

PAUL
HASTINGS

Diversity, Equity and Inclusion



London D&I Network

Unlocking the Extraordinary

We are turning the ordinary into the extraordinary – our creative thinking and innovative solutions are powered by the diversity of our people and will continue to drive growth for both our clients’ businesses and for ours.

Diversity Mission & Strategy

Our strategy is global, but our community feels local. At Paul Hastings, our commitment to diversity, equity, and inclusion begins at the top and is deeply embedded in the firm’s culture.

Our London office complements our global diversity and inclusion strategy by offering local programming collaborations with leading diversity organisations and enhanced opportunities to participate in the community. We focus on DEI through the lens of our firm’s culture, our service to clients and our commitment to the development of our attorneys and business professionals.



Mei Lian
Co-Chair
London Office

“Paul Hastings has always been committed to making a difference by supporting principles of equality, justice and sustainability within the firm and the communities we serve. Our strategy has always been focused on attracting and developing top diverse talent. As London office co-chairs, we are committed to creating an inclusive culture that everyone in the office will feel proud to be a part of.”



Ross Anderson
Co-Chair
London Office

Client Engagement & Business Development

We enhance our *Client Engagement and Business Development* efforts by teaming up with clients and partners on programming that drives change, expanding the reach of our DEI efforts and strengthening working relationships with clients.

Mindful Business Charter

The Mindful Business Charter (MBC), which was launched by Barclays and of which Paul Hastings is a proud signatory, aims to create best practices to reduce avoidable stress for in-house and law firm attorneys and professional staff. In 2022, Paul Hastings London hosted eight workshops to introduce the charter to our office, moderated by Richard Martin (Director, Byrne-Dean). Participants explored stress vs. pressure, daily stress triggers, and ways we can recognise and challenge unhelpful thinking, as well as examining more closely the four pillars outlined in the charter itself and exploring practical solutions.

Executive Support Network for Women in Private Equity

Paul Hastings created a support network for women in mid-level roles across various private debt funds and private equity houses in the City, enabling members to initiate deeper connections between women at similar levels of professional advancement. This helps women develop a peer group that can champion and support each other throughout their careers.



Culture of Inclusion

As a multi-cultural firm, we are committed to ensuring that diversity and equality are an integral cornerstone of our workplace and in the communities in which we live. Through our DEI initiatives, we work to create a *Culture of Inclusion* and allyship by offering professional development and business development programmes, opportunities to network internally and externally, awareness-building programming and a variety of ways for our attorneys and business professionals across the globe to get involved.

Paul Hastings Affinity Networks (PHANs)

Our PHANs bring together people with different backgrounds, experiences and interests. They are instrumental in inspiring some of the firm's most engaging and progressive policies. Our global PHANs, including Black PHAN, Women PHAN and PH Pride, work together across all offices. In London, we provide additional opportunities for involvement via our local Race and Ethnicity, Social Mobility and Disability Support Networks.

PH Balanced Initiative

Our global PH Balanced Initiative focuses on wellness, mental health, work and life balance, and family support, and is implemented with both global and local programming. In London, we host Wellness Week in January and Mental Health Awareness Week in May to align with the UK Mental Health Foundation annual event. Through workshops, round table talks and group fitness programmes, this initiative helps promote positive mental health, wellness, resilience building and healthy nutrition in the workplace.

Inclusive Benefits

Wellness Stipend: To encourage a healthy lifestyle, we introduced a London-based Active Wellbeing Plan, providing attorneys and professional staff with a monthly stipend to be used towards their choice of fitness or wellness pursuits.

Parental Leave Policy: Paul Hastings boasts one of the most progressive parental leave policies in the industry, which includes full parity for all parents and extends to all legal and business professionals. New parents are able to take up to 14 weeks paid Parental Leave, with additional leave for birthing parents, providing up to 30 weeks of full or partially paid leave.

Back-Up Childcare and Eldercare Support: The Firm offers a back-up childcare and eldercare service for all employees who may have caring responsibilities, so when regular care arrangements are disrupted, Bright Horizons will help to arrange temporary care, quickly and conveniently.

