

FOR THE

GOOD OF ALL

CORPORATE SOCIAL RESPONSIBILITY DURING A GLOBAL PANDEMIC
HIGHLIGHTS **2020-2021**

K&L GATES

HIGHLIGHTS

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A MESSAGE FROM

JIM SEGERDAHL

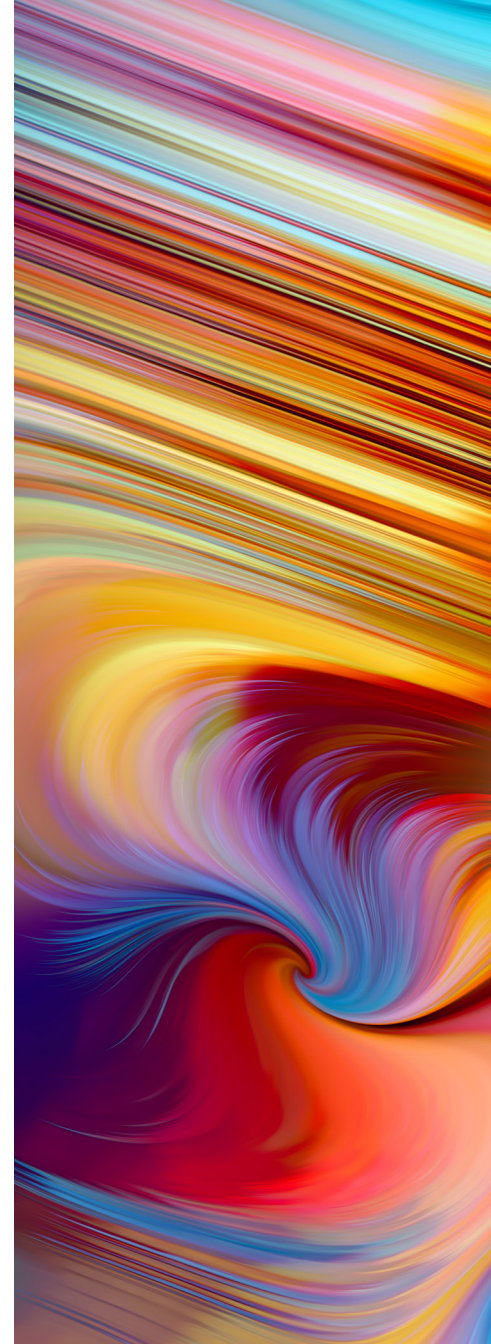
Global Managing Partner

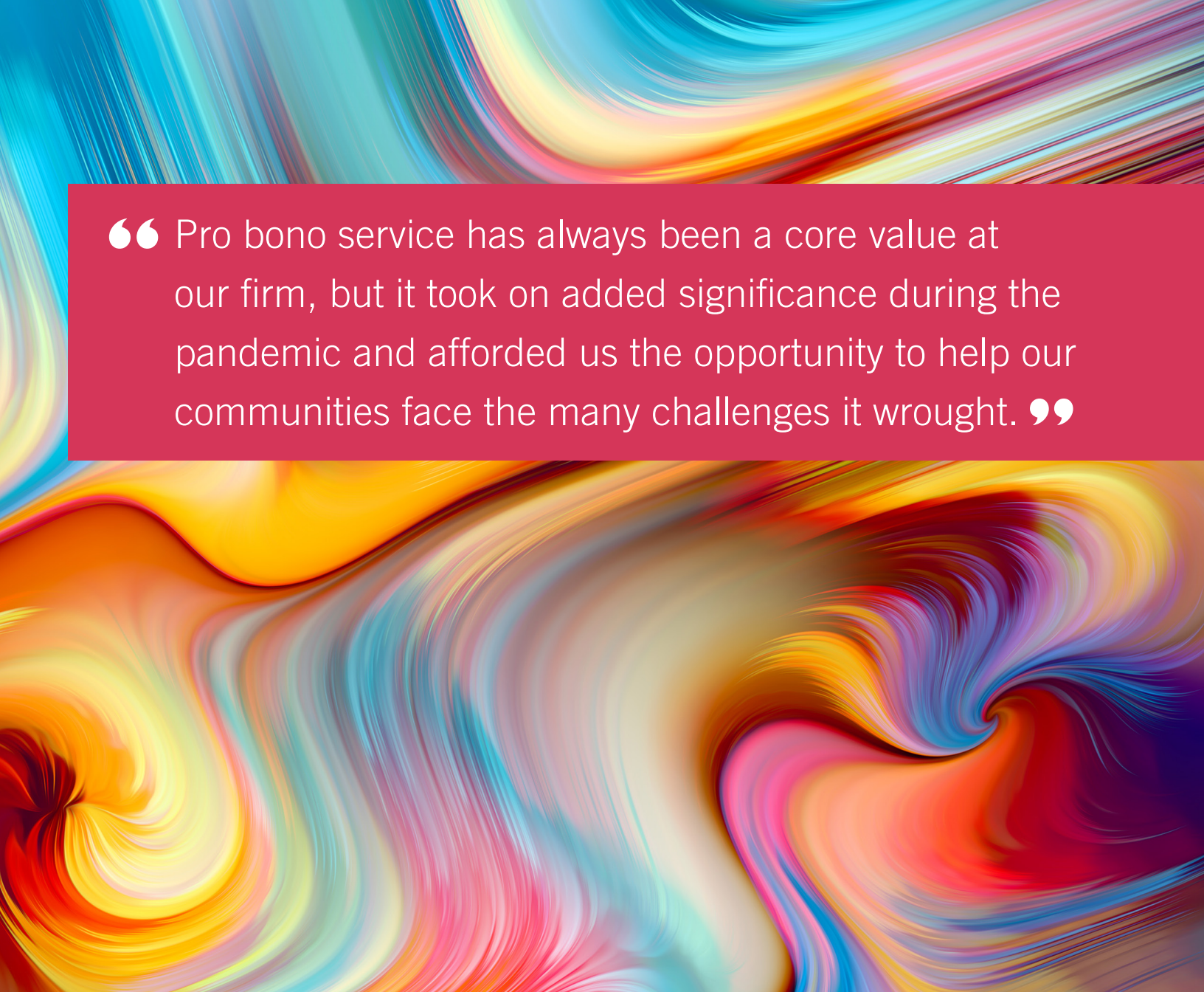
MAY YOU LIVE IN INTERESTING TIMES. Some say this old adage is a blessing. Others interpret it as a curse. You could describe our recent times as interesting, but for many they have been profoundly challenging.

