, 'You're Included' comprises a series of actions and approaches that our people can adopt in their day to day work to create connections and build inclusivity in our shared work environment.

We are encouraging everyone to take responsibility for change and to feel able to contribute meaningfully by taking action within their sphere of influence.

It is the combination of these continuous everyday activities and actions that will drive a culture shift towards increased diversity. Over time we will measure our success in the qualitative - stories and impact of actions, our shift in diversity metrics, and in our inclusion index which is in development.

### Cultivating Inclusion

- The Beijing office hosted their first ever family day at the office in order to get to know each other better. After the day most employees have deeper understanding on different life pace of working parents, know more about the challenges of balancing work and life, appreciate the family members' contribution and also show more empathy to colleagues.

- In Shanghai, a workshop on 'the art of inclusive communication' was really well received with participants putting themselves in others' shoes and tackling conversations they have had in person.
- The Tokyo office introduced 'inclusion week' to raise awareness.

### Pride+

We have been proactively supporting the expansion of Pride+, our global LGBT+ and Allies Network across the region and in using our voice to support equality and advocate for change in society.

### Pride+ Membership

% of total employees signed up as of July 1, 2020.



- In Hong Kong, the firm committed as a signatory to the "Equal Love" campaign to support the legal recognition and equal treatment of same-sex relationships in Hong Kong.
- In Japan, we supported the Viewpoint statement on Marriage Equality.
- In Singapore, we work with InterAllia (a Singapore LGBT+ lawyers network) co-hosting events for our internal and external communities.

"When we have true inclusion, it is when we have removed all barriers, discrimination and intolerance. When implemented properly, it makes everyone feel included and supported, whichever environment they are in. Language is an important tool for communication, we talk to people in a different modes of communication for different situations. Inclusive communication is an approach that seeks to create a supportive and effective communication environment"

Candy Chen,  
Office Manager of HL Fidelity, Shanghai



## Gender Balance

- In Hong Kong, we participate in the Womens Foundation 'Male Allies' programme as advocates who seek to advocate for greater gender equality.
- We remain focused on promoting and achieving greater gender balance across the region and have run a number of initiatives to improve the retention and advancement of our women. In Shanghai, our "Girl Power Club" networking initiative continues to flourish, connecting our women across the workplace.

## Networks

- Active internal networks across the region provide spaces for our women and working families, parents, and pre-parents to share ideas and challenges.

## Wellbeing

- Covid-19 has changed the way we work, the way we navigate our daily life and the way we balance family responsibilities. Accessible resources include wellbeing platforms and apps such as Optum, Sanvello, and myStrength by Aetna, covering mindfulness techniques to healthful consultations. We are expanding the reach regionally through activities such as our 'Working Families - How to Navigate Covid-19 and Beyond' session with physiologist, Dr. Mark Gandolfi.
- We participate in Asia Employee Wellbeing Week led by Community Business annually.
- To mark World Mental Health day, our Regional Managing Partner shared a message on the importance of maintaining our own mental health including the multiple resource we have access to support. Offices curated a series of activities: In Hong Kong we hosted a mindfulness seminar and

meditation exercise and in Singapore a mental health check and talk led by Social Enterprise 'Thoughtfull'.

- In Tokyo we rolled out Unmind, a Workplace Mental Health Platform, to provide proactive, preventative mental healthcare to those who wish to access it.

## Engaging with our clients

We aim to regularly host events to engage our clients and communities in D&I discussions, and invite clients to our award winning Breaking Barriers lunchtime speaker series which is intended to provide support to, enable, and inspire our people. We have been sharing our innovative approach and have been recognised for it and advancing Diversity & Inclusion in the region.

## Signatories/programmes

- Signatories to 30% Club, Hong Kong: Owen Chan, Office Managing Partner, Hong Kong.
- Participants in 'The Women's Foundation ' Male Allies Programme' Hong Kong.

"I am proud of being with the team that focuses the priority of creating a diversified and inclusive environment within our organization and makes efforts to put that into action. Everyone deserves being recognized and valued for their uniqueness."

