

Hogan Lovells

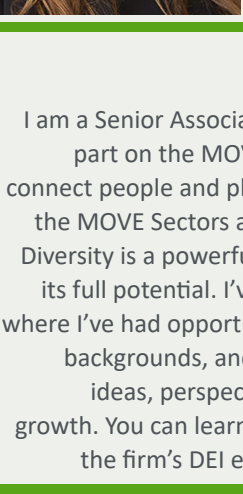
MOVE Sectors
Diversity, Equity
& Inclusion

Welcome to our MOVE Sectors DEI newsletter

Our vision at Hogan Lovells is to make a meaningful, positive impact for everyone at our firm by fostering an inclusive culture, and to establish ourselves as a market and thought leader in diversity, equity and inclusion. Our commitment to delivering on Diversity, Equity & Inclusion (DEI) is a strategic priority for the firm, and through our multi-faceted approach, we are a better, stronger and more collaborative firm that allows us to deliver the highest level of service for our clients.

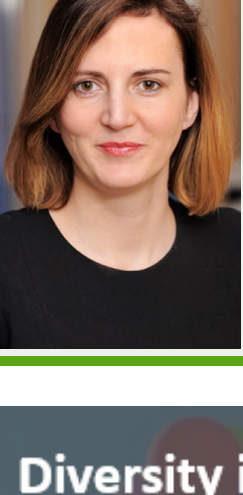
We bring this to each of our MOVE Sectors clients - be it from the Aerospace and Defense, Automotive and Mobility or Transportation and Logistics Industries - by developing diverse teams to work with you, hosting relevant events for your company, and developing thought leadership around DEI to help your company. This newsletter highlights some of our people, what we do, and why we care about DEI as a firm, and also in our MOVE Sectors.

Highlighting our next generation of lawyers



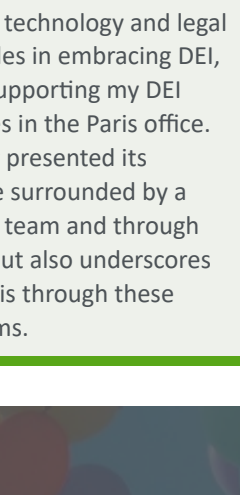
Stacy Hadeka

As a woman in the Aerospace and Defense (A&D) sector—in a field traditionally dominated by men—I witness and experience the importance of DEI each day. Over the years, both the A&D sector and broader legal community have embraced DEI through mentorship of women and minorities, including myself. Hogan Lovells is no exception in its commitment to DEI, prioritizing an inclusive culture and cultivating opportunities for diverse lawyers. At Hogan Lovells, I participate in the Americas Diversity Committee (ADC) Sponsorship Program, serving as a sponsor to underrepresented lawyers in the Global Regulatory practice. It has been a great opportunity to support my colleagues' growth through advocacy and bi-weekly mentorship meetings. Hogan Lovells has also generously supported me on the DEI front, offering opportunities to join various affinity groups, participate in the Women's Initiative Network events, and serve as a panelist during this year's Allverse conference in support of minority and LGBT+ lawyers. It is these types of efforts and initiatives by Hogan Lovells that advance DEI within the firm and throughout the legal profession.



Tony Brown

I am a Senior Associate on the IP Transactional team based in the Washington, D.C. area, and my practice is focused in large part on the MOVE Sectors, particularly the automotive and mobility sector. In the MOVE Sectors, we work every day to connect people and places, breaking down geographical and cultural barriers in the process. The nature of the work we do in the MOVE Sectors also underscores the importance of DEI — both within our firm and in the business community at large. Diversity is a powerful asset to any organization, and an equitable, inclusive environment is necessary for any team to reach its full potential. I've experienced the power of DEI first-hand through my work at Hogan Lovells and in the MOVE Sectors, where I've had opportunities to work on exciting international projects, collaborate with colleagues and clients from different backgrounds, and visit different offices around the globe. Through this journey my colleagues and I have embraced new ideas, perspectives, cultures and approaches, resulting in higher levels of achievement and personal and professional growth. You can learn so much when you step outside of your comfort zone! I look forward to continuing to actively support the firm's DEI efforts, and I'd encourage all of my MOVE Sectors colleagues to seek out impactful ways to do the same.



