

JUSTIN D'AGOSTINO RECOGNISED AS THE LEGAL INDUSTRY'S "DIVERSITY TRAILBLAZER"

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News

As recognition of his ongoing leadership and commitment to the LGBT* community, Herbert Smith Freehills' [Justin D'Agostino](#) has been recognised as an OUTstanding 100 LGBT+ Executive, presented by the Financial Times, for the sixth consecutive year.

The annual OUTstanding rankings recognise the top 100 executives across the globe who have made a difference in gay, lesbian, bi-sexual and transgender (LGBT*) workplaces. In recognising Justin's continued effort and legacy as an LGBT* campaigner and leader, he was labelled in the list this year as "the legal industry's diversity trailblazer".

Justin is the firm's Global Head of Disputes and Asia Managing Partner. He is also the Executive Sponsor of the firm's global IRIS Network for LGBT* staff and allies, which has grown from the network he first launched in 2007. Externally, Justin is a Top Table Stonewall ambassador and gave the welcome speech at the launch of the Stonewall Top 12 Global Employers programme with then UK Foreign Secretary Boris Johnson. He is also a mentor with the Queer Straight Alliance in Hong Kong, and a proud supporter and mentor of Pink Dot.

"I am so proud and gratified by this honour" said Justin. "It is recognition, not just for me, but for our entire LGBT* community that what we do matters, that it is important to be visible, and that we must continue to help others to do the same."

"Throughout my career, it has been deeply important to me to be seen for who I am. Now as a leader, I take great pride in the work we are doing at Herbert Smith Freehills to build an ever-growing inclusive culture."

"Earlier this year we launched our Global Transitioning Guidelines, which was an important step for us to ensure we have the policies and processes in place to support transgender staff and clients at the firm. Continuing to work on new inclusive initiatives like this one is part of what makes my role so continually satisfying."

This is the sixth year that OUTstanding and the FT have joined forces to publish The Leading LBGT+ & Ally Executives and LBGT+ Future Leaders Lists. Justin has been listed since its inception. OUTstanding is a professional membership organisation for global businesses. It works directly with LBGT+ and ally leaders to promote inclusion in the workplace, drive change, challenge stereotypes and inspire future generations. OUTstanding is part of Involve, a membership organisation championing diversity and inclusion in business.

Suki Sandhu, Founder & CEO, Involve commented on the awards, saying:

"Our sixth OUTstanding list is our most international and diverse ever. It features executives representing 21 countries around the world - from Ghana to Germany and from India to Israel. We're so proud to see so many senior and future leaders recognised as role models for their work driving cultural change and creating environments where everyone can succeed. Everyone - regardless of gender, sexuality or ethnicity - benefits from a level playing field where people feel able to bring their whole selves to work."