*Lu Zhou,  
Chair, APAC Diversity  
& Inclusion Committee*



## Awards in 2019

- **Community Business: LGBT+ Workplace Inclusion Index, Silver Standard** – 2019 to 2021.
- **Euromoney Asia Women in Business Law Awards** - winner best gender diversity initiative by international firm for second year in a row.
- **Asian Diversity Initiative of the Year** - Pride+
- **FT Innovative, Lawyers** - Highly Commended in Rule of Law/Access to Justice, LGBT+ Rights
- **Stephanie Keen** - Lifetime Achievement AmCham HERo Awards, American Chamber of Commerce in Singapore

## Spotlight on Inclusion Allies

Inclusion Allies are informed and certified inclusion ambassadors, leading from the front and changing culture one step at a time. The Inclusion Allies program is intended to:

- Equip everyone with the knowledge and confidence to be ambassadors for Inclusion.
- Promote ownership to create a place where respect and innovation flourish.
- Build an inclusive culture one human interaction at a time.

## Inclusion Ally Commitments

*“As an inclusion ally, I am committed to be someone who makes everybody feel like a somebody.”*

*“Being more inclusive not just sometimes but every day and in every decision I make. Even the little things add up and make a difference.”*

*“Embracing the uncomfortable, being curious, educating myself around how to be a better ally.”*

*“I commit to increasing female representation in candidate pools. I hope to achieve a more balanced team with a diversity of thinking which benefits our clients and indirectly the firm.”*

*“Recognize that people have different views and by being more inclusive and open to their ideas and suggestions, it will help me develop a better solution overall for the firm.”*



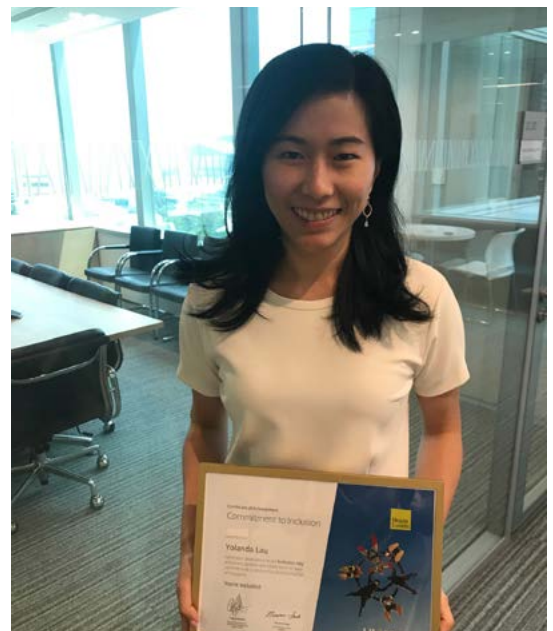
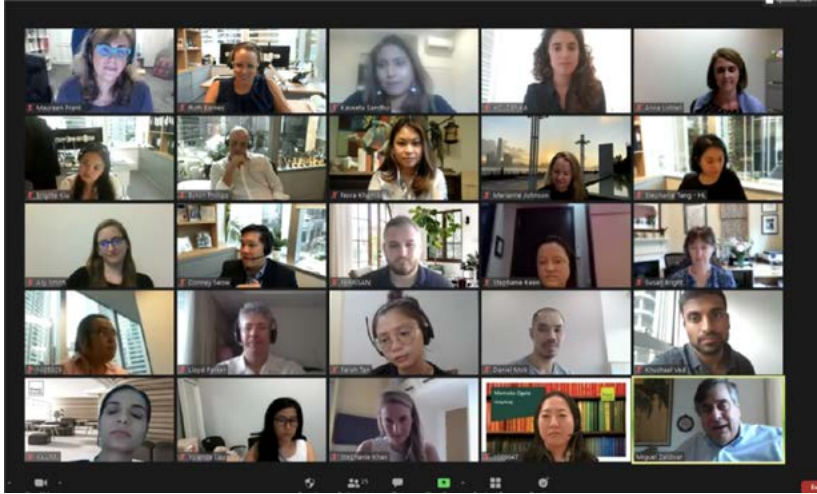
## Impact

“For me, the focus on inclusion has been one which builds on the concept of diversity. The Inclusion Allies programme has been about shifting our mindset from recognising that we are all different to ensuring that we are all included notwithstanding our differences. It’s about embracing that diversity and then creating impact through changes in our behavior. Some changes are straightforward and others are challenging and require us to take a hard look at how we interact with others. The Inclusion Allies programme has helped guide us through that process and has, I hope, paved the way for a more inclusive Hogan Lovells.”

