



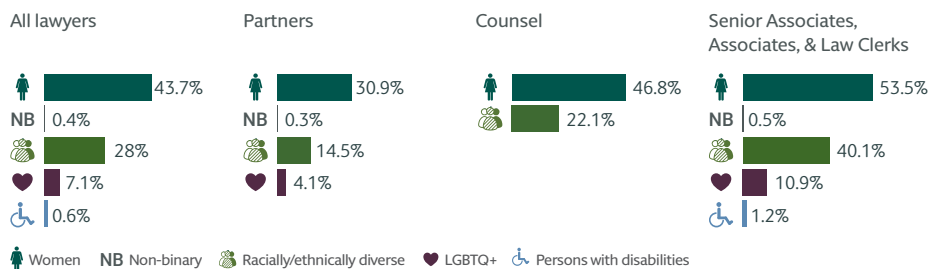
# Diversity, Equity & Inclusion Americas

At Hogan Lovells, we take a multifaceted approach to addressing institutional diversity, equity & 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 Hogan Lovells.

## Our Global DEI goals



## U.S. by the numbers



\*Data as of July 1, 2023  
\*Racially/ethnically diverse and LGBTQ+ data comprises the U.S. only owing to legal restrictions.

## Our Diversity Network

With more than 35 internal networks and affinity groups across the Americas, our people are empowered to share ideas, develop relationships and address issues impacting them.

### Affinity Groups

- Americas Pride+
- Asian Pacific American
- Black
- FirstGen
- Global Ability Inclusion Network (GAIN)
- Latino
- LGBTQ+
- Middle Eastern/ North African
- Military
- Native American
- Women's Initiative Network (WIN) Lawyers
- Women's Initiative Network (WIN) Business Services

## Americas Diversity Committee (ADC) Sponsorship Program

The ADC Sponsorship Program provides underrepresented lawyers in the United States one or more sponsors from their respective practices are responsible for supporting the career advancement of their sponsee through advocacy, mentorship and the facilitation of professional development opportunities.

## Making our time count

DEI Billable Hours Credit Policy  
**50 hours**

The DEI Billable Hour Credit Policy allows up to **50 hours of time spent** on DEI activity to count toward billable hours thresholds for fee-earner bonuses. In 2022, we dedicated over **10,300 hours**.

Advancing Racial Justice pro bono goal of  
**85,000 hours** by 2023

**Advancing Racial Justice Pro Bono Initiative**  
Our U.S. offices opened more than 140 new matters focused on combatting discrimination in the areas of:  
• Criminal Justice • Housing • Economic Justice

We're proud to have surpassed the initiative's goal, devoting over **85,000 hours** before 2022 concluded.





## The Allverse Conference



The Allverse Conference is our premier two-day networking event for underrepresented lawyers, senior leadership, and clients to connect and discuss leading law firm DEI challenges.

“Allverse is actually truly one of a kind. I’ve not had any of our law firms have an event like this where really, globally they are bringing together diverse attorneys. It shows that the law firm is not just responding to what clients are asking, but is really concerned about what their attorneys, especially their associates, are concerned about.”

—Client participant, 2020



## Excellence in all we do

- Mansfield Certification Plus, fourth consecutive year

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- Bloomberg Law 2022 Diversity, Equity, and Inclusion Framework Member

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- MCCA Diversity Scorecard Top Scoring Law Firm

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- 100% rating on the HRC Corporate Equality Index | 2022 Best Places to Work for LGBTQ+ Equality, 13th consecutive year

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- WILEF Gold Standard Certification, 11th consecutive year

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- LCLD 2022 Top Performer and 2022 Compass Award Winner

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- Lawyers of Color - Industry Leader Diversity Award 2023

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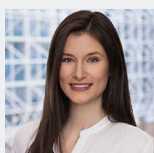
- T-Mobile 2022 Excellence in Diversity Law Firm Award



## Contact us



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