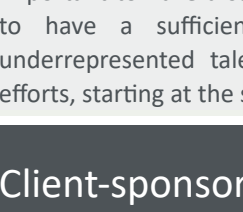
Charlotte Le Roux

As a woman focused on Mobility, Telecoms, and Space, I find myself at the intersection of cutting-edge technology and legal expertise. The legal community, particularly within these dynamic industries, has made significant strides in embracing DEI, and I'm proud to be a part of a firm shares this commitment. Hogan Lovells has been instrumental in supporting my DEI endeavors, providing opportunities to join women's initiative network events and create local initiatives in the Paris office. Additionally, balancing my career as a lawyer with the responsibilities of motherhood has undoubtedly presented its challenges, particularly within the fast-paced environment of a law firm. I'm immensely fortunate to be surrounded by a supportive network, both within our Strategic Operations, Agreements and Regulation (SOAR) practice team and through invaluable relationships with my colleagues and mentors. This solidarity not only fortifies my resolve, but also underscores our collective commitment to fostering an environment where every individual can thrive and excel. It is through these experiences that I see firsthand the genuine dedication of our firm towards embracing DEI in all its forms.

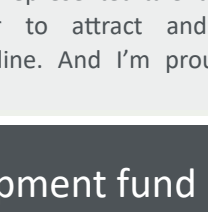
Diversity in leadership

Demonstrating our commitment to inclusion

Hogan Lovells is delighted to announce two recent leadership changes at the firm. **Ajay Kuntamukkala**, partner and co-director of our International Trade and Investment practice, has been appointed as the new Washington D.C. Office Managing Partner, and **Mahvesh Qureshi**, global M&A partner, elected member of the Hogan Lovells Global Board, has been named the new Head of Corporate & Finance for the Americas. Both have worked with clients in Aerospace and Defense as part of the MOVE Sector. Below, Ajay and Mahvesh reflect on the importance of attracting underrepresented talent to the firm in the future.

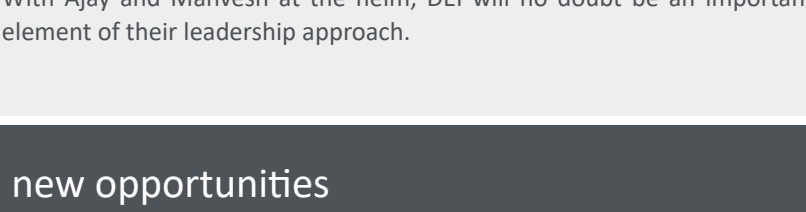


Ajay Kuntamukkala



Mahvesh Qureshi

This year, 79 percent of our summer associates class identified as underrepresented; 68 percent were women, 44 percent were racially/ethnically diverse, and four percent identified as LGBTQ+. "[The summer associate class] gives me great hope for the future! To see all our people coming in the door with ambition and optimism, I know they will continue to move the profession forward," Mahvesh said.

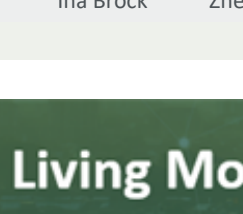


In the end, it all comes down to a core DEI value: what gets measured, gets done. As such, we have taken direct steps to ensure not only diversity in recruitment, but also that our underrepresented talent and current lawyers feel developed and championed. Ajay reflected, "You can't just bring people in and hope they succeed. That doesn't work. We have to have support for them to help them succeed — that means mentoring. That means programming. That means social activities and support that they get through our affinity groups."

With Ajay and Mahvesh at the helm, DEI will no doubt be an important element of their leadership approach.

