

Hogan
Lovells



Diversity, Equity & Inclusion

Global

Year End Report 2023

Inspiring. Investing. Including.
Engaging difference to elevate everyone



Delivering on our commitment to Diversity, Equity and Inclusion

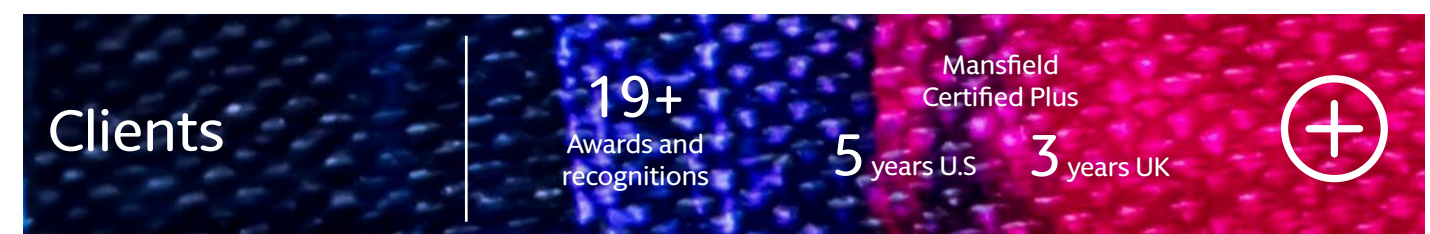
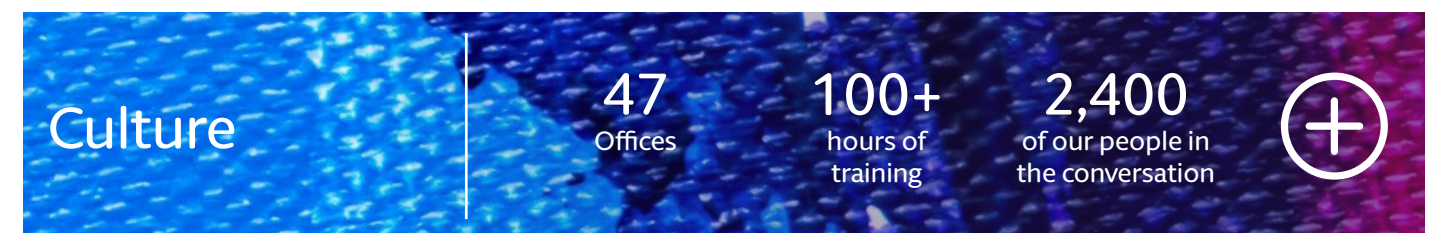
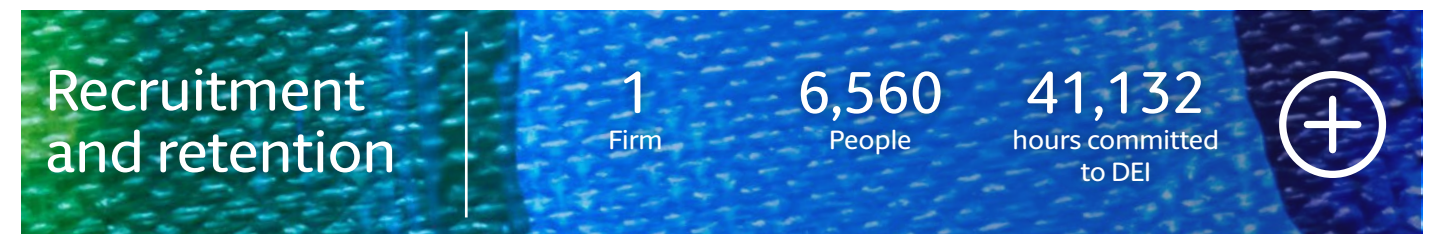
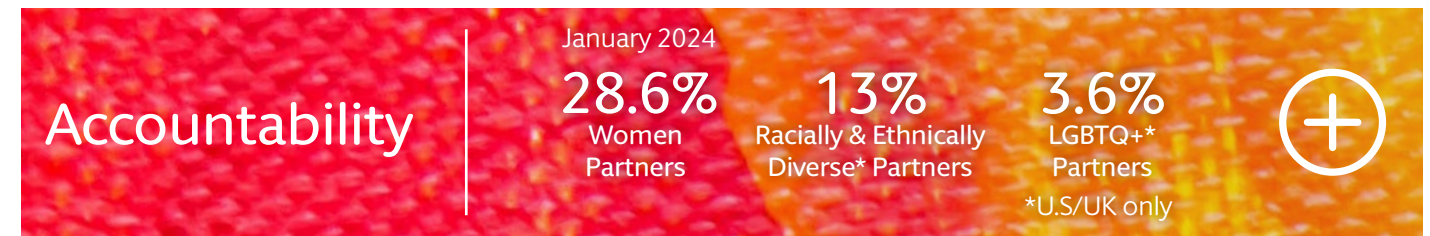
2023 was an invigorating year for DEI at Hogan Lovells. Around the globe, our people returned to the office and found new ways to connect and work together through programming, trainings, and cross-office collaboration. Specifically, we hosted our biennial Allverse conference, a multi-part Interactional Bias training for our offices, and made an intentional effort to work more closely with our clients, practice groups, recruitment teams, affinity groups, business services teams, and global DEI Network.