Our world has fought the ravages of a worldwide pandemic, witnessed racial injustice and civil unrest, and struggled with the physical, mental, and economic tolls that came in their wake. These forces have threatened to rend the very fabric of our communities, but we have found ways to persist and keep moving forward.

Difficult times often inspire us to reflect on who we are and what we stand for. For our firm, the answer was clear: just as we have always supported our clients in their challenges, we have likewise focused our efforts and resources on supporting our communities and each other.

The driving forces behind those efforts are **PRO BONO**, **SUSTAINABILITY**, **COMMUNITY SERVICE**, and **DIVERSITY**. These initiatives ground us, guide us, and inspire us to be better—particularly in troubled times. We are proud to share our work in this report. We are committed to doing that work for the good of all.





“ Pro bono service has always been a core value at our firm, but it took on added significance during the pandemic and afforded us the opportunity to help our communities face the many challenges it wrought. ”

PRO BONO

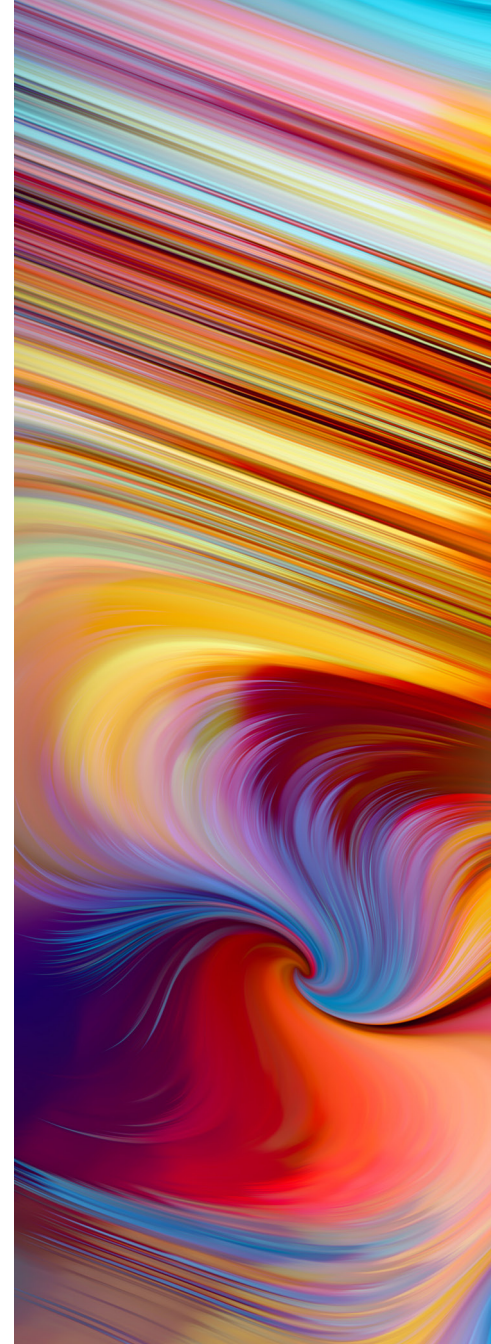
ROSEMARY ALITO

Chair, Firmwide Pro Bono Committee
Practice Area Leader, Labor, Employment, and Workplace Safety
Partner, Newark

Pro bono service provides an invaluable contribution to the community and particularly to those who otherwise cannot afford such services. We believe that providing pro bono service is a vital element of every lawyer's professional responsibility.

Our lawyers actively engage in a variety of pro bono efforts and work on hundreds of pro bono matters each year. We litigate civil rights cases, establish and advise nonprofit organizations, participate in legal clinics, and represent the indigent in consumer, landlord-tenant, domestic violence, and immigration matters. In addition to providing legal assistance directly to individuals who have limited means but substantial legal needs, we provide legal counsel and public policy advocacy to help organizations advance their public service programs, work to advance the rule of law around the world, and accept court appointments to provide pro bono counsel.

Amid a cultural crisis and worldwide pandemic, these efforts became all the more important as new needs emerged. We are proud that our lawyers met the challenges by **FIGHTING FOR EQUAL JUSTICE, DEFENDING HUMAN RIGHTS, STRENGTHENING COMMUNITIES, PROVIDING SAFE HAVEN, AND SUPPORTING ORGANIZATIONS THAT SUPPORT OTHERS.** These are their stories.



FIGHTING FOR EQUAL JUSTICE

In June 2020, we launched K&L Gates for Equal Justice to harness our firm's legal skills to promote unity and equal justice. Our efforts include a focus on voting rights, criminal justice reform, and equal justice for Indigenous people. While we have always stood behind these principles, our new focus was spurred by an ongoing wave of civil discord that reverberated around the world.

A number of lawyers and legal professionals across our offices wanted to help find a solution to systemic societal problems. Senior of counsel **Liz Thomas** and a team from Seattle turned to the office of Washington Governor Jay Inslee, who had convened a task force of community, law enforcement, and other members to provide recommendations that would help shape legislation regulating independent investigations of police use of force.

Over several months, Liz and a pro bono team that included **Matt Clark, Chrissy Elles, Bart Freedman, Mike McKay, Elisabeth McNeill Yandell, Aaron Millstein, Natalie Reid, Gulsah Senol, Bill Shaw, Andrew Stokes, Briana Swift, Raina Wagner, Kathy Wheat**, and others conducted research, attended task force meetings, and provided advice to the governor's task force on a range of issues. Our firm was acknowledged in the task force's final report, which called for the creation of an independent, statewide agency responsible for investigating police use of force and other serious incidents involving police. The governor responded to

K&L GATES FOR
EQUAL
JUSTICE

A joint initiative launched by our Diversity Committee and Pro Bono Committee that harnesses our firm's legal skills to promote unity and equal justice, focusing on voting rights, criminal justice reform, and equal justice for Indigenous people.



the recommendation with a request for legislation, House Bill 1267, which was ultimately enacted and established the Office of Independent Investigations within the governor's office.

OUR FIRM IS SEEKING EQUAL JUSTICE FOR INDIVIDUALS AND GROUPS THROUGHOUT THE WORLD, INCLUDING IN THESE PLACES:

In Australia, Brisbane partner **Tom Young**, special counsel **Lea Fua**, and lawyer **Ben Aldridge** are working with Independent Indigenous Tourism Operators of Queensland Limited (IITOQ), recognized by the state government as Queensland's first Indigenous tourism peak body. As IITOQ seeks to act as a unified Indigenous tourism industry voice through its members, our lawyers will be ensuring corporate governance requirements are covered. This partnership aligns with our Innovate Reconciliation Action Plan, a commitment to actively support reconciliation with Aboriginal and Torres Strait Islander peoples in our business activities and communities. It will provide unique insight into the significance of using tourism to deliver economic prosperity for IITOQ member organizations.