*Program Participant*



## Inclusion Allies Graduation





# Embedding our culture around the world

## Europe, Middle East, and Africa: Continental Europe

In Continental Europe (CE), our region of nine countries, 14 offices and vast cultural diversity, we raise visibility of our commitment to diversity and inclusion at every opportunity. Our activities in CE focus on gender balance, LGBTIQ+, disability, and working families.

Our hard work is paying off – we’re attracting diverse talent, growing future leaders and experts. We’re creating inclusive teams in a work environment where everyone can be themselves, deliver their best, most creative work and develop successful careers. We are building a firm that offers a welcoming culture together with the opportunities and support that will make us fit for the future.

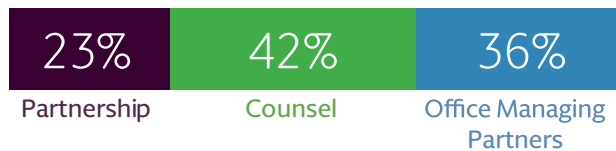
### Just the facts



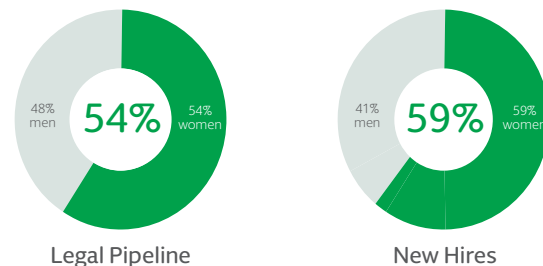
**2** full-time professionals responsible for implementing diversity and inclusion programs

### Diversity in Leadership

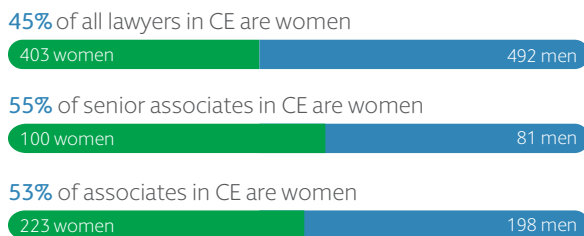
Growing number of women in CE leadership



### Strengthening the Pipeline



### Gender Diversity



### Development

- Women@HL: Award-winning program includes communication seminars, coaching, mentoring, networking events
- Regional and local mentoring programs for women and men, internal and external
- Unconscious bias training

### Thought Leadership

#### Charters, Networks, Memberships

Through commitments to 15 charters or organizations in seven countries since 2013 we work with clients and industry to promote understanding and support for diversity and inclusion.

#### Co-founded:

- LDIA Legal Diversity & Inclusion Alliance (Belgium)
- REDI Red Empresarial Diversidad Inclusion LGBT (Spain)
- Forward Network for Legal Professionals (Netherlands)

# | Spotlight on Middle East and Africa

Our Dubai office is culturally diverse, and focused on cultivating a culture of inclusion.

In Dubai, we focus on cultural heritage. For instance, a few days before Ramadan, we relay the meaning of Ramadan and the local cultural expectations. Every year during Ramadan we arrange an Iftar, for our people and clients. We celebrate other cultural dates around the globe to support our colleagues with different nationalities and backgrounds.

The advancement of women is critical. We host an annual Women in Business Dinner for International Women's Day, which is one of the few "all women-only" events for clients hosted by international law firms. Bringing together ~40 senior women business leaders, the dinner also provides a good networking opportunity inside and outside of the firm.

## Wellbeing Activities

We promote 'Wellbeing week', which supports all of our people for mindfulness and exercise activities. Additionally, we hold Breast Cancer Awareness Day to ensure all our aligned in supporting this important cause.

## International Women's Day 2020

The Diversity & Inclusion Committee in Dubai hosted a discussion explaining the history and important of International Women's Day. With a focus on "ground-breaking" inspirational women, we helped our people learn how to reduce inequality, macro-aggressions and micro-aggressions. Our small group discussions allowed us to further discuss the impact of differential treatment. Each participant made a formal pledge to be conscious of inequality and bias.

## South Africa

In South Africa, we have very recently established an Employment Equity Consultative Forum, which includes representation by gender, race, disability and level, and has received training.

