

# Diversity and Inclusion in CE

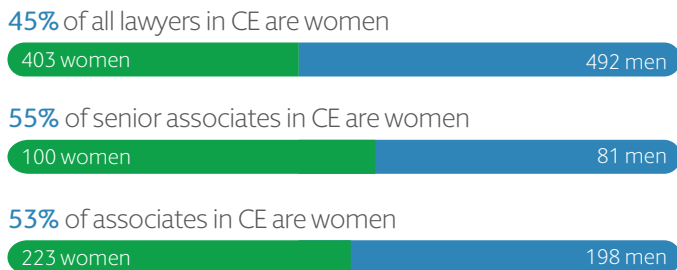
In Continental Europe (CE), our region of nine countries, 14 offices and vast cultural diversity, we raise visibility of our commitment to diversity and inclusion at every opportunity. Our activities in CE focus on gender balance, LGBTIQ+, disability, and working families.

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

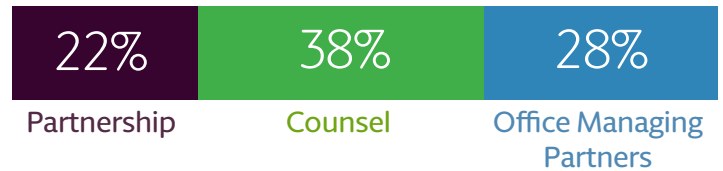


## Gender Diversity

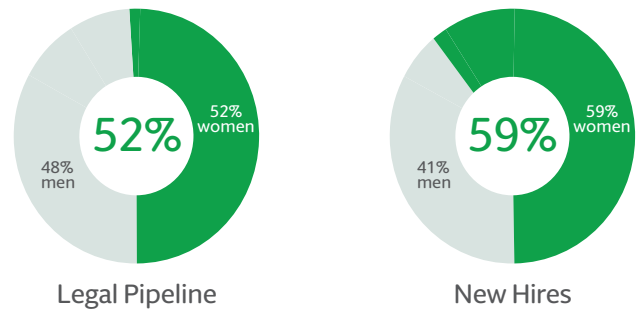


## Diversity in Leadership

Growing number of women in CE leadership



## Strengthening the Pipeline



## 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 12 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 Impresarial Diversidad Inclusion LGBT (Spain)
- Forward Network for Legal Professionals (Netherlands)

# 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

## 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 business women, female politicians, Olympic sportswomen and leading academics and authors.

## Awards in CE

### Best International Law Firm for



Work-Life Balance\*



Diversity, Forbes Spain



Minority Women Lawyers\*



Plus many individual awards for our leading female lawyers

\*Euromoney Women in Business Law Awards

## We're Committed

"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 delivering excellence for our clients".

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

"I'm proud to be an LGBTIQ+ 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*

## Let's talk

We want to engage with our clients and contacts in an open discussion of diversity and inclusion. Let us introduce you to our diverse and talented people.



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