Singapore senior associate **Jerrie Qiu Lin Tan** was part of a pro bono team of lawyers who successfully convinced the Court of Appeal to review its own 2015 decision to convict a 34-year-old Nigerian man of capital drug trafficking and to

acquit him. The review came after new evidence showed the man was suffering from post-traumatic stress disorder when he gave false statements to narcotic officers in 2011. He was released after nine years in jail, and Jerrie was involved in the case from the beginning.

Our firm served as co-counsel with the Washington Lawyers Committee for Civil Rights and Urban Affairs in a federal civil rights case involving assertions of unlawful entry, excessive force, and unlawful arrest. Our clients were an apartment tenant and a friend who were sitting peacefully in the apartment when, as set out in the complaint, two special police officers entered the apartment with the stated purpose of enforcing a private barring notice that they claimed the apartment complex had issued, but had not. The lawsuit asserted that the incident resulted in property damage, the use of pepper spray, and restraint of one client. When District of Columbia police officers arrived, the client was released and went to a hospital to receive medical treatment. Following case development, research, and discovery, counsel negotiated a successful resolution that provided a just result for these individuals. The K&L Gates lawyers who participated in this work included **Theodore Kornobis**, **Chelsie Rimel**, and **Andrew Wright**.

PRO BONO

Our lawyers have represented the Duwamish Tribe in a variety of pro bono matters over the years. Recently, we represented the tribe in obtaining a preliminary injunction to stop the relocation of the National Archives at Seattle, which is an irreplaceable source of historical and genealogical records that are essential to the tribe's efforts to secure federal recognition and to preserve their cultural history. Numerous other tribes, the states of Washington and Oregon, and organizations dedicated to Asian history in the Pacific Northwest participated in this effort. The K&L Gates team representing the Duwamish Tribe in connection with the preliminary injunction included Seattle partners **Theo Angelis**, **Bart Freedman**, and **Ben Mayer**; Harrisburg associate **Maureen O'Dea Brill**; Boston associate **Scott Ofrias**; and Seattle associates **Natalie Reid** and **Endre Szalay**.

Our work to secure clemency for prisoners who were convicted of a third qualifying offense (also known as the three strikes law) is another example of how our lawyers are fighting for equal justice.

One case involved a 54-year-old man who grew up in a violent Chicago neighborhood. Lacking family support, he became addicted to drugs as an adolescent. In the 1990s, while homeless and suffering from addiction, he committed four bank robberies in Seattle. Although he was not armed

and never harmed anyone, under Washington's three strikes law, the man was sentenced to life in prison without the possibility of parole. During his nearly 20 years behind bars, he turned his life around, achieving sobriety, pursuing an education, and becoming a religious leader in his prison community. Thanks to the work of a pro bono team led by Seattle partner **Tom Wolfendale**, the man's sentence was commuted so that he could be released. Our team also planned his release strategy, which included a job, housing, and support services.

In another case, we helped a man who was imprisoned in 1999 for second-degree robbery, which is no longer a qualifying strike. Seattle partner **Mike McKay** and associate **Ryan Hebert** secured his release to a Veterans Affairs hospital for palliative care during the final weeks of his life.

The U.S. Court of Appeals for the Third Circuit appointed our firm as pro bono counsel for an inmate whose petition for habeas corpus and Rule 60(b) motion for relief had been denied in the district court. The case involved the prosecution's obligation to disclose exculpatory evidence and whether our client timely raised this issue. Harrisburg counsel **Travis Gery** and partner **David Fine** successfully argued that the district court erred in denying the relief our client had requested, and the Court's published opinion expressed gratitude to them for accepting this matter pro bono and commended them for the superb quality of their briefing and argument in the case.



Seattle associates **Aaron Meyer** and **Andrea Templeton** assisted Columbia Legal Services in its mission to advocate for laws that advance social, economic, and racial equity for people living in poverty by advising prisoners who are applying for tax relief under the CARES Act.

Our **Perth office** has advised the Indigenous Players Alliance Limited on a range of matters. This organization assists and provides a support network for Aboriginal and Torres Strait Islander Australian Football League (AFL) players and AFL Women's players with the transition from their communities into the AFL system, as well as the transition from their AFL careers into their post-playing careers.

We work with KidsVoice, a nonprofit agency that represents and advocates for nearly 3,000 abused, neglected, and at-risk children every year in court and in the community. These children range in age from birth to 21 and are of every ethnicity, race, gender, and socioeconomic status. The majority of the children are from families with incomes below federal poverty guidelines.

As part of our partnership with KidsVoice, we help many of these children and young adults expunge their juvenile records, which can be an impediment to housing, employment, college financial aid, and military service.

Our Pittsburgh colleagues **Rachel Gray, Elizabeth Hoadley, Rebecca Kennedy, Megan Moore, Michael Nelson, Mike Ross, Susan Ulmer-Breeger,** and **Jennifer Yeung** have volunteered for this work.

Our firm has worked on a number of pro bono matters involving voting rights in the United States. For example, approximately 90 of us volunteered with the nonpartisan Lawyers' Committee for Civil Rights Under Law for the Election Protection Coalition. Our work included responding to questions on the voter hotline, updating voting guides, researching state laws, and serving on a rapid-response litigation team that was prepared to seek injunctive relief, if needed. In a separate matter, Miami partner **Olivia Kelman** and Dallas associate **Victoria Oguntoye** represented 36 former officials of the Division of Civil Rights of the U.S. Department of Justice, who previously had responsibility for enforcing voting laws, as amicus in a high-profile Eleventh Circuit appeal involving the voting rights of felons who had served their prison terms but still had outstanding court costs.

Lawyers in our Chicago office continue to help the Illinois Torture Inquiry and Relief Commission (TIRC) review claims of torture by police. The firm has been involved in this work since 2016 and has devoted more than 2,600 pro bono hours to these cases since then. In all cases, our lawyers

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serve as neutral investigators who report to the commission and its executive director. If, after investigation, the lawyers and TIRC's executive director determine that there is credible evidence of abuse, they recommend to a panel of commissioners selected by the Illinois governor, in a public hearing, that the commissioners refer the case back to the trial court for further proceedings as appropriate.

