



Diversity and Inclusion in EMEA

Diversity is a strategic priority

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 good work is paying off. We’re attracting diverse talent and growing future leaders and experts. We focus on gender diversity, ethnic and cultural diversity, inclusion for people with disabilities and LGBTQ+ individuals and social mobility.

Just the Facts



18 Offices



4020 People



12 Countries



1553 Lawyers



10+ Languages



370 Partners



4 Full-time D&I professionals

Our women in EMEA

26%

Partners

49%

Counsel

54%

Senior
associates

56%

Associates

Gender Diversity

Our region is working to achieve our global goal of 30% women partners by 2022 in a number of ways.

- Women@HL: Award-winning program includes communication seminars, coaching, mentoring, networking events.
- Future Talks: Our young men and women lawyers talk with our own role models about combining family and career, future career options and more.

LGBTQ+



Pride+

is our global allies network with over 700 members in EMEA



Regional network events

Live speaker series, UK Pride Lunch



Client collaboration

on work experience program for young LGBTQ+ people

Spotlight on UK

Enhanced focus on the retention and progression of ethnic minority talent in the UK.

- With our enhanced focus on the retention, progression and inclusion of ethnic minority talent in the UK, we have launched an employee network focussed on race & ethnicity (REAHL), and taken steps to educate our people to improve race fluency across the firm.
- As a signatory to the Race Fairness Commitment, we are working to improve progression of Black, ethnic minority and White employees as well as commitments to training, data monitoring and reporting.

Spotlight on CE

Driving inclusion for all diversity dimensions.

- Mentoring: regional and local programs, also with clients.
- People with disabilities: employment and internship programs.
- Inclusive language: Our people can define their gender pronouns and join workshops on inclusive language. We updated our regional and global document templates to be more inclusive.

Awards, Certifications and Memberships



Global Stonewall Index



Signatory to several diversity charters



Disability Confident Committed



European Women's Management Network



National Inclusion Standard



Social Mobility Employer Index

Implicit bias training for all our people

Providing our people the opportunity to learn how to mitigate implicit bias behavior is one way we are working towards our goal to become a market leader in diversity and inclusion. 70% of our people joined our new global training in 2020.

Click [here](#) for more information.

Click [here](#) to see the six key actions we learned from this training.

“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*

Client Engagement

Women of Achievement speaker series:
Hundreds of clients and lawyers have met to discuss current topics relevant to women's lives and careers. Prominent speakers have included outstanding business women, academics and authors, female politicians and Olympic sportswomen.

“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,
Chair*

Let's talk

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



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