

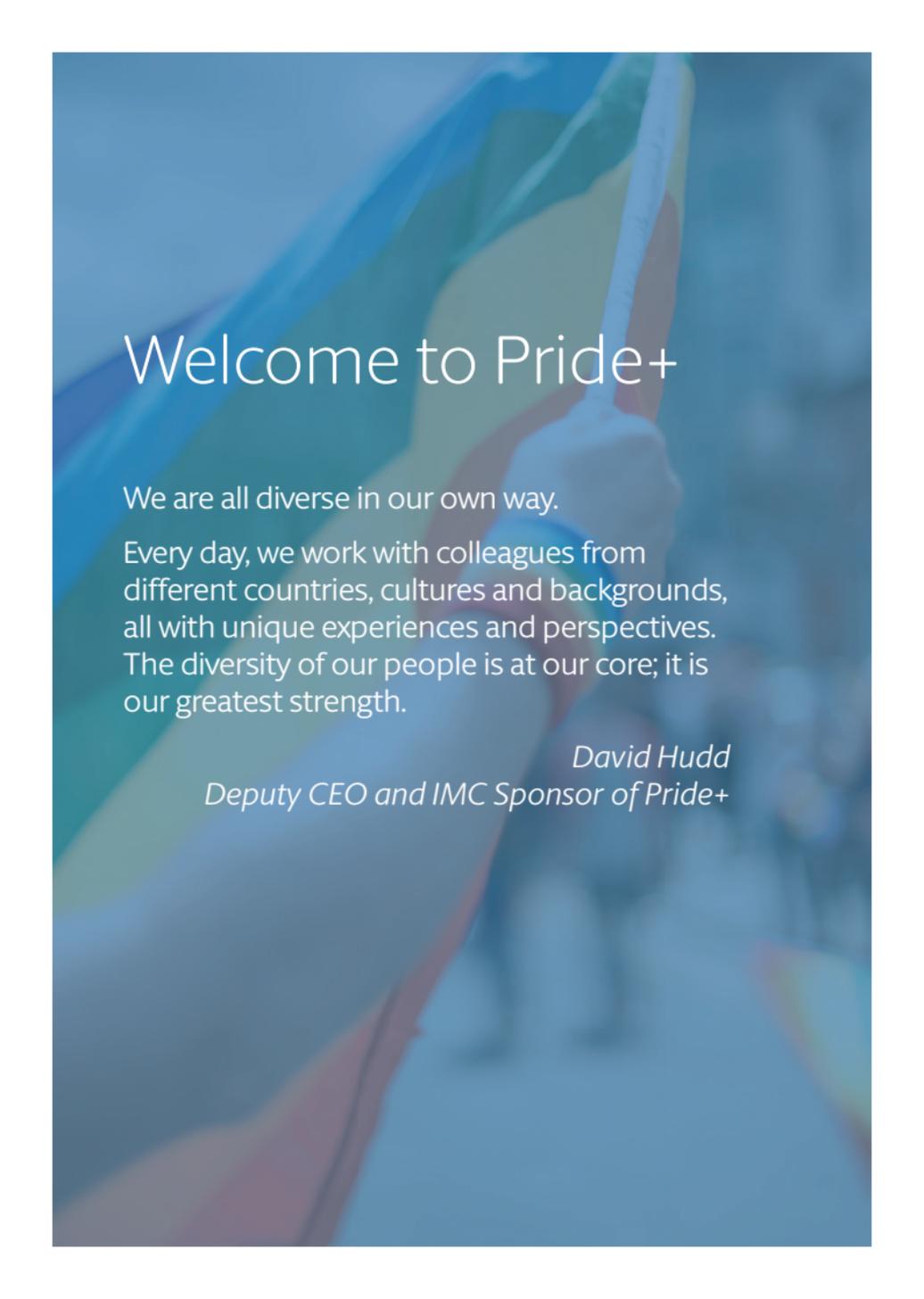


Hogan
Lovells

Pride+

LGBT+ ally guide



A hand holding a rainbow Pride flag against a blue background. The flag is partially visible, showing the colors of the rainbow. The background is a solid blue color.

Welcome to Pride+

We are all diverse in our own way.

Every day, we work with colleagues from different countries, cultures and backgrounds, all with unique experiences and perspectives. The diversity of our people is at our core; it is our greatest strength.

*David Hudd
Deputy CEO and IMC Sponsor of Pride+*

At Hogan Lovells, we want to provide a safe and inclusive workplace for all our people, a workplace where our people have the freedom to be themselves.

We know that in some of the jurisdictions in which Hogan Lovells operates, for a variety of legal and cultural factors, same-sex relationships are not openly accepted and Lesbian, Gay, Bisexual and Transgender (LGBT+) anti-discrimination protections do not exist. For many of our LGBT+ colleagues, the risks involved with coming out appear too great for them to feel truly comfortable in the office.