The team is led by **Cliff Histed**, and recent team members include **Adrian Cerrillo, Travis Campbell, Lauren Norris Donahue, Sana Hakim, Jonah Heemstra, Melissa Haulcomb, Trevor Martin, Abram Moore, Desiree Moore, Molly Mugford, Jim Shimota, Pam Sran,** and **Meg Tierney.**

Our lawyers in Sydney run a complaints clinic with the National Justice Project aimed at clearing the pathway to justice for victims of discrimination. The intention is to facilitate the Prison, Police, Health, and Discrimination (PPHD) complaint process, which can be difficult for the lay person to navigate due to the myriad of different timelines, processes, forms, and laws for each state, territory, and federal jurisdiction and for each category of complaint. They provide practical assistance, ranging from preparing and lodging PPHD complaints to preparing handbooks for the clinic.

Our Australian lawyers also support the Tech4Justice clinical placement for law students, in collaboration with Macquarie University, National Justice Project, and legal tech firm

Josef. Tech4Justice was launched in 2020 and seeks to create innovative technology solutions to help marginalized communities. It operates like a tech startup and gives students experience thinking through legal, technical, and practical issues. One of its current projects involves work on a chatbot, which is a type of artificial intelligence that could be used to help people (including people with disabilities) file complaints with the Australian Human Rights Commission.

The lawyers involved in this work include **Eric Boone, Adam Moore, Alex Smith, Katherine Smith, Eilish Cabban, Shani Horii-Watson, Leon Huynh, Annabel White, Connor McNamara,** and **Stephanie Bian.**

DEFENDING HUMAN RIGHTS

People around the world are in desperate need of legal aid to defend their most basic human rights, but they often do not have the resources or the means to engage a lawyer. Our firm provides pro bono counsel to a number of these individuals, whether they are the victims of exploitation, abuse, human trafficking, or cyberbullying.

Among these victims is Quaden Bayles, a nine-year-old Indigenous Australian boy, who suffers from a rare case of dwarfism and other significant health issues. Quaden's story received global attention following the release of a video, filmed by his mother Yarraka, of a distressed Quaden following extensive bullying and harassment. The family's

inspiring story of courage was captured in ABC's Australian Story episode, About A Boy.

In collaboration with the National Justice Project, we acted as pro bono legal co-counsel to Yarraka, on behalf of her son Quaden and the family. The National Justice Project is a nonprofit legal service committed to ensuring everyone has the right to equal access and status under the law, with a focus on helping First Nations people. Its long-term goal is to bring change to systemic problems of abuse and discrimination.

Lawyers from the firm's **Sydney, Melbourne, and Chicago** offices represented the family regarding two legal issues. The first involved removing the racist or defamatory photos, comments, and accounts appearing on social media platforms, which were intended to undermine Quaden's message, and establishing protocols to prevent recidivism of the fake and imposter accounts once removed. The second was advising on tax issues surrounding the distribution of funds from a GoFundMe campaign by U.S. comedian Brad Williams and from the settlement of a defamation lawsuit, and establishing a trust fund to assist with Quaden's ongoing care and maintenance.

Working alongside co-counsel George Newhouse of the National Justice Project, our lawyers assisted with the digital crisis planning and response to the cyberbullying of Quaden. They also secured pro bono assistance from Australian public relations firm Sefiani Communications, and helped

develop and execute a media strategy to counter the cyberbullying and misinformation campaign.

The K&L Gates team was led by special counsel **Eric Boone** and included, among others, partners **Betsy-Ann Howe**, **Savannah Hardingham**, and **Desiree Moore**, special counsel **Warwick Andersen**, lawyer **Max Evans**, and graduates **Angell Jin** and **Annabel White**.



The firm, along with Sefiani Communications Group, won Pro Bono Campaign of the Year at the 2021 Mumbrella CommsCon Awards for the work with Quaden Bayles and his family. Special counsel Eric Boone is pictured holding the award with Robyn Sefiani, CEO of Sefiani Communications Group.

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UNFORTUNATELY, HUMAN RIGHTS ARE UNDER ATTACK ALL AROUND US, FROM THE DARKEST PARTS OF THE INTERNET, TO PLACES WE MAY NOT EXPECT. HERE IS HOW OUR LAWYERS ARE DEFENDING THEM:

As part of the Cyber Civil Rights Legal Project, an initiative that helps victims of nonconsensual pornography or “revenge porn,” a cross-office team prevailed in a week-long federal jury trial in Texas. The jury found in our clients’ favor on statutory and common law claims involving unlawful disclosure or promotion of intimate visual material, invasion of privacy, and negligence, awarding them significant damages. The team included **Hannah Warren, Andrew Knop, David Bateman, Michael Komo,** and **Shameeza Alli.**

Perth partner **Adam Levine** led a team in the research and development of a multijurisdictional report on elder abuse for the Council of the Ageing. This report examined the criminalization of elder abuse and related laws in Australia, Asia, the Middle East, United Kingdom, and United States. Insights from the report were presented at the “Elder Abuse is Everyone’s Business” symposium in Western



Cyber Civil Rights Legal Project

This acclaimed project helps victims of nonconsensual pornography by leveraging our experience with technology-facilitated harassment and cyber forensics and tapping lawyers across disciplines and our global platform.

Australia in June 2021. The team contributing to this report included lawyers from our offices in Dubai, London, Perth, Raleigh, Seattle, and Singapore.

Sadly, the veterans who put their lives on the line to protect the rights of others, sometimes need to fight for their own. Through organizations like the National Veterans Legal Services Program (NVLSP) and The Veterans Consortium, we have won a number of legal victories on behalf of veterans.

A team of lawyers in our Newark office, led by **Scott Kobil** and including counsel **Robert Pawlowski** and partner **Fred Giordano**, obtained a Total Disability based on Individual Unemployability (TDIU) status for an Army veteran who had sustained knee, back, and hip injuries, and developed post-traumatic stress disorder, after years of combat service. The veteran, who had been denied this rating on two previous

occasions, is now entitled to the significantly higher benefit payments he deserves.

In another example, partner **Michael Waller** and counsel **Dana Parker** represented a veteran through the NVLSP in his appeal of a decision by the Department of Veterans Affairs. The man, who was on active military duty for 20 years, had been granted only partial disability. The pair argued that he was entitled to TDIU status, and the Board of Veterans' Appeals agreed.