In this year end report, we wanted to share with you the work and collaboration taking place across the firm that supports each of the pillars of our global diversity strategy.

We are proud of the firm's unwavering commitment to creating an inclusive culture that celebrates and empowers all our people to succeed.



Anna Kurian Shaw
Global Managing Partner
for DEI



Read more about our regional efforts in our year end-reviews for the [Americas](#), [EMEA](#) and [APAC](#).

Accountability



As of January 1, our global partnership is comprised of 28.6 % women, and in the US and UK, 13% racially & ethnically diverse lawyers and 3.6% LGBTQ+ lawyers. In the UK, 33.7 % of our partnership is women and 31% in the U.S.

Our goal is to have at least 30% women globally in partnership by 2025. And in the US and UK, at least 15% racially and ethnically diverse lawyers and 4% LGBTQ+ lawyers in partnership by 2025.

Additional internal goals for lateral hiring and advancement, as well as longer term gender goals beyond 2025, have been approved by the IMC, our practice groups, and advancement committee.

In order to better monitor our progress the firm has invested in Pirical, a data analytics solution, that will allow us to identify trends, patterns and other changes over time in recruitment, retention and progression within our firm and among peer firms, and to use these insights to make data driven decisions to support our DEI efforts.

We are members of over 30 diversity organizations and signatories to the UN Global Compact, Women's Empowerment Principles and [The Valuable 500](#), ensuring we remain connected to local need and adopt globally the best practices shared.

The firm's accountability and commitment to DEI has been widely recognized by the legal industry resulting in numerous recognitions in 2023, including becoming Mansfield Certified Plus for the fifth consecutive year in the U.S and in the UK for the third consecutive year, with many more awards obtained across each of our offices and regions.

DEI remains a strategic priority for the firm, and we meet with both the Board and International Management Committee (IMC) on a regular basis to monitor and ensure our progress, and objective to be a market leader.

Processes



We have restructured the DEI team across the globe to reflect the firm's broader structure, with a global team, and three regional teams. The Americas is led by Rosevelie Márquez Morales, EMEA, led by Julie-Anne Johnston and APAC, led by Anna Liddell.

This team works closely with over 60 affinity groups and networks, DEI committees, the people team, learning and development, marketing and business development (M&BD), practice groups, and communications teams to ensure that the firm's commitment to DEI is embedded in all that we do.

The Global Managing Partner for DEI and members of the DEI team meet regularly with our CEO, Deputy CEO, the IMC, Board, regional managing partners and practice group leaders to ensure that DEI priorities remain top of mind and are incorporated into all strategic planning and programming.

We have expanded the Global DEI Committee to include broader representation across the regions and practice groups, while also refining roles for the members to help further embed the firm's DEI priorities within them. This collaboration between the DEI committee members, practice group leaders, and regional managing partners has

played an important role in advancing our DEI priorities.