Client-sponsored DEI development fund leads to new opportunities

Diversity, equity, and inclusion are strategic priorities at Hogan Lovells. And we are honored to partner with our clients to demonstrate our commitment to these pillars by providing opportunities to our highly-talented lawyers. One example of our collaboration includes a generous monetary bonus we were gifted by a client after meeting our annual agreed DEI goals. We used the bonus to establish our "DEI Development Fund" (the Fund), which we proudly named for that client. The Fund bonus money is being directly invested back into our underrepresented lawyers in an effort to advance their opportunities for professional development. They have leveraged the Fund to participate in external development programs, attend practice area and industry conferences, attend national affinity group conferences (e.g., Corporate Counsel Women of Color Conference), and for other relevant business development opportunities.

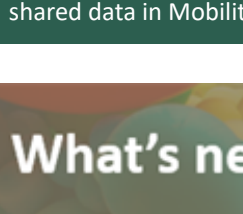


Carine Stoick

"I'm incredibly proud of our achievements in advancing DEI at every level within the firm," said **Carine Stoick**, Professional Development and DEI Partner for Hogan Lovells Americas Region. "Investing this bonus into the professional and career development of our underrepresented lawyers supports our efforts in fostering an inclusive and equitable culture where everyone can reach their full potential." In addition to her role as DEI Partner for our Americas Region, Carine is also a member of our Global as well as Americas Diversity & Inclusion Committee, and is also part of our broader MOVE Sectors team.

Partner's Conference Leadership Trailblazers panel highlights our women leaders

In mid-June, our partners gathered in Vancouver for a three-day Global Partners' Conference to connect in-person. A highlight session for many was the "Leadership Trailblazers" session which featured two-time Olympic gold medalist and World Cup champion, Abby Wambach. Abby shared what it means to be a Leadership Trailblazer and was joined on stage by partners **Ina Brock**, **Zhen (Katie) Feng**, **Allison Holt Ryan**, and **Sarah Shaw**, who all shared their own inspiring stories about different leadership styles and what their interpretation of what it means to be a trailblazer.