The Chicago team of **Corey Bieber**, **Victoria Pereira**, and **Linda Hamilton** worked together to win a substantial increase in medical benefits for a veteran suffering from a chronic condition due to exposure to agent orange during the Vietnam War. He ultimately obtained retroactive payments back to the date of his injury and an increase in benefits moving forward, which will have a substantial impact on this veteran's life.

Working with The Veterans Consortium, lawyers in **Boston**, **Charlotte**, and **Harrisburg** also succeeded in having the U.S. Court of Appeals for Veterans Claims remand their clients'

cases for further consideration or proceedings after their claims for benefits had been denied.

As part of our firm's anti-human trafficking pro bono efforts, our firm partnered with the Federal Bureau of Investigation (FBI) to help trafficking victims in the LGBTQ+ community in Western Pennsylvania. The effort is designed to identify victims and potential victims in the region, connect them with law enforcement, and provide pro bono legal services for certain civil legal needs. This program aims to protect victims' rights and to focus on those who are most susceptible, particularly transgender women of color. Pittsburgh lawyers **Michael Komo**, a 2020 graduate of the FBI Pittsburgh Citizens Academy and current chair of the Pittsburgh FBI Citizens Academy Alumni Association Anti-Human Trafficking Committee, and **Walter Bunt**, a former prosecutor in Allegheny County, helped to co-found and are now leading this regional effort. The Pittsburgh team also includes lawyers **Amanda Cashman** and **Sarah Czynski**. Visit humantraffickinghelp.com to learn more.



Anti-Human Trafficking Initiative

By working with individuals and nongovernmental organizations around the world, we help survivors and address the scourge of human trafficking. Our firm's global platform allows this initiative to make a difference in forced labor and trafficking hotspots throughout the world by drawing on nearly 1,800 lawyers and more than 40 offices.

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One project involves our efforts to vacate the arrest and conviction records of sex-trafficking survivors. These survivors have often often have negative experiences with the criminal justice system, which tends to reinforce their traffickers' hold over them. Even when they manage to escape, their criminal records can bar both employment and housing opportunities. As part of this effort, we presented a training session with the King County Prosecuting Attorney's Office in Washington and the WAVE Foundation, now known as Legal Hope, for members of our firm who were interested in helping these individuals clear their arrest and conviction records. We have represented several survivors in clearing their records. **Pete Talevich, Jonathan Shallow, Paul Bruene, Raina Wagner, Jenna Bruce,** and **Suzanne Petersen,** among others, have been involved in these efforts.

In a larger scale project with Legal Hope, associates **Briana Swift** and **Matt Perez** have helped to gather resources and insights that could help survivors overcome legal and financial barriers. The organization invited our lawyers to a meeting with a Washington state senator and a state representative that included the issue of expanding survivors' ability to vacate convictions. The discussion led to the creation of a bill (Senate Bill 5180), which became law.

Lawyers in **Chicago, Orange County, Miami,** and **New York** are also helping trafficking survivors to vacate, seal, or expunge their trafficking-related criminal records through another similar program.

We also represented a person of limited financial means who was the victim of an assault at Circular Quay station in Sydney, Australia. On the client's behalf, we applied to the Victims Compensation Scheme pursuant to a statute that compensates victims of violent crimes for their immediate needs. Our lawyers in **Sydney** contacted police for further details, obtained photographic and video evidence of the assault, and provided documentary evidence of the medical expenses incurred as a result of the assault. Victims Services approved the full amount sought under the application and offered the client 22 hours of free counseling.

STRENGTHENING COMMUNITIES

Communities thrive only if the people who live in them are able to contribute to their growth and development. Our firm understands the importance of strengthening our own communities by volunteering our time and counsel to organizations—including charities, social services, and arts organizations—that work to improve the lives of others. Whether supporting worldwide humanitarian efforts or providing legal services to homeless individuals in our neighborhoods, we strive to strengthen communities through our pro bono efforts.

Our firm worked with Amazon’s legal department to establish and operate a regularly occurring legal clinic for guests at Mary’s Place emergency family shelters throughout King County, Washington. During the clinic, volunteer lawyers advise individuals and families on matters ranging from landlord/tenant disputes and evictions, financial issues, and expungement of criminal records to restraining orders, identity theft, and employment and medical issues. In March 2020, lawyers from K&L Gates and Amazon launched the clinic virtually on a weekly basis to support Mary’s Place guests during the COVID-19 pandemic.

In addition, Seattle partner **Shannan Frisbie**, associates **Pouya Ahmadi**, **Cat Connell**, and **Serena Hamann** compiled and regularly updated an interactive guide of financial resources available to residents of Washington state affected by the COVID-19 pandemic for use by Mary’s Place staff and clinic volunteers. The guide is also publicly available to other pro bono clinics, nonprofit service providers, and individuals throughout the region.

Harrisburg paralegal **Jamie Brinkman** and other colleagues in Pennsylvania used this resource guide as a template in preparing a comparable guide for clinics, legal service providers, and other nonprofit organizations working with Pennsylvania residents impacted by COVID-19.

Corporate Pro Bono Partner Award

The Pro Bono Institute honored our firm and longtime firm client Amazon with its 2020 Corporate Pro Bono Partner Award for our joint contributions in support of Mary’s Place, an organization providing shelter and services to women, children, and families in their journey out of homelessness.



OUR WORK WITH MARY'S PLACE IS ONE OF MANY WAYS WE STRIVE TO STRENGTHEN OUR COMMUNITIES. HERE ARE SOME OTHER EFFORTS TO BUILD THEM UP:

A project that is having an impact on a national and international level is our work with the Government of The Gambia. Our lawyers in **Singapore** and **Doha** assisted its Ministry of Trade, Industry, Regional Integration & Employment in developing a next-generation investment treaty model called the Sustainable Investment Facilitation and Cooperation Agreement (SIFCA).

For the first time in modern investment treaty practice, the development of the SIFCA brings together into one treaty instrument principles of investment protection and of investor obligations under the U.N. Guiding Principles on Business and Human Rights. The SIFCA framework has been developed to be used by the Government of The Gambia as a model bilateral investment treaty in state-to-state and multilateral negotiations. This work was done in collaboration with Professor Chester Brown of the University of Sydney Law School and Alessandra Mistura of the Investment Support Programme for Least Developed Countries (ISP/LDCs) implemented by the International Development Law Organization. Our firm has been participating in the ISP/LDCs since its official launch in 2017, and our lawyers have provided customized training sessions addressing international investment law and arbitration to participants in government service.

