

KYL DIVERSITY AND INCLUSION MISSION STATEMENT

Diversity and inclusion have been core values at KYL since its inception. We appreciate and value ideas that come from a diverse work environment and want to bring diversity of thought, experience and expertise to everything we do. We believe that an inclusive work environment provides an atmosphere that allows all individuals to attain their greatest potential and achieve the greatest benefits for our clients. In order to carry out these core values, KYL fosters a shared culture that promotes the goals of accepting, respecting and valuing our differences, broadening diversity in the larger legal community and advocating for social justice in our communities.

The driving force implementing KYL's diversity and inclusion efforts is the Diversity and Inclusion Committee. It is comprised of attorneys of all levels of seniority and relevant administrators.

Here are just a few of the ways that KYL supports and encourages diversity—both within the Firm and throughout the legal profession—and works to advance social justice in our communities. We are committed to developing the next generation of diverse leaders through the following programs/initiatives:

- **Networking and Mentoring in the Legal Industry:** KYL commits to participating in informal networking gatherings throughout the year, including participating in WILPower events, mentoring underrepresented law school students, and joining various local affinity groups. We seek to build community among diverse lawyers and provide a space to share experiences and cultivate informal mentoring relationships.
- **Recruiting:** We are committed to regularly participating in diversity-focused panels at law schools and conferences around the country to help diverse students prepare for life at a law firm and to help professionals continue their path toward success.
- **Onboarding:** KYL promotes inclusion in the Firm before attorneys even start by inviting new diverse attorneys to all Firm social events to meet their colleagues and begin learning about KYL's inclusive culture.
- **Retention:** In addition to the above initiatives to support retention, members of the Diversity and Inclusion Committee meet regularly to adopt best practices for reducing biases in decision-making, improving access to effective, engaged mentors, and maintaining an inclusive environment at the Firm.
- **Implicit Bias Training:** KYL is deeply invested in ensuring that all KYL employees receive the training to acknowledge and resolve their implicit biases. We do not and will not tolerate racism or any other form of unlawful discrimination.

- **Hearing Everyone’s Voice:** KYL is committed to giving everyone a voice. The Diversity and Inclusion Committee presents the “My Story” program, which provides a platform to everyone at the Firm to discuss their paths to success within the Firm and across the legal profession and how they integrate their personal passions and professional lives. The “My Story” program gives shareholders and associates alike the opportunity to share their unique path to the legal profession and their vision for creating a more inclusive legal world.
- **Self-Reflection:** KYL provides time during biannual shareholder/associate meetings for activities or presentations focusing on deliberate learning and listening and giving back to our communities consistent with KYL’s core values.
- **LGBTQ+ Partnership:** KYL commits to support LGBTQ+ causes within the Firm and in the broader community. KYL has proudly provided health benefits not only to spouses but also to domestic partners for years before it was legally required. In addition, in its recruiting efforts and elsewhere, the Firm encourages candidates to freely adopt and use personal pronouns with which they are comfortable to take the onus off of non-binary people.
- **Community Involvement:** KYL encourages the Firm’s attorneys to engage in their communities by sharing information about opportunities to attend and speak at events and by encouraging attorneys to join organizations that align with their passions. The Firm is proud to be involved with many organizations dedicated to advancing social justice and serving underrepresented constituents, such as the Human-I-T, the NAACP Long Beach Branch, California ChangeLawyers (formerly known as the California Bar Foundation), the Washington State Bar Foundation (which works to promote diversity in the legal profession and provide greater access to and understanding of the justice system for the general public), the California Rural Legal Assistance Foundation legal fellowship program, the California Conference for Equality and Justice, the Children’s Health Fund, the Foundation of the Federal Bar Association, Boys and Girls Clubs, and Community for Legal Innovators (CLI), which is focused on increasing diversity in the legal industry and equipping law students for broader job opportunities through participation in master classes on new and emerging trends. In addition to countless hours working for and with these organizations, the Firm’s Charitable Foundations have donated millions of dollars to these important organizations over the years. The Firm commits to maintaining its charitable contributions as appropriate in the future.

We are committed to this Mission and are prepared to put in the work to help create true change.