

Diversity and Inclusion in EMEA

Continental Europe in Focus

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.

Our commitment to diversity and inclusion is one of our five strategic priorities. This commitment starts at the top – that’s why our global diversity & inclusion team reports directly to the CEO on our initiatives to foster an inclusive culture where everyone can thrive.

In our EMEA region, our hard work is paying off. We’re attracting diverse talent, growing future leaders and experts. One focus is gender diversity: our women counsel in the continental Europe area have increased from 38% to 42% since 2019. And we’re not finished yet! We’re also making progress on inclusion for LGBTQ+ people, working families and people with disabilities.

Just the facts

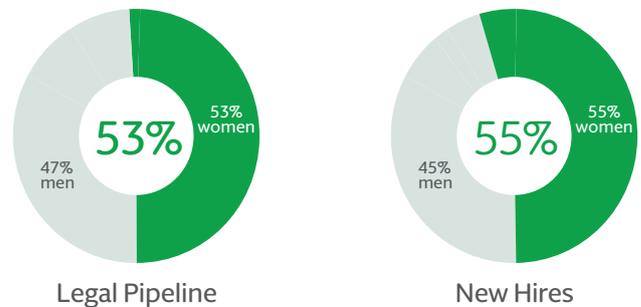


Diversity in Leadership

Growing number of women in CE leadership



Strengthening the Pipeline



Development

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

Gender Diversity

46% of all lawyers in CE are women



54% of senior associates in CE are women



55% of associates in CE are women



Status: October 2020

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

LGBTQ+ Diversity



Pride+

Our internal network for LGBTQ+ colleagues and allies



>500 lawyers & staff

Over 30% of global membership is based in region



Pride+ live speaker series

Regular events broadcast live to the desks of 2400 people in region



Career fairs

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



Global

Top Employer 2020
We are one of only 17 employers worldwide receiving the highest recognition by the Stonewall Global Workplace Equality Index

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 EMEA

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, EMEA*

"Diversity is one of our five global strategic priorities. We are committed to embedding a culture of inclusion for our people regardless of background and personal characteristics. We aim to ensure workplace equality by recruiting, retaining and advancing a diverse workforce where all our people can be themselves and feel empowered to succeed, working together and delivering for our clients."

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

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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