When Congress passed the First Step Act in 2018, one way it was intended to reform prisons was to expand access to medications for inmates addicted to opioids. These medications reduce drug use and protect against overdose. Proper treatment becomes a particularly important safeguard leading up to release, as the weeks that follow are a particularly vulnerable time for formerly incarcerated people. While it has been years since the legislation passed, only a fraction of inmates are receiving medication.

A team of our lawyers joined with the American Civil Liberties Union in two cases that affirmed the right of individuals who suffer from addiction to receive treatment in prison. The first was a class action in Washington state courts. The second was a federal case of a woman who was living in a Seattle homeless shelter with her children when she pleaded guilty to credit card and identity fraud that she committed while struggling with a heroin addiction. By the time of her sentencing, medication had changed her life, and she was focusing on school and parenting. When she began her two-year prison sentence, not a single federal prison was providing medication, even to people like her who were already in a treatment program. Both cases had a positive outcome thanks in part to the legal work of Seattle associate **Chrissy Elles**, who played a substantial role in settlement negotiations with the government.

Our **Singapore** office received a certificate of appreciation from the mayor of the South West District, co-signed by the president of the Law Society of Singapore, for our role in participating in the legal clinics provided to the community at the South West Community Development Centre.

Our Newark office frequently partners with the Urban League of Essex County (ULEC), a nonprofit organization dedicated to strengthening families and building wealth in the underserved African-American communities of Essex County. Newark partner **John Marmora**, counsel **Alison Saling**, and practice administrator **Eileen Welsh** assisted ULEC in an acquisition of an undeveloped parcel, including negotiation of

the purchase and sale agreement and negotiations for completion by seller of remediation of contamination at the property prior to closing. ULEC plans to construct a community center on the property. Additionally, **Alison**

Saling assisted ULEC with updating its by-laws to be consistent with National Urban League guidance.

John Marmora and **Eileen Welsh** also worked with Interfaith Neighbors, Inc., an organization that assists those less fortunate among us to meet life's basic necessities, while seeking to improve the quality of life for individuals and families and the communities in which they live. They provided legal advice regarding the purchase of property that will house the Asbury Park African-American Music Project, a nonprofit organization established to share the music, cultural heritage, and stories of Springwood

The Outstanding Collaborative Pro Bono Service Award

The North Carolina Bar Association recognized our firm and several partner organizations for our work with the Charlotte Triage Pro Bono Partnership. The project provides pro bono legal services to low-income individuals for cases involving issues like housing and eviction prevention, expunction of criminal records, and access to health care. The collaboration, which is a benchmark for future pro bono efforts across North Carolina, includes the Charlotte Center for Legal Advocacy, Legal Aid of North Carolina, and other law firms and corporate legal departments.

Avenue. They also assisted Interfaith Neighbors with the purchase of a vacant tract from the city of Asbury Park for the development of a 14-unit, single-family home project.

Our **San Francisco** and **Palo Alto** lawyers partnered with Legal Services for Entrepreneurs, a branch of the Lawyers' Committee for Civil Rights, to provide assistance to low-income business people on a wide range of startup help, including compliance matters, trademarks, and contracts. Most recently, we helped a Southeast Asian immigrant family with business formation and related assistance for their new inner city grocery store.


Our lawyers helped Seattle-based nonprofit VillageReach, which works with governments to solve health care delivery challenges in low-resource communities, launch a partnership with supply chain experts to steward its software. The software improves medicine and vaccine tracking in health facilities across sub-Saharan Africa. Our pro bono team of **Mark Wittow**, **Jonathan Shallow**, and **Destinee Evers** provided this valuable support to VillageReach.

PROVIDING SAFE HAVEN

The world can be a very dangerous place. In some countries, oppressive regimes still reign over their citizens' lives—and have the power to imprison or kill political opponents without recourse. In other countries, people are persecuted because of ethnicity, gender, or sexual identity. In more places than we realize, people are being abused and victimized by strangers or even those closest to them. From domestic abuse and sex trafficking victims to those seeking asylum from dangerous countries, we have helped many pro bono clients seek safety and protection. Often, these efforts can take years or even decades, but persistence and dedication pay off when clients find safe haven.

In the case of an Afghan who served as a translator for the U.S. military, seeking asylum was a dire situation for him and his family. His 10 years of service in the fight against the Taliban had a deeply personal significance. When he was nine years old, a rocket destroyed his home, killing two of his siblings and injuring him. His distinct





physical appearance as a result of that incident and his high commendations from U.S. officers and Afghan police had already made him well known to the Taliban. The withdrawal of U.S. troops from the country left him at even greater risk.

The threats our client and his family faced were real, and navigating him, his pregnant wife, and two toddler daughters became a perilous two-month ordeal. From safe houses to dangerous border crossings to securing visa documentation, our team paired legal work with diplomacy as they helped secure travel documents and flight arrangements to the United States. The treacherous journey along the way involved physical attacks, threats of violence, searches, and even detainment of our client and confiscation of his personal property. Through our advocacy and outreach to the U.S. embassy, U.S. State Department, U.S. Senate, humanitarian nongovernmental organizations, and foreign officials, the family was finally able to board a plane to the United States.

Thanks to former associate Alicia LeDuc, and team members **Philip Guess, Megan Clegg, and Caitlin Halsey**, the family will have an apartment and access to services as part of the resettlement package our client was afforded for his service to the U.S. government.

AS A FIRM, WE HAVE HELPED MANY OTHERS AROUND THE WORLD FIND SAFETY AND SOLACE, INCLUDING THESE EXAMPLES:

A team from our Houston office helped one of the most prominent political and environmental activists in Vietnam with successful U.S. asylum applications for her and her family. The woman, who blogs under the name Me Nam (Mother Mushroom), has fought for human and environmental rights in Vietnam since 2006. She and her mother faced persecution by the Vietnamese government for her advocacy and, in 2016, Quynh was sentenced to 10 years in prison for conducting propaganda against the Vietnamese government.

Quynh's mother, Tuyet Lan Nguyen, played an instrumental role in her daughter's advocacy work by caring for her children, speaking out about her daughter's mistreatment, and helping to garner support from the international community to facilitate her daughter's release from prison in Vietnam. In 2018, the government intervened, and Quynh was released from prison. Quynh, along with her mother and two children, came to Houston and sought asylum in the United States.

