

K&L GATES

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

## CELEBRATING OUR LGBTQ+ PEOPLE, CLIENTS, AND COMMUNITIES

With more than 40 offices worldwide, our global platform enriches us with a diversity of cultures, perspectives, and backgrounds, reflecting our effort to provide support and opportunities for all of our employees.

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+ community welcome to all lawyers and allied professionals globally.
- Gender inclusive parental leave and inclusive healthcare 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 15TH CONSECUTIVE YEAR, THE HUMAN RIGHTS CAMPAIGN AWARDED US A 100 PERCENT SCORE IN ITS 2025 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 Advocates for Trans Equality (A4TE) to participate in their Name Change Project in numerous jurisdictions around the country. 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. K&L Gates was a proud sponsor of World Pride 2025. We hosted a variety of lawyers, allied professionals, clients, family, and friends of the firm for both a pre-parade brunch at the firm, as well as a contingent in the parade. 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, opportunity 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 build a culture where everyone is welcome, included, and has the opportunity to demonstrate their skills.”

—Christopher J. Valente, Partner, Member of Firmwide Opportunity & Inclusion Committee and Co-Chair of its LGBTQ+ Subcommittee

**SCAN TO DISCOVER CAREER OPPORTUNITIES.**



## **CONTACT**

Our Legal Recruiting Team  
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