Our Employment Equity Consultative Forum will develop an equity plan, which must be submitted to the Department of Labour. Our three-year plan includes a barrier analysis that must be conducted to ensure that our policies, procedures and practices are not discriminatory in nature, proposing affirmative action measures to counter these barriers, and then also a numerical plan of how we are going to go about to ensure that our workforce is more representative of the economically active population in our country.

## Client Engagement

Women of Achievement speaker series: Since 2012, hundreds of clients and lawyers have met throughout the region to learn about and discuss current topics relevant to women's lives and careers. Prominent speakers and experts have included outstanding businesswomen, politicians, Olympic sportswomen and leading academics and authors.



## Awards in 2019-2020

- **Chambers D&I Lifetime Achievement Award** to Fulvia Astolfi, Partner - Rome
- Two colleagues added to list of **"Top 100 Out Executives" in Germany** - Bernhard Kuhn, Partner and Michael Hermann, Office Services Manager
- **Stonewall Global Workplace Equality Index**
- **GenderdaX** certified
- **Pride500** certified
- **Total E-Quality** certified
- "Best Law Firm for Diversity" - **Forbes Spain**



As a global law firm the diversity of our people is a core strength, enabling us to provide the best work environment, to adapt and innovate, and deliver excellence for our clients."

*Marie-Aimée de Dampierre,  
Regional Managing Partner, Paris*



"I'm proud to be an LGBT+ Ally – because it's the right thing to do, for so many reasons. I'm contributing to a culture where everyone feels safe to be who they really are. Our employees can only give their best when they can be themselves and this is key to our values at Hogan Lovells."

*Miriam Gundt,  
CE Diversity & Inclusion Partner*

## LGBTIQ+ Diversity



**Pride+**  
Our internal network for LGBTIQ+ colleagues and allies



**> 500**  
lawyers & staff  
Over 30% of global membership is based in CE



**Pride+ live**  
speaker series  
Regular events broadcast live to the desks of 2400 people in CE



**Career fairs**  
Sticks & Stones, ALICE, RAHM in Berlin, London and other cities



**LGBT+ Leadership Competition RAHM**  
Several of our lawyers are alumni of this event, one a "top ten" finalist

### Pride+ CE

Pride+ 2020 Theme: "Inclusive Language"

In our firm we stand up for diversity and inclusion for all our colleagues and friends. In our rapidly changing world, your choice of words is more important than ever. Every day we speak, write and address friends, colleagues and clients. Words can discriminate and they can hurt. They can damage our reputation as a diverse and inclusive firm that takes pride in our people's diversity. If we use gender-fair language in written and spoken communication, we signal awareness and openness – and inspire trust in our colleagues and clients.

### Pride + Live Speaker Event



Our latest event in the CE Pride+ Live Speaker series focused on the challenges faced by LGBT+ refugees. Alexey Kozlov, Co-Chair of the CE Pride+ network, assembled a panel consisting of a Syrian refugee, a Russian activist and a human rights NGO and moderated the discussion. The record number of registrations shows the interest and support for this topic and the LGBT+ community. The discussions in this event series help raise awareness for the issues facing our LGBT+ colleagues and make the world

a better, safer place for everyone. To find out more about our Pride+ network, go to the Pride+ page.

### Italy – Stonewall50 Forum & Video Contest

In Rome we invited clients to a forum event commemorating the 50th anniversary of the Stonewall Riots, the birth of the LGBT+ rights movement. Together with Pfizer and involving also Procter & Gamble, IKEA, EY and Alix Partners we created a fantastic discussion with over 200 clients and contacts attending. In honor of the anniversary, our Italian offices organised an internal challenge among our Pride+ people in both Rome and Milan asking them to create their own videos about what LGBT+ rights mean to them.

### Moscow – LGBT+ Diversity Roundtable

Our Moscow Diversity Champion, Maria Kazakova and Pride+ Co-Chair Alexey Kozlov co-hosted the Third Executive Round Table "Putting Diversity and Inclusion on the Agenda in Russia" with a special focus on LGBT+ inclusion in the workplace. Three speakers from Coming Out shared results of the survey on LGBT+ employees and various experiences in the workplace in Russia, and spoke about the Russian Anti-Gay Propaganda Law and HR best practices for creating an inclusive work environment. The event was capped by an interactive workshop on (1) gender neutral language, (2) combining LGBT+ and business development and (3) how to launch an LGBT+ programme in a Russian business setting.