Through the launch of Pride+, we want to show our solidarity and ensure that within the confines of our firm community, our LGBT+ colleagues are respected, embraced and supported, wherever they are in the world.

As a member of Pride+, you are not expected to be an expert in LGBT+ issues, but we ask for your

commitment to make yourself visible as a supporter of our LGBT+ community. This guide will help you to understand what you can do, personally, to support the aims of the Pride+ Network.

We look forward to working together with you to make our firm an even better place to work.

Sian Owles (UK)
Partner, Co-chair Pride +

Mark Brennan (Americas)
Partner, Co-chair Pride +

Christine Siler (CE)
Head of Legal Project
Management, Co-chair Pride +

Allan Wardrop (APME)
Partner, Co-chair Pride +

Why do we need Pride+?

We are at our best when we can be ourselves...

Many of you will have friends, colleagues or family members who identify as LGBT+ and you may be asking yourself why do we need Pride+?

Some estimates suggest that over 1/3 of LGBT+ people hide their sexual orientation or gender identity for fear of being bullied or treated differently in the workplace.

In countries where there are legal regimes and cultural sensitivities

affecting the LGBT+ community, this number will be far greater.

The moral case for supporting LGBT+ equality is clear, but there is also a business imperative. Many of us can only imagine the stress and effort hiding one's true identity and the impact this can have on wellbeing and productivity. We want our people to feel they can bring their whole selves to work and contribute fully to the firm's success.



The Pride+ network

David Hudd is the senior sponsor for the Pride+ Network, supported by chairs Mark Brennan (Partner, Washington D.C.), Sian Owles (Partner, London), Allan Wardrop (Partner, Hong Kong) and Christine Siler (Head of Legal Project Management, Paris).

The activities of the network will be supported by the global diversity teams as well as a network of individuals who will drive activity in their local offices and regions.

Pride+ network aims

- To promote a supportive and inclusive working culture for all LGBT+ colleagues, globally, and to visibly show support for the LGBT+ community
- To provide a safe environment for LGBT+ colleagues to be themselves and to speak openly
- To raise awareness of issues faced by LGBT+ colleagues and help overcome barriers
- To challenge inappropriate behaviours, language, stereotypes and assumptions



Your commitment

Be visible:

show support for LGBT+ equality and join others in creating a work environment that is inclusive of all individuals, regardless of their sexual orientation or gender identity/expression.

Speak up:

speak up in support of LGBT+ colleagues. Be willing to learn about issues affecting the LGBT+ community and advocate for LGBT+ equality in discussions with others.

Join in:

create change in big and small ways by taking part. Demonstrate support for the LGBT+ community to progress equality forward and encourage others to join in.

Take pride:

help us to make a meaningful difference to the experiences of our LGBT+ colleagues and to the firm by cultivating an environment where everyone can be themselves at work – we perform better when we can be ourselves!

Being an ally

“be a friendly face in the crowd...” (glaad.org)

The term ‘ally’ describes people who do not identify as lesbian, gay, bisexual or trans* but who believe in and act to advance LGBT+ equality.

Being an ally doesn’t mean you have to know everything. Every Pride+ ally will contribute something different, whether that be in providing a safe place in the workplace for LGBT+ colleagues to speak openly, championing the career development of LGBT+ colleagues through mentorship and sponsorship or challenging inappropriate behaviours.

Part of your journey as an ally is educating yourself, keeping an open mind, and challenging other people.

Here are some tips for being a Pride+ ally:

- Be visible; display Pride+ merchandise in your office; use the Pride+ signature tool; reference your membership of the network in your profile; come along to a Pride+ event, network and get to know your LGBT+ colleagues
- Don’t make assumptions about people’s sexual orientation or gender identity – be open about what you don’t know and be willing to research and educate yourself
- Be inclusive with all colleagues and be aware of and use inclusive language e.g. correct use of pronouns (see the Pronoun Guide for more information)
- Try to understand some of the challenges and look for ways to support your LGBT+ colleagues

- Lead by example – proudly self-identify as an LGBT+ ally, actively initiate conversations about LGBT+ equality with others and be vocal when you hear something that is not inclusive e.g. challenge inappropriate language, behaviour and assumptions
- Respect boundaries and confidentiality – if someone is not out, make the environment comfortable but don't force anyone to come out or out them yourself . Do not assume it is acceptable to ask invasive personal questions about someone's sexual orientation or gender identity



Ways in which you can actively support Pride+

Encourage others to get involved

- Encourage colleagues to get involved, help assist with planning events sponsored by Pride+; provide support to affinity group members with other initiatives (like this ally program!)

Support your LGBT+ colleagues

- Champion LGBT+ talent, be a mentor and/or sponsor to LGBT+ colleagues, identify potential barriers and help them to reach their full potential
- Actively participate in recruiting activities aimed at LGBT+ law students or lateral hires

- Participate in a law student mentoring program, such as the New York office's Columbia Outlaws mentoring program or participation at an LGBT+ job fair (e.g. Lavender Law, Sticks and Stones, DiversCity)

Engage with external LGBT+ organisations

- Attend a dinner for an LGBT+ organisation e.g. participate in the LGBT+ committee of your local bar association
- Attend a Pride Parade!



