



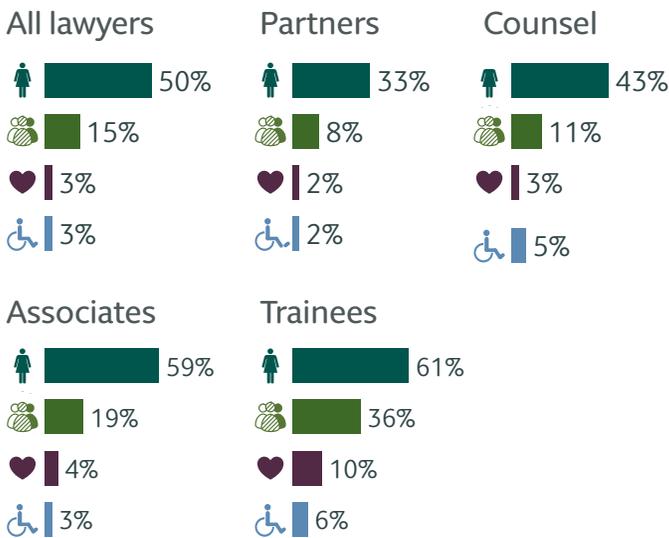
Diversity, Equity & Inclusion | United Kingdom

At Hogan Lovells, we take a multifaceted approach to addressing institutional diversity, equity and inclusion (DEI) challenges. We've honed in on our policies, processes, practices and programs of the firm to ensure they embody DEI best practices. It's our goal to provide our underrepresented lawyers and business services professionals tangible support they can feel and an internal network of support to help them thrive throughout their time at the firm.

Our Global DEI goals



U.K. by numbers



Women
 Racially/ethnically diverse
 LGBTQ+
 Persons with disabilities

*Data as at 1 Jan, 2024

*Racially/ethnically diverse and LGBTQ+ data comprises the UK only owing to legal restrictions.

Key achievements 2023

- Rolled out interactional bias education sessions to all our people in the UK. These mandatory sessions help our people understand the impact of interactional bias, often called microaggressions, how to recognize one's own biases, and ways to interrupt interactional bias when it occurs.
- Launched our Social Mobility Network, to support the recruitment, retention, progression and inclusion of our people from lower socio-economic backgrounds. Find out more about our approach to Social Mobility by reading our [Levelling Up the Legal Industry Report](#).
- We are a Lead Partner firm supporting the General Counsel D&I initiative (GCD&I) which promotes Equity, Diversity, and Inclusion across the legal sector. We were the project management firm for the new Social Mobility Pillar in 2023, which brought together members from across the GCD&I community to discuss current trends and areas of focus within social mobility.
- Members of our GAIN (Global Ability Inclusion Network) in the UK participated in a workshop to share ideas and perspectives on making our new London HQ as inclusive as possible. We also ran a series of webinars to raise awareness and educate our people on disability inclusion, carers' of people with disabilities and an introduction to Neurodiversity.
- During Pride month, our Pride Network hosted their annual lunch, attended by over 200 clients and colleagues and joined by BAFTA-winning author, TV writer, comedian and former junior doctor Adam Kay. They also organised a tour of our London art collection with an LGBTQ+ focus and collaborated with the REAHL (Race and Ethnicity at Hogan Lovells) Network, on an intersectional book club.
- We expanded our partnership with data analytics company Pirical, upgrading our package to include access to aggregate data on utilisation and work allocation, which will enable us to measure how equitably work is being allocated by gender and across a broader range of diversity characteristics. These insights will be invaluable in monitoring our processes to ensure equitable access to high-quality work.

Our Diversity Networks

With seven internal networks across the UK, our people are empowered to share ideas, develop relationships and address issues impacting them.

- Breaking Barriers (gender)
- REAHL (Race and Ethnicity at Hogan Lovells)
- LevelUp (generational)
- Social Mobility
- Multicultural
- Working Families
- Pride

Click [here](#) to find out more about their activity in our UK Networks 2023 Round-up



Focus on race and ethnicity

We focus on the effective recruitment, retention and advancement of ethnic minority lawyers at all levels in the pipeline, and improving race fluency across the firm. Our Racial Equity Action Plan was created following recommendations from our Flair Race in the Workplace Survey completed by 79% of our people. The survey provides organisations with the ability to measure racial equity within cultures, by tracking racist behaviours; levels of racial awareness and inclusion barriers. We took the following actions to deliver on our plan in 2023:

- Rolled out Hemisphere to our people, a brain training platform which reduces unconscious bias and improves racial literacy. Hemisphere was developed with experts in the fields of neuroscience, psychology, and sociology.
- Partners and Business Services Leads attended Upstander Leadership Workshops, to support understanding of racial microaggressions and how to intervene when witnessing them.
- Collaborated with the REAHL Network to increase awareness of key data points and firm-run programmes, and signposting to resources to support our people with additional learning alongside ongoing REAHL activity.

Excellence in all we do

Ranked in the Social Mobility Employer Index Top 75 Employers for seven consecutive years, since its creation in 2018.

Achieved Silver in the National Inclusion Standard (NIS). This step-by-step evidence-based accreditation tool is the benchmark for workplace inclusion covering all protected characteristics and wider inclusion and diversity issues. We are the first law firm to achieve this standard.

Achieved Women in Law Empowerment (WILEF) Gold Standard Certification for the last five years.

Achieved Mansfield Certification Plus in the UK in 2022 and 2023. The Mansfield Rule aims to boost representation of historically underrepresented lawyers in firm leadership. We were one of only 12 firms in the UK participating in the pilot.

Shortlisted for Standout in DE&I at the British Legal Awards 2023 for our work with Flair.

Our partnership with Flair was also recognised by Business in the Community who profiled our work in a case study in their 2023 [Race at Work Charter Survey Report](#) (page 8).

Contact us



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