

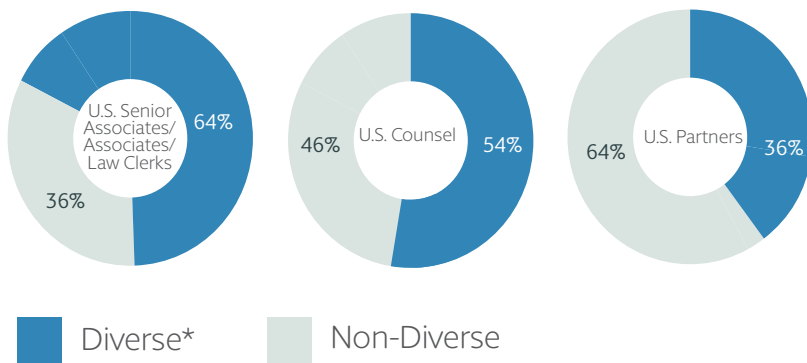
# United States Diversity and Inclusion

Diverse teams deliver better results for clients. We know this both instinctively and through the day-to-day experience we have working with each other and our clients. The breadth of perspective, thinking, and difference of viewpoints that you get with a diverse team enables us to tackle a problem in a much more holistic and innovative manner.

We actively cultivate our pipeline of diverse talent, doing the hard work of transforming our policies, programs, practices, and processes to ensure that they enable us to recruit, develop, and advance our people. In many places we also partner with our clients and closely integrate into their diversity and inclusion programs and investments.

This information sheet shows how we do just that.

## Just the facts



\*Diverse lawyers includes women, minority, and LGBT+ lawyers

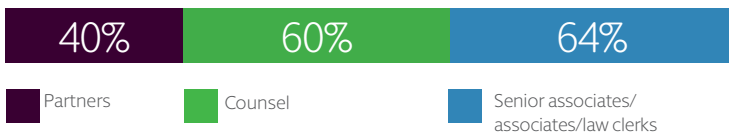
## Meeting Mansfield

In 2018, Hogan Lovells adopted the Mansfield Rule, which requires the firm to have at least 30% women, minority, and LGBT+ lawyers in candidate pools for senior leadership positions, in recruiting, and in business development activities.

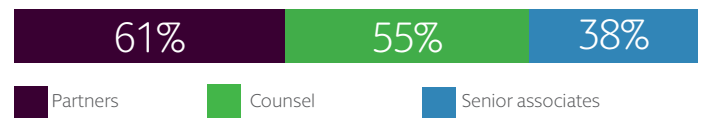
We are Mansfield Certified Plus, which means our actual numbers in 50%+ of the categories were greater than the 30% threshold.

## Recruiting and promoting people

Of the U.S. partners, counsel, senior associates, associates, and law clerks recruited in the last four years, the following percentages were diverse.



Of the U.S. partners, counsel, and senior associates promoted in the last four years, the following percentages were diverse.



**26%** Percentage of women partners *worldwide*

**33%** Executive committee positions held by women *worldwide*

\*Diverse lawyers includes women, minority, and LGBT+ lawyers

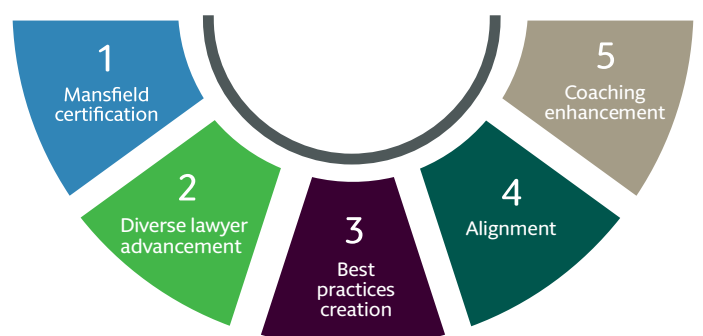
## Creating communities

We have a rich and varied group of highly-motivated individuals who are very active in ensuring the firm understands and lives up to its diversity and inclusion commitments.

- 8 National affinity groups
- 2 Regional affinity groups
- 10 Regional diversity committees
- 10 Women's initiatives

## National Diversity Committee

In 2018, we launched the U.S. National Diversity Committee, a diverse group of influential partners led by our CEO, which provides accountability for reaching our diversity goals, establishes best practices for diversity and inclusion in the United States and invests in the internal pipeline of diverse lawyers. Some successes in our first year include: achieving Mansfield Certification Plus status, connecting diverse lawyers to coaching and mentoring, and rolling out anti-bias training provided by Jerry Kang.



## Investing in diverse lawyers

We held our second Allverse conference in January 2020. Allverse 2020 provided an opportunity to network and receive professional development for nearly 300 U.S. minority and LGBT+ lawyers, executive leadership, clients and internal global diversity professionals. The theme, "Launching a Legacy", focused on the trajectory as diverse lawyers: learning from the past, understanding the present and utilizing those learnings and understandings to establish a future that is better for our people, our clients and our firm.

Key outcomes and commitments:

- Our diverse lawyers saw the magnitude of the investment in diversity by our senior leaders
- The networking was impactful, and there were cross referrals from and to diverse lawyers and clients
- Our affinity groups, diversity committees and clients are working to implement Allverse themes
- A robust panel of our clients discussed the need and importance of diversity
- During our client "D&I Think Tank: Launching effective internal and external client diversity initiatives" session, clients and the firm's diversity professionals discussed client best practices

The inaugural Allverse conference was hosted by Hogan Lovells in 2018. With a theme focused on "Investments and Intrapreneurship," the conference explored Hogan Lovells' investment in diverse lawyers, how they can invest in themselves and how they can invest in each other. A goal of the conference was to have lawyers focus on how diverse lawyers can be entrepreneurs within the large firm framework. Bringing together over 225 lawyers from 18 of the firm's offices, the two-day event provided an opportunity for diverse lawyers in the U.S., and a delegation of diverse lawyers from the firm's non-U.S. offices, to interact with each other, senior leadership, and clients.



**"[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."**

*Deputy General Counsel, 2018*

[Watch the inaugural Allverse video here: bit.ly/ 2DxujI4.](https://bit.ly/2DxujI4)

## Connecting with clients

Alongside our commitment to providing diverse and inclusive teams, we also partner with our clients and closely integrate into their own D&I programs and investments. This creates a richer and more informed environment for understanding the needs of our clients and opportunities to work together to address root cause issues, and give opportunities to our women, minority, and LGBT+ lawyers.

We actively support client- and diversity-rich initiatives like 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.

Globally in 2019, we asked more than 250 clients for their views on diversity and inclusion, and we are incorporating their comments into how we work and are continuing to seek their views in 2020.

**"So many thank yous again to you and your team. We have gotten incredible feedback, with people using words like 'phenomenal,' 'fantastic,' and 'I'm so glad I attended.'"**

*Assistant General Counsel, 2018*

## Recognition brings its own rewards

Our work and our people are viewed by many as at the cutting edge in the profession. There is always more to do and no room for complacency, but they show we are on the right path. Here some of our past awards.



## Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at our firm.

Contact us:

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