DEI Speakers Series

The London office hosts regular discussions and events, in addition to the Firm's global, cross-office discussions, to ensure we are addressing the needs of our community.

- **PH Pride Events:** Our London office PH Pride continued to organise engaging events in 2023, including a seminar and networking event with Global Butterflies on understanding the global trans & non-binary space, including the relationship with other equality characteristics.
- **Open Dialogues – Inclusive Behaviour Series:** Paul Hastings London has continued to engage The Inclusive Group – experts in diversity, bias, inclusivity and managing psychological health – for a workshop series focused on bias and inclusive behaviours.
- **Neurodiversity in the Workplace:** In 2023 Paul Hastings London invited DO IT solutions to run a workshop on neurodiversity to raise awareness and promote inclusivity in the workplace.
- **Women's PHAN Events:** As part of our continued push to reignite the connectivity lost during the pandemic, we have developed creative ways for the women in our London office to come together. These include a 'crazy golf' event to encourage active and lighthearted mingling, the relaunch of our 'coffee randomiser' to generate unlikely or novel pairings of women for joint coffee breaks. London staff will enjoy an all-female partner panel event to celebrate International Women's Day in 2024.
- **Race and Ethnicity PHAN Events:** Promoting inclusion and celebrating all of our communities continued in 2023 with, for example, the marking of UK Black History month in October and a Diwali celebration in November.



Talent Management and Early Careers Programmes

We focus our *Talent Management and Development* efforts on attracting, recruiting, mentoring and promoting top diverse talent, engaging with them early and often, and staying connected throughout their careers.

Partnerships with Aspiring Solicitors and Generation Success

Building on our 3-year relationship with Aspiring Solicitors, offering mentoring programmes for ethnically diverse students, this year, our London office will host a three-day Aspiring Solicitors Insight Scheme in partnership with our client Comcast. The scheme, aimed at promoting social mobility, is an unique and exciting opportunity to collaborate with a client partner by providing 12 students the opportunity to attend bespoke events, gain work experience and receive expert coaching at PH.

Following a successful launch of its partnership with Generation Success in 2021, an inspiring network dedicated to the career advancement and social mobility of diverse young people, PH has continued expanding its programmes for students. Our work includes: a mentorship programme through which our attorneys counsel students who have an interest in a legal career but limited access to industry networks, hosting 60 students from local schools for a Careers in the City event, a hackathon which allows young people to work with and interview a panel of business owners, a speed mentoring session and a legal Q&A for aspiring attorneys.

Student Work Shadowing, Mentoring Schemes and Insight events

We again collaborated with Firm client PGIM to offer a half-term work placement programme specifically geared towards women from ethnically diverse backgrounds. The participants divide their time between our offices and a full day at PGIM. They are introduced to the various departments of a law firm, attend workshops on interview techniques and resume-building, and visit The Royal Courts of Justice and The Law Society.

We also continue our efforts to attract diverse talent by increasing our offering of in-person Inside Look Days, geared towards students interested in pursuing a career in law, with an emphasis on reaching diverse undergraduates. These events provide attendees with insight into day-to-day life at the firm and the roles of lawyers at all levels, opportunities to practise group and transaction case studies and overviews, as well as useful tips on applying for a training contract at Paul Hastings.

Partnership with Luminary Leaders

2024 will see Paul Hastings London launch a new partnership with social mobility organisation Luminary Leaders. The mission of Luminary Leaders is to inspire school-aged children to pursue careers they can love and excel at by connecting them with experts across a range of careers, including law, to which they might never have otherwise had access.

In March 2024, Paul Hastings London office successfully hosted one of Luminary Leaders' Speaker Series. This event featured London office attorneys and an alum at Pantheon and was presented to around 70 young people and a live-streaming audience of UK state school students in years 10-13.

Paul Hastings Corporate Social Responsibility

At Paul Hastings, we believe in the power of community and are committed to making a difference by empowering our people and amplifying their efforts to serve and give back.