Quynh and her children were granted asylum in July 2021, and her mother was granted asylum the following fall. They have built a new, safe life in Houston and continue their advocacy efforts. The team working on these asylum cases included **Li Shen, Grace Haidar, Mai Truong, Hannah Warren, Beth Gilman, and Anil Patel.**

PRO BONO

Pro Bono Detention Award

The Political Asylum/Immigration Representation (PAIR) Project honored our firm with its 2020 Pro Bono Detention Award for the work that Boston partner **Shaw McDermott** and associates **John Gavin**, **Nicholas Perkins**, and **Christopher Warner** performed to ensure detained asylum seekers had counsel before the immigration court. The PAIR Project noted that the work demonstrated “a profound dedication to protecting the legal rights of indigent detainees” and “a profound difference in the lives of your clients, one that would not have been possible if they had to fight their case pro se.”


One of the PAIR cases involved representing a young Cuban artist who fled Cuba after suffering years of violence and intimidation by the Cuban government for protesting the dictatorship and for his relationship to a notable member of an activist group.

In another case handled by a Boston team including **John Gavin** and **Andrew Glass**, we represented a Muslim man who had faced religious persecution in Burkina Faso. After two hearings, our client was granted asylum and started working in New York.

We helped two young women from Guatemala, in state and federal proceedings, to obtain status as lawful permanent residents after five years of legal work. The clients, who are twin sisters, entered the United States as unaccompanied minors, and Kids in Need of Defense (KIND) referred them to our firm. The team representing these clients included **Andrew Stokes**, **Tom Wolfendale**, **Jessica Pearlman**, **Michael Meredith**, **Pouya Ahmadi**, **Francisco Olmedo**, **Bill Shaw**, **Pete Talevich**, **Lori Moltz**, **Jessica Pitre-Williams**, and **Charm Walker**.

Several years ago, Seattle partner **Robert Mitchell** accepted a referral from KIND to represent a young man from Guatemala who had been trafficked and forced to work on a chicken farm in Ohio. A minor when there was a police raid on the property, he was moved to Washington state for his own protection. Our lawyers secured a T visa and work permit for him and applied for lawful permanent residency, which was granted in late 2020.

Boston partners **Shaw McDermott** and **Andrew Glass** and associate **Chris Warner** teamed up with the ACLU to bring a class action lawsuit on behalf of a group of 64 civil immigration detainees, housed at a Massachusetts correctional facility, over inadequate protections against COVID-19. The suit, filed in federal district court in Boston,



alleged that the class members' detention violated their Fifth Amendment right to conditions of reasonable safety in custody because the authorities did not allow the detainees to social distance or take other measures necessary to reduce the risk of contracting COVID-19. Over the next 10 months, various mitigation and testing protocols were put in place in their unit, and the majority of detainees were released. As of April 2021, only seven of the original 64 detainees remained incarcerated. When vaccines became available, the correctional facility began a vaccination program and gave all of these detainees the opportunity to be vaccinated.

In view of the circumstances of mitigation and vaccination and the small remaining detainee population, the U.S. government and class counsel negotiated a joint stipulation of dismissal without prejudice, which would allow revisiting the matter if circumstances warranted. At the conclusion of the case, the federal district judge praised the efforts of the parties' counsel in achieving a very effective program of protection of the rights of the civil detainees in very challenging circumstances.

Washington, D.C. partners **Amy Conant Hoang** and **Steven Valentine** represented a woman from Congo (Brazzaville) in a successful application for political asylum a number of years ago. Recently, they helped her obtain a green card, granting her lawful permanent resident status in the United States.

We secured Special Immigrant Juvenile Status for a client who fled a physically and emotionally abusive home in El Salvador where she lived with her father who was a member of the gang MS-13. New York partner **Tara Pehush** and associate **Nicole Kozin**, with the help of paralegal **Roxana Ciulei** and guidance of KIND, obtained a finding from the family court that it was not in their client's best interest to return to her home in El Salvador. They used that finding to successfully persuade U.S. Customs and Immigration Services to approve their client's application for lawful permanent residency in the United States. The process took approximately six years, and the team was overjoyed to recently share the good news with their client.

Our San Francisco and Palo Alto offices frequently take on various asylum and immigration matters for Central and South American nationals, referred by KIND for minors and by the Leadership Conference on Civil and Human Rights for adults. The team—including **Jack Boos**, **Peter Soskin**, and **Carol Ridgeway**—recently succeeded in obtaining asylum for a Nigerian national who had faced persecution as a result of his sexual orientation.

SUPPORTING ORGANIZATIONS THAT SUPPORT OTHERS

Sometimes, those who help others need help themselves. With that in mind, we are proud to offer pro bono services to nonprofit organizations that care for the needs of others in our communities. By supporting charities and advocacy groups, we help them to stretch their efforts even further, benefiting everyone those organizations assist. In some cases, our counsel involves operational matters, such as business agreements and other contracts, trademarks, grants, policies, and employment advice. In other cases, we help forge new partnerships and expand valuable services.

Our firm is a long-term supporter of Angel Flight Northeast, a Massachusetts-based nonprofit that provides patients and their families with free air transportation to medical care throughout the Northeastern United States, serving children and adults needing care for life-threatening cancer, severe burns, and crippling diseases. Our pro bono efforts have played a role in expanding Angel Flight's reach, by helping it register as a charity in a number of states. We have also prepared contracts and other operating documents, advised on intellectual property issues, and addressed other matters.

“As we enter our 25th year of service, our mission has been successful because of the commitment and compassion of those who understand that distance should never be an obstacle for patients to access life-saving medical care especially during these challenging times. Long-term supporters like K&L Gates, provide the expertise so we can focus on providing flights of healing and hope to the thousands of patients annually who turn to us at some of the most difficult times of their lives,” SAID LARRY CAMERLIN, PRESIDENT AND FOUNDER OF ANGEL FLIGHT NORTHEAST. “We are so grateful for the invaluable, continued support and legal guidance that Greg Youman and the K&L Gates team has given to Angel Flight Northeast. We truly cannot thank them enough.”

ANGEL FLIGHT NORTHEAST IS ONE OF THE MANY NONPROFIT ORGANIZATIONS WE SUPPORT. HERE ARE SOME OTHERS:

Boston associate **Daniel Dykes** assisted a nonprofit, A2Empowerment, with the drafting of a memorandum of understanding setting forth mutual expectations for A2Empowerment's partnership with another nonprofit, PridePads Africa. A2Empowerment has awarded over 2,000 scholarships to young women in high school in rural Cameroon, where a lack of resources and education makes it common for menstruation to cause school absences. The goal of the partnership with PridePads Africa was to give A2Empowerment's scholarship recipients access to biodegradable, earth-friendly, affordable sanitary pads, along with menstrual health education, including sensitization and de-stigmatization training. The memorandum and partnership with PridePads can also serve as a model for similar partnerships with other nongovernmental organizations in the future.