### CE Pride+ Co-Chairs



**Andrea Atteritano**  
Partner



**Alexey Kozlov**  
Knowledge Systems Services Manager



## Germany – First Pride+ Client Event



The Pride+ network in Germany hosted its first client event! Our Munich Pride+ Champion Tomas Schurmann (M&BD Senior Advisor) supported author Jens Schadendorf with his latest book, *GaYme Changer*, about the changing influence of the LGBT+ community in the global economy. Tomas arranged for the author to present his book to clients and Pride+ members within a week of its publication.

## Frankfurt – Network Event




In Frankfurt we hosted a network discussion and get together with our partner organisation PROUT AT WORK. The topic was inclusive language, a topic that the German press and corporate world are discussing frequently. Dr. Jean-Luc Vey, founder and board member of PROUT AT WORK, moderated the discussion.

## Pro Bono Translations for PROUT AT WORK

When our LGBT+ partner organisation PROUT AT WORK in Germany asked if we could help translate their “how to” guides into English, our translator team in Germany didn’t hesitate to say yes. Both English and German native speakers worked on the project, which offered a change from financial and legal texts and the opportunity to write in a more creative style.

## Future Talks

Einladung
REGISTRIERUNG



### Vereinbarkeit von Familie & Beruf @ Hogan Lovells

**Internes Webinar: Table Discussions mit Role Models**

Wir wissen, dass bei allen Überlegungen zum Thema Karriere bei vielen das Thema Familie auch bereits weit vor tatsächlicher Familiengründung eine Rolle spielt. Als Anwälte kennen wir alle unsere gesetzlichen Rechte und auch die entsprechenden HL internen SOPs kann jeder im Intranet nachlesen.

Gleichwohl fragt sich der einen oder andere bestimmt:

- Wie wird mein Partner reagieren, wenn ich ihm sage, dass ich schwanger bin / Elternzeit nehmen will / Arbeitszeit reduzieren will?
- Welche Auswirkungen auf meine individuelle Karriere bei HL hat dies?
- Werde ich als weniger ehrgeizig wahrgenommen (gerade auch als Mann), wenn ich mehr Zeit mit meinen Kindern verbringen möchte?
- Wie kann ganz konkret ein Alltag mit Beruf und Kindern funktionieren?
- Wie durchlässig sind die angebotenen Karrieremodelle wirklich?

Gerade beim Thema Vereinbarkeit von Familie & Beruf gilt: One size does not fit all – jede und jeder von uns hat andere familiäre Hintergründe und Vorstellungen und auch die einzelnen Praxisgruppen unterscheiden sich in ihrer Arbeitsweise.

Daher möchten wir Euch verschiedene erfahrene Kollegen (Senior Associates, Counsel, Partner) mit Familie vorstellen, die sozusagen als Role Models Euch ihre ganz persönlichen und ganz unterschiedlichen Geschichten erzählen und für Fragen und Diskussion zur Verfügung stehen.

**Details**

**Datum**  
Freitag, 17. Juli 2020

**Zeit**  
13.00 - 14.45 Uhr

**Webinardaten**  
Den Link zum Webinar erhalten Sie nach Ihrer Anmeldung.

REGISTRIERUNG

**Ansprechpartner**

**Stefanie Kern**  
Partner, München  
E-Mail

**Webinarorganisation**

**Sabine Schmoranzner**  
Personal Assistent, München  
E-Mail

hoganlovells.com

Our Munich Diversity Champion, Stefanie Kern, and her diversity team brought young lawyers together with experienced colleagues to talk about the future. Not the Star Trek kind of future – the kind that might include a stellar career, personal goals, a new family and more.

Can I have all this and a career at Hogan Lovells? How do I tell my manager that I’m pregnant? Or that I want to reduce my working hours to write a book? Am I less ambitious (especially as a man) because I want to spend time with my family? And how exactly does a life with children and job work?

Our own partners, counsel and senior associates – all with first-hand experience – offered information on the various career models the firm offers along with their own personal impressions and advice. The relaxed speed dating format ensured that everyone was able pose their questions to the right “experts”. The pilot event in Munich was so well-attended and successful that other offices are already planning their own Future Talks.

# Embedding our culture around the world

## Europe, Middle East, and Africa: United Kingdom

We are committed to developing a culture of inclusion in the UK through effective recruitment, retention, promotion, and professional development of all of our people.