Ina Brock



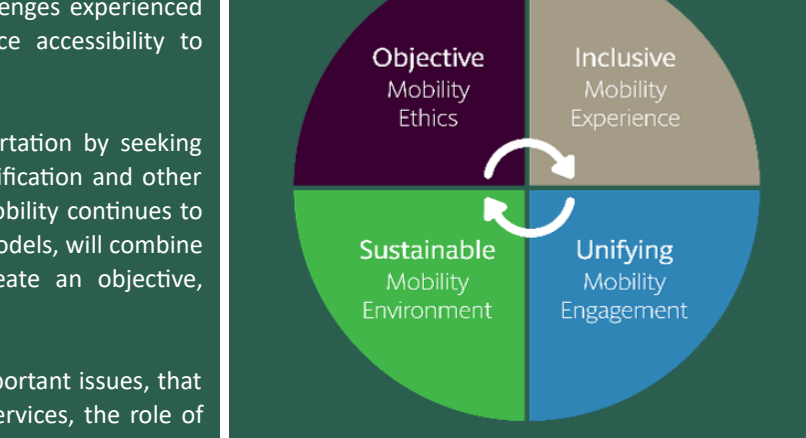
Zhen (Katie) Feng



Allison Holt Ryan



Sarah Shaw



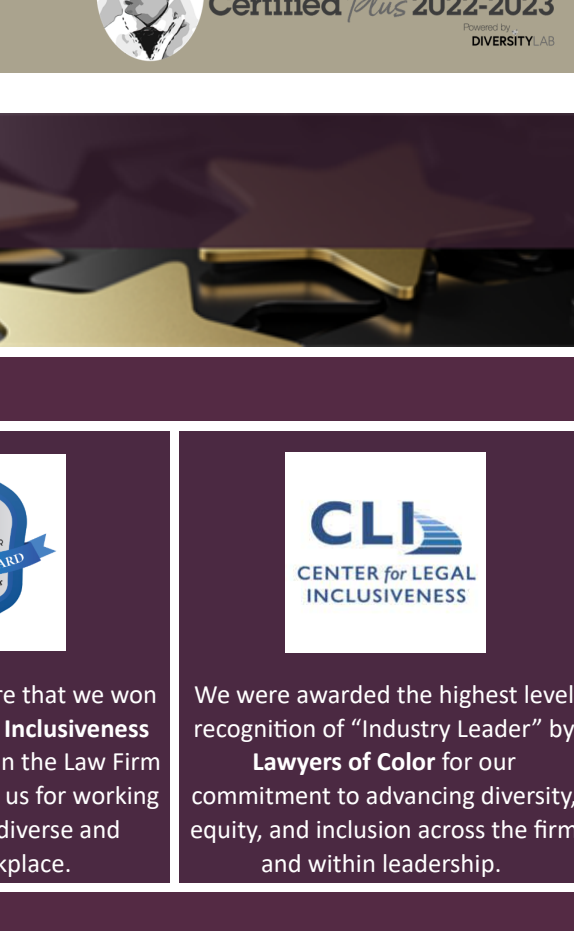
The Leadership Trailblazers panel, which featured partners (pictured L-R) Allison Holt Ryan, Zhen (Katie) Feng, Ina Brock, and Sarah Shaw, in conversation with former U.S. women's national soccer team star and World Cup champion Abby Wambach, was one of the most inspiring panels at the conference.

Living Mobility Initiative

Our commitment to DEI in the MOVE Sectors goes hand in hand with Living Mobility, our attempt to capture the vibrant evolution of not just our vehicles and our mobility networks, but of how we live. Objective, Inclusive, Unifying, and Sustainable, the key characteristics of Living Mobility, are driving change in the ways we move, are connected and even what we do. For example, Inclusive Living Mobility broadly encompasses equity and transparency in the use of new mobility-improving technologies, such as addressing mobility challenges experienced by people with disabilities, and expanding mobility options and service accessibility to homebound individuals and residents of rural areas.

Sustainable Living Mobility reduces the environmental impact of transportation by seeking sustainable energy sources and minimizing GHG production through electrification and other sustainable fuel sources while ensuring environmental justice. As Living Mobility continues to evolve, companies' development of technology, and with it new business models, will combine with changes in consumer demand and government regulation to create an objective, inclusive, unifying, and sustainable future enhanced by DEI.

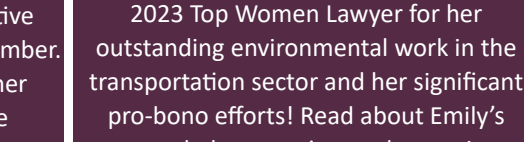
MOVE Sectors lawyers from seven countries around the globe highlight important issues, that illustrate the Living Mobility characteristics, including AI, drone delivery services, the role of shared data in Mobility-as-a-Service (MaaS), 5G, ESG, and many more. [Read more here.](#)



What's new with DEI at Hogan Lovells

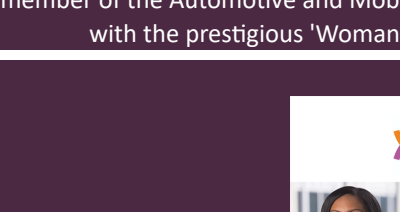
Mansfield Plus Certification

We have recently received Mansfield Certification Plus status for the fifth year in a row, meaning that we achieved the requisite levels of diversity in our candidate pools and exceeded Mansfield Rule targets in more than 70% of the actual due composition of senior leadership positions. [Read more here.](#)



Awards

Firm Recognitions



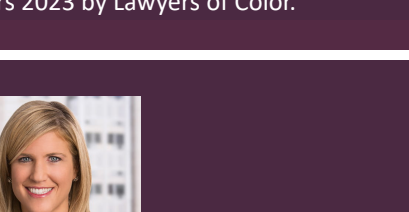
We are happy to once again be named to **Bloomberg Law's third Diversity, Equity, and Inclusion Framework**, which lists law firms that meet or exceed a rising standard for DEI in its firm.



