

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 enriches us with a diversity of cultures, perspectives, and backgrounds. We strive to provide support and opportunities for all of our employees across almost 20 legal jurisdictions.

Our commitment to creating a sense of belonging for our LGBTQ+ lawyers and allied professionals and their families is reflected through numerous firmwide initiatives such as:

- A firmwide LGBTQ+ affinity group available to all lawyers and allied professionals globally.
- Gender-neutral parental leave and inclusive health care benefits to our colleagues in the United States, including comprehensive family planning benefits and coverage and gender affirming care.
- An inclusive restroom and locker room policy, in conjunction with our nondiscrimination policy, in which our people, guests, and clients can use our facilities that best correspond with their gender identity.



FOR THE 13TH CONSECUTIVE YEAR, THE HUMAN RIGHTS CAMPAIGN AWARDED US A 100 PERCENT SCORE IN ITS 2023-24 CORPORATE EQUALITY INDEX, AND NAMED K&L GATES A TOP PLACE TO WORK FOR LGBTQ+ EQUALITY.

Externally, we support the global LGBTQ+ community through pro bono work and community involvement. For example, we partner with the Transgender Legal Defense & Education Fund to participate in their Name Change Project in numerous jurisdictions around the country. Additionally, in conjunction with law enforcement in Western Pennsylvania, our firm founded the Anti-Human Trafficking Initiative to identify members of the LGBTQ+ community who may be victims of human trafficking and help connect victims to law enforcement.

We also partner with many local, national, and international organizations focusing on LGBTQ+ inclusion, including Lambda Legal, QLaw, the Albert Kennedy Trust, Kaleidoscope, the National LGBTQ+ Bar Association, Pride in Diversity in Australia, and Switchboard LGBT+ Helpline in the United Kingdom. Furthermore, we present, network, and recruit at the National LGBTQ+ Bar Association's Lavender Law Conference & Career Fair, the largest LGBTQ+ legal conference in the country, each year.



“At K&L Gates, diversity and inclusion is part of our DNA. Since joining the firm as a summer associate, I have felt not only comfortable in being myself, but supported and celebrated. Now, as a partner, I’m proud to be part of our continuing commitment to fostering a diverse and inclusive workplace.”

—Christopher J. Valente, Partner, Member of Firmwide Diversity Committee

SCAN TO
DISCOVER CAREER
OPPORTUNITIES.



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