Our diversity and inclusion activities enable us to drive people engagement and widen access to the profession. We recognise the intersectionality of our people and that no-one is 'just one thing'. Our employee networks are broad ranging and collaborative, driving activity to ensure our culture of inclusion is shared throughout the firm addressing gender equality, working families, generations, race, ethnicity, LGBT+, faith and belief.

### Initiatives

We have a strong record in recruiting Black, Asian, and minority ethnic students through our graduate recruitment program. We use a range of innovative activities to ensure we attract diverse talent from all backgrounds and experiences, including contextual recruitment and our partnerships with Rare Recruitment and Aspiring Solicitors.

To support the retention and progression of our people, we actively seek to identify and nurture our pipeline of diverse talent, focusing on ensuring our policies, processes and programmes enable us to develop and advance our people. Our global coaching strategy and Combining Potential mentoring programme support our people from under-represented backgrounds.

### Wellbeing

Workplace wellbeing is a priority and our wellbeing strategy focuses on three pillars of support, promotion and early prevention. We are proud to be a member of the City Mental Health Alliance which aims to create a culture of good mental health for City workers and complements our existing wellbeing programme. We have trained Mental Health First Aiders and participate in the Lord Mayor's *This is me* campaign, to tackle the stigma around mental health in the workplace.

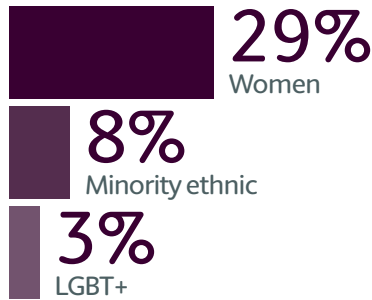
## Hires 2018/2019 % of diverse



## Promotions 2018/2019 % of diverse



### UK partnership diversity



### UK lawyer diversity

(Associates, senior associates, counsel)



### Engaging with our clients and external partners



We are committed to fielding diverse and inclusive client teams, and we also partner with our clients on their own

D&I programmes and initiatives. We are proud to be a founding signatory of the **Mindful Business Charter**, which was created to remove unnecessary sources of workplace stress and promote better health and wellbeing in the legal community.

This complements the firm’s existing wellbeing program, which covers financial, mental, social, and physical wellbeing.

We work with **Business in the Community** on key programmes relating to gender and ethnicity. Our long standing relationships with PRIME and Rare Recruitment are invaluable in our determination to support social mobility in the legal profession. Our Partnership with the Reignite Academy offers us access to untapped talent through its award winning returnship programme for lawyers who have had a career break.



### Key awards

- **Stonewall** 10 years
- **The Times Top 50** Employers for Women for nine years
- **Top 75** Social Mobility Index for three consecutive years
- **Women in Law Empowerment Forum (WILEF)** Gold Standard Certification in 2019 and 2020



## Ensuring dignity and respect in the workplace

Respect at Work is our proactive approach to ensure that we protect both our people and our culture, the principles of which have been deployed across our regions.

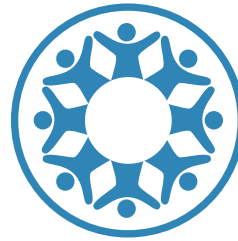
We take very seriously any behavior that demeans the dignity of others, such as bullying, harassment, and discrimination. Our long-term objective is to ensure our position on these matters is well documented, communicated, understood, and acted upon.

We have initiated a program of activity that includes refreshing and relaunching our anti-bullying and harassment policies in all regions, as well as localized training on inclusive behaviors and bias.

In the UK, we have taken this a step further, creating Respect Advocates who are volunteers across our business at all levels who champion respectful behavior. Our Respect Advocates are trained and equipped with the skills and knowledge required to manage difficult situations.

We run mandated workshops for all UK-based partners and senior members of our Business Services so they are prepared to recognize and challenge instances of bullying and harassment and have developed mandated online learning titled 'Doing nothing is not an option' for all our people. We are committed to nurturing a culture where people feel comfortable raising any concerns, in knowing they will be dealt with appropriately.

For us, respect isn't about avoiding headlines; it's about protecting both our people and our culture.