We are excited to share that for the 11th consecutive year, the firm has been recognized by the **Women in Law Employment Forum (WILEF)** with their Gold Standard Certification.

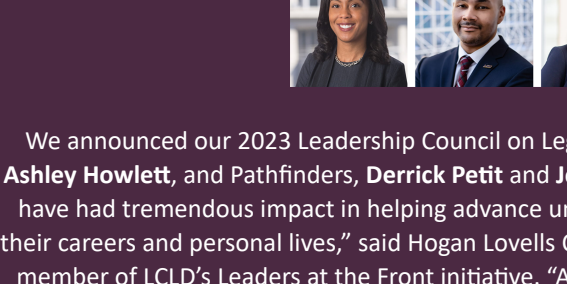


We are proud to share that we won the **Center for Legal Inclusiveness (CLI) @ Work Award** in the Law Firm category, recognizing us for working to create a more diverse and inclusive workplace.

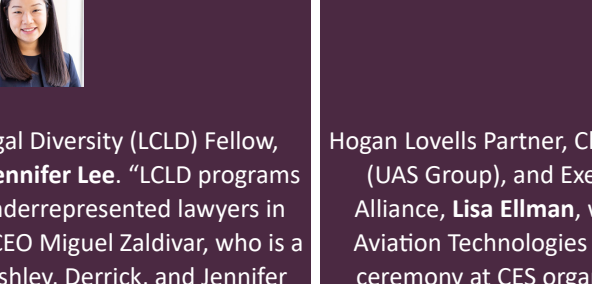


We were awarded the highest level recognition of "Industry Leader" by **Lawyers of Color** for our commitment to advancing diversity, equity, and inclusion across the firm and within leadership.

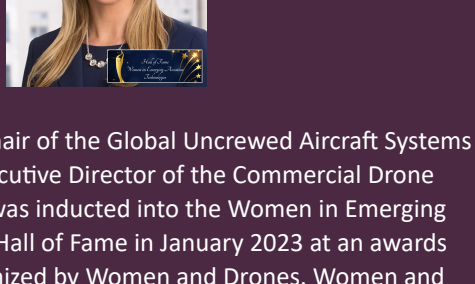
Lawyer Recognitions



Law360's MVPs of the Year recognizes the five attorneys who had extraordinary wins and contributed most to their practice area in the past year. The series showcases standout attorneys across the practice areas and industries covered by Law360. In each of the past two years, two members of our MOVE Sectors team received this coveted award: **Lisa Ellman** in 2023 and **Joanne Rotondi** in 2022.

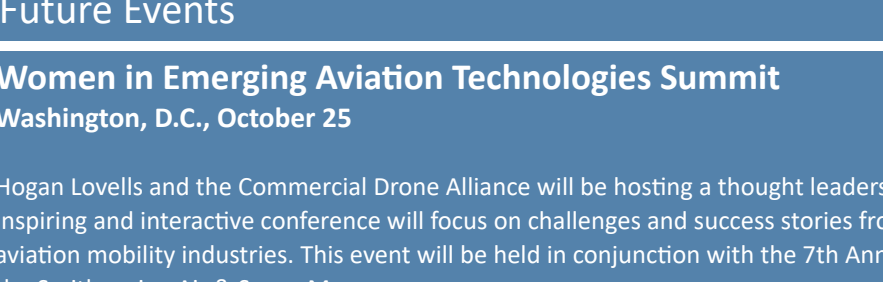


Congratulations to our teaming and lawyers who were recognized for their pioneering work over the past 12 months by the Financial Times in their **Innovative Lawyers Europe Awards**, held in London in September. We were delighted to see Hogan Lovells partner **Rachel Kent** take home the 'Most Innovative Practitioner Award' for her role in ensuring the future of Britain's post-Brexit financial services sector.



Congratulations to **Emily Kimball** on being recognized by Law Week Colorado as a 2023 Top Women Lawyer for her outstanding environmental work in the transportation sector and her significant pro-bono efforts! Read about Emily's career path, her practice, and commitment to the community [here](#).