Our Corporate Social Responsibility programme envisions a more just society for all and a more protected planet. We work to ensure that our local communities thrive and grow by leveraging our people, clients, and nonprofit organisation partners.

By supporting and partnering with our nonprofit organisation clients, we are tackling today's toughest challenges, such as education, food insecurity, economic inclusion, equality, health equity, sustainability and much more. We are proud to stand alongside organisations that share our values and work to effect change.

Together, we can make a positive impact and create a better future for all.

Community Engagement

We believe in the power of hands-on employee engagement and actively seek ways to connect our people and clients with our nonprofit organisation partners.

Through our volunteering, employee-matching gifts programme and office fundraising initiatives, our people find ways to support the local community and give back in meaningful ways.

Current nonprofit organisation partners include:

- Felix Project: A charity that collects surplus fresh food and redistributes it to schools and other organisations to provide healthy, nutritious meals and help the most vulnerable in our society. In 2023, they gave out the equivalent of 32M meals across London.
- The Trussell Trust
- Youth Legal Justice Centre

Writing Partners Programme & Tower Hamlets Education Business Partnership

One of the hallmarks of our DEI objectives is fostering a sense of hope and opportunity for those least privileged in our communities. Our Writing Partners programme focuses on pairing Paul Hastings volunteers with pupils in Year-4, from disadvantaged backgrounds and many with English as a secondary language, and making them pen pals, helping to build confidence in reading and writing.

Bake Off Charity Event and London Legal Walk for London Legal Support Trust

As a supporter of the London Legal Support Trust (LLST), a charity providing access to legal advice for those with insufficient means, the London office again took to the streets on the annual London Legal Walk in June and organised a much-heralded annual Bake Off event to raise funds for the trust.

Talent Management and Early Careers Programmes

We look to build our *Brand, Reputation and Community* by promoting a dialogue around diversity, equity and inclusion with our clients, business partners and communities. Our brand building efforts are designed to support talent recruitment, foster community connection and inspire others to expand and empower their diverse audiences.

Social Mobility Ambassador

Our Firm Managing Partner serves as an ambassador for the Law Society's Social Mobility scheme. This is a network of solicitors who act as mentors to students and graduates interested in the legal profession. More broadly, all ambassadors focus on promoting social mobility and fair access to legal careers.

Pantheon Case Study

Our latest case study with investment firm Pantheon offers a wealth of insight and lessons on how ESG and D&I are critical to building a strong corporate culture. This research features interviews with senior Pantheon executives about these important topics, and how organisations in the funds industry and beyond can adapt to create purposeful and more inclusive cultures.

Noteworthy Accomplishments and Recognitions

- **Mansfield 5.0 Certification Plus:** for successfully reaching a 30 percent threshold for diverse lawyer representation in leadership roles
- **100% Human Rights Campaign (HRC):** Corporate Equality Index (CEI) for LGBT individuals since 2008

GENERATION SUCCESS 10 YEAR ANNIVERSARY EVENT AWARDS

- Award Recipient – **“Supportive Partnership Award”** – Winner at Generation Success’ Equality Awards 2023.
- Award Recipient – **“Guiding Light Award”** – Valmir Merkaj, for involvement in the mentoring scheme.

SHORTLISTED FOR AWARDS 2023

- **D&I Initiative of the Year – Generation Success** – Shortlisted at Women, Influence & Power in Law UK Awards 2023
- **DE&I Champion of the Year in a Specialist Role – Yvette Croucher** – Shortlisted at Women & Diversity in Law Awards 2023
- **Social Mobility Initiative of the Year – Generation Success** – Shortlisted at Women & Diversity in Law Awards 2023
- **Championing Diversity in Innovation Award – Yvette Croucher** – Shortlisted at law.com International’s Legal Innovation Awards 2023
- **DE&I Champion of the Year in a Specialist Role – Yvette Croucher** – Shortlisted at Women & Diversity in Law Awards 2024