

K&L GATES

# DISCOVER. DEVELOP. THRIVE. THE K&L GATES EXPERIENCE.

## CELEBRATING OUR LGBTQ PEOPLE, CLIENTS, AND COMMUNITIES

With offices across five continents, our global platform has enriched us with a diversity of cultures, perspectives, and nationalities. We strive to provide support and opportunities for all of our employees across almost 20 legal jurisdictions.

This is reflected in many of our policies, which include treating same-sex and opposite-sex spouses and partners, and their dependents, equally for medical benefits, as well as providing transgender employees with coverage for transitioning. We have a firmwide LGBTQ affinity group available to all lawyers, and we provide confidential opportunities to participate for those who reside in countries where they cannot publicly self-identify.

Externally, we support the global LGBTQ community through pro bono work and community involvement. For example, in the United States we represent a nonprofit organization dedicated to improving the health and well-being of gay men through reducing the impact of HIV/AIDS in minority communities. In Australia we worked with Kaleidoscope Australia Human Rights Foundation to draft a *Guide to Best Practice in Determining Applications for Refugee Status Based on Sexual Orientation or Gender Identity Grounds*. We also support many local, national, and international organizations focusing on LGBTQ inclusion, including the QLaw Annual Banquet, the Albert Kennedy Trust, Lambda Legal, the National LGBT Bar Association, and the Transgender Legal Defense and Education Fund. We also attend the Annual Lavender Law Conference, the largest LGBTQ conference held annually, where we present, network and recruit. Additionally, we have brought the Name Change Project as a pro bono initiative to the firm, through which we represent transgender people to ensure their legal identities match their gender identities and lived experience.



**FOR THE ELEVENTH YEAR IN A ROW,** the Human Rights Campaign awarded K&L Gates a **100 PERCENT SCORE ON ITS 2021 CORPORATE EQUALITY INDEX** and named the firm a **“TOP LAW FIRM FOR EQUALITY”**

We are committed to partnering with our clients and communities to further our shared goals of promoting diversity and inclusion. We believe that a diverse and inclusive workforce strengthens our firm's work product and the career growth of our professionals. At K&L Gates, we don't just embrace diversity and inclusion, we thrive on it.



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