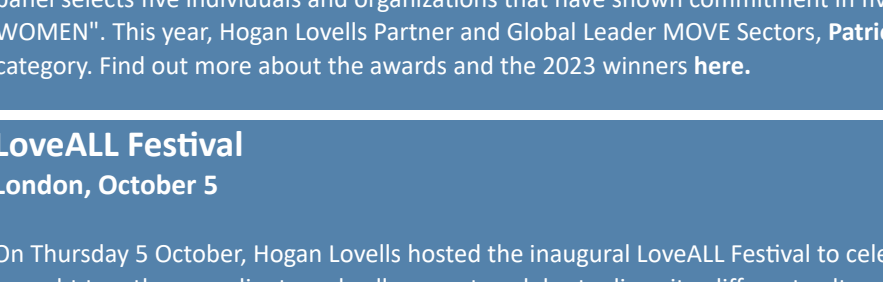
At the Asian Legal Business (ALB) Japan Law Awards 2023, our Tokyo Partner and member of the Automotive and Mobility sector **Jacky Scanlan Dias** was awarded with the prestigious 'Woman Lawyer of the Year' award in Japan.



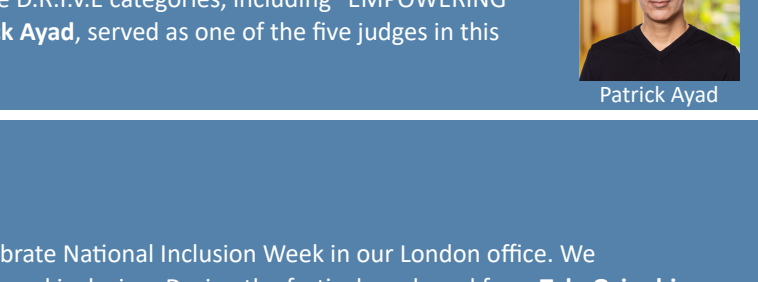
Congratulations to partner **Ari Fitzgerald** on being among the Top Lobbyists & Influencers 2023 by Lawyers of Color.



We announced our 2023 Leadership Council on Legal Diversity (LCLD) Fellow, **Ashley Howlett**, and Pathfinders, **Derrick Pettit** and **Jennifer Lee**. "LCLD programs have had tremendous impact in helping advance underrepresented lawyers in their careers and personal lives," said Hogan Lovells CEO Miguel Zaldivar, who is a member of LCLD's Leadership at the Front initiative. "Ashley, Derrick, and Jennifer have played an instrumental role in propelling Diversity, Equity & Inclusion (DEI) across the firm and within their communities. We are proud to have them as our Fellow and Pathfinder appointees and are excited to see their professional growth and leadership development in the coming year."



Hogan Lovells Partner, Chair of the Global Uncrewed Aircraft Systems (UAS Group), and Executive Director of the Commercial Drone Alliance, **Lisa Ellman**, was inducted into the Women in Emerging Aviation Technologies Hall of Fame in January 2023 at an awards ceremony at CES organized by Women and Drones. Women and Drones recognize the women and companies that are "driving change and leading the way toward greater female participation in the uncrewed aviation industry" with its "Women in Emerging Aviation Technologies Awards."



Events

Future Events

Women in Emerging Aviation Technologies Summit

Washington, D.C., October 25

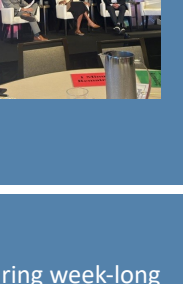
Hogan Lovells and the Commercial Drone Alliance will be hosting a thought leadership summit showcasing women in the commercial drone industry. This inspiring and interactive conference will focus on challenges and success stories from women across the globe in the commercial drone and advanced aviation mobility industries. This event will be held in conjunction with the 7th Annual Women in Emerging Aviation Technologies Awards Ceremony at the Smithsonian Air & Space Museum.

