



## Diversity and inclusion at our core

We attract and retain the best and brightest, and we build teams of people with different perspectives and life experiences. We work better together because our people feel included, valued, and empowered. We are at our best when we can be ourselves – working together and delivering for our clients.

### Putting diversity into practice

Diversity isn't just a goal; it's part of the fabric of our everyday experience. Here are a few examples of how we integrate diversity into every facet of our practice:

- *Unconscious bias training*: This small-group program aims to eliminate unconscious bias in hiring, promotion, and client interactions. The three-part training is required for all our lawyers in the U.S.
- *Leadership Council on Legal Diversity (LCLD) programs*: The LCLD programs foster and provide guidance, mentoring, professional development, and networking opportunities for diverse law students and lawyers. Over the last four years, we selected 16 LCLD 1L Scholars representing four different offices, as well as five LCLD Fellows, all women of color.
- *OUTLaws Mentoring Programs at law schools*: Our New York and Washington, D.C. lawyers lead small-group discussions and dinners and serve as mentors for LGBT law students on topics including resumes, interviewing, selecting law firms, and being out in the workplace. We also attend LGBT careers fairs and law student networking events.
- *Pathways to Success program*: African-American associates had exclusive opportunities to speak candidly with management, members of their practice groups, clients, and alumni, as well as network among themselves.
- *Women in Law Hackathon*: This “Shark Tank”-style pitch competition, sponsored by Diversity Lab, Stanford Law School, and Bloomberg Law, generates innovative ideas and solutions to lead to greater retention and advancement of experienced women in law firms.

## Maximizing your opportunities is fundamental to our business.

### Mentoring and professional development

Our minority network groups pair seasoned lawyers with diverse junior lawyers, providing additional resources and mentors both inside and outside of offices and practice groups.

### Recruiting

We host mock interview workshops annually for hundreds of first-year diverse law students and sponsor affinity groups on law school campuses.

### Partnering with clients

Our New York office worked with clients from AXA Equitable Life, Microsoft, Morgan Stanley, MetLife, and Oppenheimer Funds to put on a panel discussion on the importance of diversity in the legal profession.

### Widening the pipeline

We annually sponsor the Hispanic National Bar Foundation's Future Latino Leaders Law Camp and teach “street law” classes to students at Thurgood Marshall Academy, a low-income charter high school in Washington, D.C.



## A record of inclusiveness

We invest our resources and time to create policies that work to attract and retain diverse talent. These recent awards and recognitions are a testament to our success and commitment:

- Most Inclusive Firm for Minority Lawyers (Private Practice), according to *Chambers and Partners'* inaugural Diversity Awards USA
- Selected by T-Mobile, Inc. for its Legal Diversity Excellence Award based on the quality, breadth, and implementation of our diversity and inclusion initiatives
- Named among the Top 100 Law Firms on *The American Lawyer's* Diversity Scorecard for the last eight years based on our percentage of minority lawyers and percentage of minority partners
- 100 percent on the Human Rights Campaign's annual Best Places to Work Corporate Equality Index Report for seven consecutive years
- Twice named a Top Ten Family Friendly Firm by Yale Law Women
- Recognized by the Women in Law Empowerment Forum with its Gold Standard Certification for the past four years
- Named a top 50 Law Firm for Women by Working Mother & Flex-Time Lawyers for the fifth consecutive year for our retention and advancement initiatives
- Received the Flex Success Award three times for supporting and advancing lawyers with flexible working arrangements

We're our best when we can be who we really are. Join us and be yourself at Hogan Lovells.

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### Women's initiatives

As part of our "Lead & Succeed" series for all U.S. female lawyers, we put on programs on topics such as "Moving from Reactionary to Visionary," "Using Your Behavior Style to Increase Your Influence," and "Leadership Communication."

### Affinity groups and employee networks

Our D.C. Asian Pacific American Network Group hosts quarterly networking and social lunches with internal and external speakers.

### Diversity awareness and other programs

We co-hosted a live webinar to over 50 members of the Greater New York Hospital Association regarding the implementation of transgender affirming model hospital policies we co-drafted.

### Agile work arrangements

We support our people in reaching their full potential and using agile working to develop their careers using arrangements such as reduced hours expectations, flexible hours in the office, and remote working.

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