Provide Pro Bono and advocacy support for LGBT+ equality

- Take action on legislative and advocacy issues to support LGBT+ equality by participating in one or more pro bono cases involving LGBT+ issues. For example:
 - Assisting an LGBT+ person with an asylum application
 - Drafting amicus brief in a case involving LGBT+ rights
 - Corporate work for a not-for-profit which targets its services at the LGBT+ community
- Drafting public policy documents or training materials regarding the treatment of LGBT+ individuals
- Providing direct services (name changes, housing assistance) to LGBT+ community members



LGBT+ '101'

Understanding sexual orientation and gender identity



Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g. hormonal levels) and how you interpret what that means



Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact



Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes: Male = penis, testes, XY chromosomes: Intersex = a combination of the two



Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own

Terminology

Ally – a (typically) straight and/or cis person who supports members of the LGBT+ community

Asexual (or ace) – someone who does not experience sexual attraction

Bisexual or Bi – refers to a person who has an emotional and/or sexual orientation towards more than one gender

Biphobia – the fear or dislike of someone who identifies as bisexual

Cisgender or Cis – someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people

Coming out – when a person first tells someone/others about their identity as lesbian, gay, bi or trans

Deadnaming – is calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition

Gay Man – refers to a man who has an emotional, romantic and/or sexual orientation towards men

Gender confirmation – another way of describing a person's transition. To undergo gender confirmation usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender

Gender dysphoria – used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the gender they were assigned at birth

Gender identity – a person's internal sense of their own gender, whether male, female or something else (see non-binary)

Gender queer – a person who resists the binary stereotype and challenges established gender categories

Gender stereotypes – the ways that we expect people to behave in society according to their gender, or what is commonly accepted as 'normal' for someone of that gender

Gender variant/non-conforming – someone who does not conform to the gender roles and behaviours assigned to them at birth. This is often used in relation to children or young people

Heterosexual/straight – medical term which refers to a person who has an emotional, romantic and/or sexual orientation towards people of the opposite gender

Homosexual – medical term used to describe someone who has an emotional romantic and/or sexual orientation towards someone of the same gender. The term 'gay' is now more generally used

Homophobia – the fear or dislike of someone who identifies as lesbian or gay

Intersex – a term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people can identify as male, female or non-binary

Lesbian/Gay Woman – refers to a woman who has an emotional, romantic and/or sexual orientation towards women

LGBT – the acronym for lesbian, gay, bisexual and trans

Non-binary – an umbrella term for a person who does not identify as male or female

Outed – when a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent

Pansexual – refers to a person whose emotional, romantic and/or sexual attraction towards others is not limited by biological sex, gender or gender identity

Sexual orientation – a person's emotional, romantic and/or sexual attraction to another person

Trans – an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, genderqueer (GQ)

Transgender man – a term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male

Transgender woman – a term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female

Transitioning – the steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents

Transphobia – the fear or dislike of someone who identifies as trans

Transsexual – this was used in the past as a more medical term (similarly to homosexual) to refer to someone who transitioned to live in the 'opposite' gender to the one assigned at birth. This term is still used by some although many people prefer the term trans or transgender



Pronoun Guide

Best practice for the use of pronouns suggests the removal of all gender-specific pronouns, where possible. For example, “James (or they) sent me an email,” instead of “He sent me an email.” When addressing a crowd, you could use “welcome everyone,” instead of “welcome ladies and gentleman.”

If you are unsure of a person’s preferred pronoun, first and foremost you should listen to the person or others close to them who may know the correct pronoun. If in doubt, and where the information is required, it may be appropriate to respectfully ask the individual concerned. If you accidentally use the incorrect pronoun you should apologise and ensure correct usage of the preferred pronoun going forward. Repeated and purposefully using the incorrect pronoun may be considered as bullying and harassment.

Transitioning individuals should discuss with their supervisor and HR/People team representative when they would like to begin using their new name and which pronoun(s) they would prefer to be used. An individual’s new name and new pronoun(s) should be used only when that individual is ready. For example, Miss Jane Brown notifies her department that she is transitioning to become male and wishes to be known as Jan Brown and referred to as ‘he’ from an agreed date.

People who identify as non-binary may use pronouns including they/ them/their, which can be used to refer to a singular person instead of he/him/his and she/her/hers. Mx and Msc are gaining popularity as gender neutral titles and some non-binary people prefer the use of constructed pronouns such as 'zie' or 'ey'. For example Mr Simon Bates wishes to be known in future as Mx Si Bates, with the invented gender-neutral pronoun Zie. Zie is not transitioning, Zie is genderqueer.



Notes

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