Past Events

Reuters Automotive D.R.I.V.E.: Hogan Lovells judged "Empowering Women" category

Online, October 19

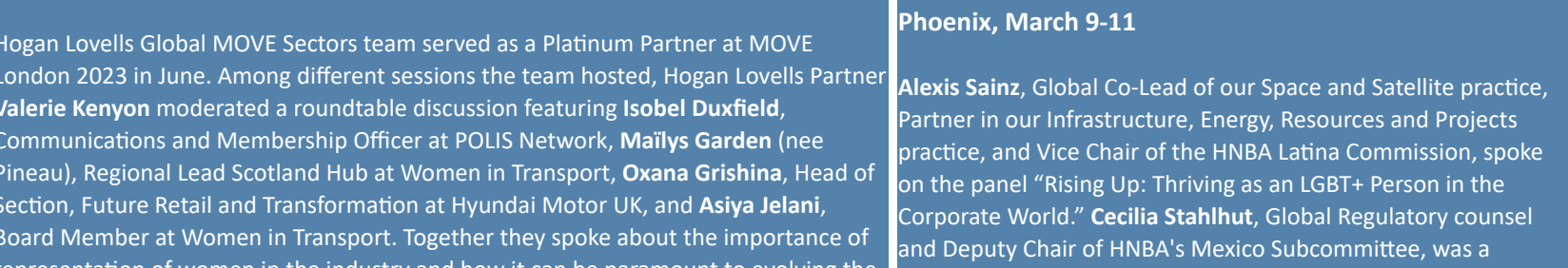
Automotive D.R.I.V.E is Reuters Events' annual recognition for excellence in the automotive industry. Each year a specialist judging panel selects five individuals and organizations that have shown commitment in five D.R.I.V.E categories, including "EMPOWERING WOMEN". This year, Hogan Lovells Partner and Global Leader **MOVE Sectors, Patrick Ayad**, served as one of the five judges in this category. Find out more about the awards and the 2023 winners [here](#).



LoveALL Festival

London, October 5

On Thursday 5 October, Hogan Lovells hosted the inaugural LoveALL Festival to celebrate National Inclusion Week in our London office. We brought together our clients and colleagues to celebrate diversity, different cultures and inclusion. During the festival, we heard from **Tolu Osinubi**, Director at Deloitte, who spoke about intersectionality and what organisations can do to welcome individuals with multiple intersecting identities. Through the theme of "Dress to Express", guests were encouraged to learn the personal stories behind each other's chosen outfits. From national dress, to wearing colors, textures and patterns associated with their identities - as you can see from the photos below - our guests fully embraced the theme and ethos.