Our internal systems were updated to include non-binary as an option for gender identification globally and to allow pronouns to be linked to internal profiles. We have also included an option to add phonetic pronunciation of names to internal profiles, which was accompanied by a campaign highlighting our people, the stories and meanings behind their names, and the important role one's name plays in their identity. Each of these changes support our efforts to cultivate an inclusive workplace.

The roll-out of self-identification (self-ID) and the collection of diversity data in APAC marks the continuation of a long-running project with our Data Privacy team on legal compliance and adopting best practices on diversity data consent.

On the M&BD front, we adopted a new system to simplify the pitch notification process and alert our underrepresented lawyers when they have been added to a pitch.

With increased client requests for DEI information, the creation of a new client services team supports coordinated responses to these requests.

Recruitment and retention

Our firm regularly participates in DEI focused recruitment fairs, including the National LGBTQ+ Bar Association's Lavender Law in the Americas and through new REAHL network Open Days in EMEA, to demonstrate our firm's commitment to attracting underrepresented talent.

We offer DEI scholarships for 2L summer associates in the Americas, support widened access to the legal profession for socially mobile candidates in Germany, and through new apprenticeship schemes for business services and trainees in the UK.

The Global Managing Partner for DEI is now a member of the Advancement Committee. The DEI team also regularly meets with the lateral hiring partner and recruitment teams around the globe. We focus on our three-year averages against our hiring and advancement goals and closely monitor our progress in collaboration with these teams.

Globally, our people dedicated 41,132 hours to DEI education, ally activities, sponsorship and mentoring, recruiting, networking and other activities throughout the firm, our communities and professional organization. Through our DEI billable hour policies, our people were financially recognized for their efforts.



Culture

At the beginning of 2023, our CEO, Miguel Zaldivar, launched our “Interactional Bias” global education sessions with the goal to reach everyone across the firm and disrupt bias in the workplace.

The DEI team has conducted over 100 hours of training across 36 offices, reaching 2400+ of our people. Our Board, IMC and Global DEI Committee have all participated in this training.

Additional programs to increase education and understanding across the firm include our inclusive communications training with a particular focus on LGBTQ+ and disability, building inclusive environments, upstander and antisemitism training in the UK, supporting and engaging transgender employees.

The 60 affinity groups led by our people across our regions, connected across 200+ events this year. Our global networks,

Pride+ and GAIN, also sponsored various communications and virtual events that reached 500+ colleagues.

During Allverse, we were fortunate to include underrepresented lawyers from outside of the Americas, and that collaboration planted the seed for increased global interaction among our affinity groups.

In 2024, we will launch a global Women’s Network, HL Women, for the first time, and the formation of networks within regions where there have been none. In late 2023, we launched a global Jewish network for our lawyers and business services professionals.



Clients

Our team works closely with client relationship partners, industry sector leads, and M&BD to ensure we are delivering for our clients and meet their expectations.

Through our Diversity in Pitching Policy, we require a minimum of 30% underrepresented lawyers on client pitches. Over 70% of our Focus 50 client relationships and over 50% of our sector priority relationships have at least one woman as the client relationship partner.

We are seeing increasing requests coming from clients. We share how we are advancing DEI in our firm, how we can collaborate with clients on DEI programming and recruiting, mentorship and training programs, and support clients in their own DEI efforts within their organizations.

In the Americas, we received a monetary bonus from a client after meeting our annual DEI goals, which we used

to establish our DEI Development Fund to invest in professional development for our underrepresented lawyers. Together with the PROUT AT WORK Foundation, client panelists and HL senior management, we hosted a discussion in Paris “Being LGBTQ+ in 2023” and implications for the workplace. *A Matter of Law*, our Litigation, Arbitration and Employment Global podcast series, hosted Uber’s Head of Diversity, Equity & Inclusion for EMEA to explore how the current global economic uncertainty might impact DEI and why it should continue to be a key strategic goal.

In APAC we continue to share our efforts to advance inclusion in the region, and have been recognised by Intel, receiving their Outside Counsel Award. We have been certified as Mansfield plus in both the UK and the U.S for consecutive years, which is important to our clients who consider this certification in their own internal decision making.