The Respect Advocates badge



“Like many people in the City, I've both experienced and witnessed the negative impact that instances of bullying and harassment can have on an individual. It has been a catalyst for me to move firms a number of times. I don't want anybody in Hogan Lovells to be in that position which is why I am the Partner Sponsor for the Respect programme. For me, the most important shift from the Respect programme has been to move every one of our people to a place where they are confident in calling out bad behaviours, whether those behaviours stem from colleagues or clients, and know that they will be supported in doing so. And it's the recognition that being a bystander to these types of behaviours is no longer an option.”

*Sian Owles, Partner*

# Progress has its rewards

## Americas



100% Score on Corporate Equality Index, Human Rights Campaign (HRC) | 2010-2020, 11 consecutive years



Gold Standard Certification in the United States and UK, Women in Law Empowerment Forum (WILEF) | 2013-2020, 8 consecutive years



Top Firms for Flexible Work Options, Yale Law Women | 2019-2020



Top 50 Law Firm for Women, Working Mother | 2012-2019, 8 consecutive years



Top 100 Law Firm, The American Lawyer's Diversity Scorecard | 2009-2019, 11 consecutive years

## Lawyers Color

Lawyers of Color D&I Leader for black attorney percentage exceeding the average, Black Student's Guide to Law Schools & Firms | 2019



The Most Inclusive Firm for Minority Lawyers, Chambers' Diversity and Inclusion | 2019



Dell Legal Diversity Award, Dell, Inc. | 2019



Tipping the Scale Award, Diversity & Flexibility Alliance | 2019



Named among 10 "Best Law Firms for Women", Law 360 | 2017-2019

## Asia-Pacific



Winner of the Intel China D&I Award pilot designed to promote D&I interest in APAC, Intel | 2020



Silver Standing rating on the Hong Kong LGBT+ Inclusion Index, Community Business | 2019



Best Gender Diversity Initiative by an International Law Firm, Euromoney Asia Women in Business Law Awards | 2018-2019



Asian Diversity Initiative of the Year: Pride+, Asia Legal Awards | 2019



Named a Community Business, LGBT+ | 2019

## EMEA: Continental Europe



Best Law Firm for Diversity, Forbes Spain | 2019



Luxembourg Diversity Charter Award (for our work with Ligue HMC) | 2019

## EMEA: United Kingdom



Top 100 Employers Workplace Equality Index, Stonewall | 2011-2020, 10 consecutive years



The UK's Top 50 Employers for Women, The Times | 2012-2020, 9 consecutive years



A Top 75 employer on the Social Mobility Employer Index, Social Mobility Foundation and City of London Corporation | 2017-2019



UK Top 30 Employers for Working Families List, Working Families | 2015-2019, 5 consecutive years

## Diversity & Inclusion contacts

### Global



**Susan Bright**  
Global Managing Partner  
for Diversity & Inclusion and  
Responsible Business  
London

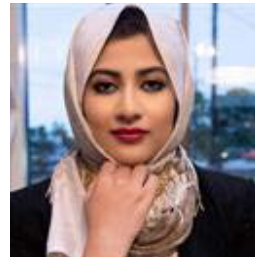


**Bendita Cynthia Malakia**  
Global Head of Diversity  
& Inclusion  
Washington, D.C.

### Americas



**Rebecca Robinson**  
Senior Inclusion Coordinator  
Washington, D.C.



**Aaisha Hamid**  
Inclusion Coordinator  
Washington, D.C.



**Michelle Wasserman**  
Diversity & Inclusion  
Coordinator  
Washington, D.C.

### Asia-Pacific



**Ruth Barnes**  
Citizenship, D&I Manager  
Hong Kong

### EMEA: Continental Europe + Middle East



**Fabienne Ruopp**  
Diversity, Inclusion & Wellbeing  
Manager  
Dusseldorf

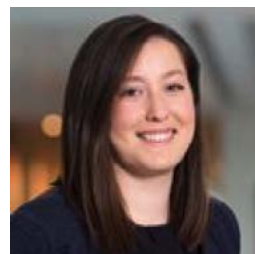


**Christine Anson-Morgan**  
Diversity, Inclusion & Wellbeing  
Senior Coordinator  
Frankfurt

### EMEA: UK + South Africa



**Julie-Anne Johnston**  
Diversity & Wellbeing Manager  
London



**Talia Chirouf**  
Diversity Co-ordinator  
London







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Baltimore  
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