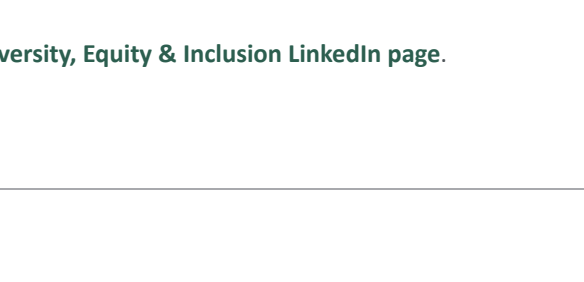


Allverse Conference – Uniting changemakers for collective action

Washington, September 13-15

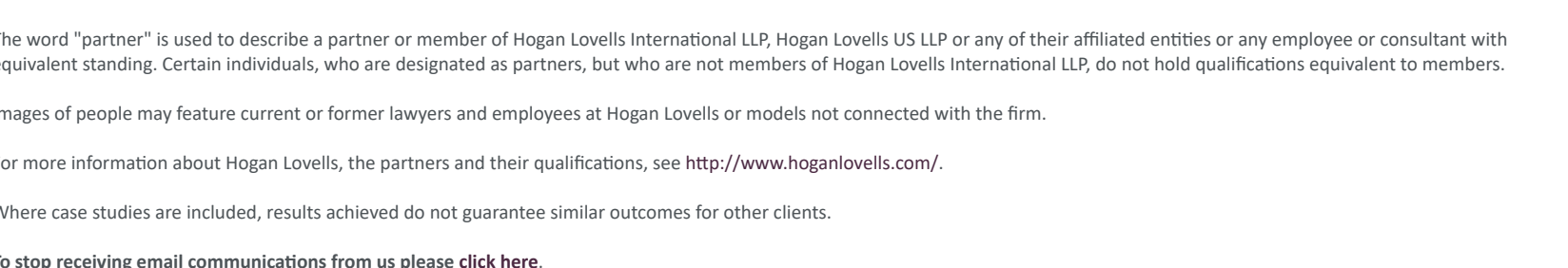
With over 300 registrants from 5 countries, this year's Allverse theme centered around empowering individuals to become changemakers in their communities. During the conference, participants explored the various ways to channel their influence to make a difference, whether through small, everyday actions or leveraging their positions of power and privilege. They collaborated on the importance of intentionality and explored strategies for optimizing their personal agency to cultivate a future rooted in equity, inclusivity, and justice. The comprehensive sessions covered the following topics:

- Think Like a General Counsel
- At the Nexus of DEI & BD: The Personal Impact on Historically Underrepresented Lawyers
- The Briefing: An Attack on Communities of Color
- Privilege, Power, and Pride: Intersectionality within the LGBTQ+ Community
- Five Generations in the Workplace: Their Values & Differences
- Success for All: Strategies for Advancing Disability Inclusion at Work
- Increasing Resilience in Our Work
- Flexing Diversity in Times of Crisis: Leveraging Diversity in Crisis & High-Intensity Investigations
- The Path Forward: How Law Firms & Clients Are Staying Committed to their DEI Initiatives
- No Blueprint?! Thriving in BigLaw



Celebrating unity and authenticity with our LGBTQ+ community in Munich

Members from the Automotive and Mobility Team at Hogan Lovells in Munich came together to showcase their LGBTQ+ commitment during week-long celebrations.



MOVE London: Women in Mobility Panel

London, June 21 - 22

Hogan Lovells Global MOVE Sectors team served as a Platinum Partner at MOVE London 2023 in June. Among the next sessions the team hosted, Hogan Lovells Partner **Valerie Kenyon** moderated a roundtable discussion featuring **Isobel Duxfield**, Communications and Membership Officer at POLIS Network, **Mallys Garden** (nee Pineau), Regional Lead Scotland Hub at Women in Transport, **Oxana Grishina**, Head of Section, Future Retail and Transformation at Hyundai Motor UK, and **Asiya Jelani**, Board Member at Women in Transport. Together they spoke about the importance of representation of women in the industry and how it can be paramount to evolving the mobility landscape.

Valerie Kenyon

Isobel Duxfield

Mallys Garden

Oxana Grishina

Asiya Jelani

Hispanic National Bar Association's Corporate Counsel Conference

Phoenix, March 9-11

Alexis Sainz, Global Co-Lead of our Space and Satellite practice, Partner in our Infrastructure, Energy, Resources and Projects practice, and Vice Chair of the HNBA Latina Commission, spoke on the panel "Rising Up: Thriving as an LGBT+ Person in the Corporate World." **Cecilia Stahlhut**, Global Regulatory counsel and Deputy Chair of HNBA's Mexico Subcommittee, was a panelist for "The U.S.-Mexico Partnership and the Role of the HNBA."

Resources

Helping you streamline mobility across the globe

With over 700 aerospace and defense, automotive and mobility, and transportation and logistics lawyers across the globe, we understand the issues you face in the countries you do business. We can help you stay ahead of the curve. [Learn More.](#)

We've got you covered

Stay current on the latest developments by following our [MOVE Sectors LinkedIn](#) page and our [Diversity, Equity & Inclusion LinkedIn](#) page.

Feedback, comments or question?

Let us know by sending an [email to our team](#).

About Hogan Lovells

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