Our pro bono efforts are helping Aboriginal private equity firm Biripi Capital establish a for-purpose company, The Dreaming Food Group, and a charitable vehicle, The Dreaming Foundation, which will provide sustainable funding to Closing the Gap initiatives. These efforts are designed to improve the lives of Aboriginal and Torres Strait Islander people with respect to health and wellbeing, education, employment, and several other factors. The K&L Gates team—led by partner **Betsy-Ann Howe**, working with senior associate **Julia Khomenko** and lawyer **Jennifer Cui**—advised on the establishment of Biripi Capital, structuring of its associated entities, and acted as lead advisor on an AU\$20 million impact investment into The Dreaming Food Group, with support from partner **Clive Cachia** and his team.




PRO BONO

Newark senior of counsel **William Hyatt** and practice administrator **Eileen Welsh** provided pro bono assistance to the Oceanic Public Library Trust, an organization established for the maintenance of the Oceanic Free Library located in Rumson, New Jersey, and SLTCC Landmark Friends, Inc., which preserves, organizes, stores, and exhibits historic lawn tennis photographs and objects. Their work included assistance with federal income tax filings, charitable registration renewal filings, and the filing of annual reports with the state of New Jersey in order to maintain “good standing.”

A group of our lawyers represented the National Immigrant Women’s Advocacy Project (NIWAP), associated with American University Washington College of Law, as an amicus or “friend of the court” in a number of appeals involving issues of importance to the organization. NIWAP seeks to address the needs of immigrant women, immigrant children, and immigrant victims of domestic violence and other crimes by advocating for reforms in law and policy. Recently, we represented NIWAP as amicus in a successful appeal before the Nevada Supreme Court. In that case, the lower court’s ruling could have set a dangerous precedent, the first in the country denying divorce jurisdiction to an

abused immigrant visa-holder spouse, leaving abused immigrant women and their children living in Nevada without access to divorce court protections against an abusive husband. Serving as counsel for NIWAP as amicus, we also helped to secure a victory in the U.S. Court of Appeals for the Seventh Circuit setting a national precedent, confirming that divorce does not terminate the stepparent-stepchild relationship and ensuring that, despite divorce, stepchildren abused by U.S. citizens and lawful permanent resident stepparents can secure Violence Against Women Act protections. We also represented NIWAP in an appeal in Maryland in which we submitted an amicus brief regarding involuntary termination of an immigrant mother’s parental rights. The lawyers involved in one or more of these appeals include Chicago partner **George Summerfield**, Boston partner **Kathleen Parker**, Boston associate **Julia Mitarotondo**, Chicago associates **Meg Tierney** and **Trevor Martin**, and Newark associate **Malory Pascarella**.

The **Perth** office acted for three community legal centers based in Western Australia—Tenancy WA Incorporated, The Employment Law Centre, and The Humanitarian Group—in connection with their merger under the Associations Incorporation Act 2015 (WA) to form a new community legal center, T.H.E. Community Legal Centre Incorporated, trading as Circle Green Community Legal (Circle Green). The merger involved the voluntary cancellation of the incorporation of each of the three merging entities and the distribution of



their surplus assets to Circle Green. Circle Green harnesses the synergies of three specialist community legal centers, uniquely positioned to provide excellent and accessible legal services to those who may not otherwise be afforded the opportunity to such access. The legal help provided by Circle Green will include migrant and refugee services, employment law, residential tenancy law, and family and domestic violence services.

As a response to the COVID-19 pandemic, U.S. Congress designed the Paycheck Protection Program (PPP), administered by the Small Business Administration (SBA), as a means to get federal relief to small businesses. For the first time, an SBA program was opened to 501(c)(3) nonprofit entities, including faith-based, arts, and social-service organizations that have been hard-hit by the pandemic and public-health measures adopted in response. Many of our nonprofit clients had questions and needed guidance about the application process for PPP funds. An idea initiated by Seattle senior of counsel **Kent Carlson**, our lawyers prepared a free FAQ guide for our clients. A team from Seattle and Washington, D.C., drafted the guide, and we sent finished copies to nonprofit pro bono clients who provided positive feedback on its overall substance and clarity. In addition, lawyers across the United States provided ongoing advice to pro bono clients regarding PPP loan applications and forgiveness requests.

London associate **Serena Totino** assisted Sensory Trust, a UK charity that works to enhance health and well-being through sensory experiences and meaningful connections with nature, in negotiating and revising a license agreement with an Italian company that distributes games for children with disabilities internationally. Providing Sensory Trust with legal advice meant that one of their games could be distributed internationally without needing to compromise on their intellectual property rights or future business plans. Serena also assisted Hope in Depression with drafting agreements that will enable their delivery partners to use their teaching material for courses addressed to people suffering from depression and will allow Hope in Depression to receive donations that will help them to grow their current activities.

Our lawyers in London helped organizations with a variety of property-related issues. For example, of counsel **Steven Cox** assisted Snowflake School, a school for children with autism, in acquiring new school premises. He negotiated a lease that included a purchase option and pre-emption agreement, as well as an agreement with the local planning authority to facilitate the change of use from office to school use. Special counsel **Chiara Del Frate** assisted the Darlaston Community Garden, which organizes workshops and events for schools

PRO BONO


and disadvantaged individuals with an illegitimate eviction. Chiara also helped a UK charity that manages a local community pool and associated facilities with issues related to their right of way and parking areas, and she helped Jigsaw Thornbury, a charity supporting families who have children with additional needs or disabilities, by assisting them with the letting of their new venue in Bristol.

Sydney partner **Murray Landis** and senior associate **Julia Kingston** advised ACON—a health promotion organization that strives to be a global leader in community health, inclusion, and HIV responses for people of diverse sexualities and genders—on matters related to the proposed creation of a new health center. We provided structuring and corporate governance advice, including in relation to charity tax concessions and employment considerations, as part of ACON's feasibility study for the project.

The **Perth** office provided governance advice to the Women's Council for Domestic & Family Violence Services WA (now known as Centre for Women's Safety and Wellbeing), an incorporated association that operates as the peak body in Western Australia for the prevention of domestic and family violence. The organization has a steadfast history of campaigning for improved responses to and prevention of violence against women and their children in Western Australia.

Melbourne senior associate **Marian Ngo** worked on a multifaceted matter for Earthwatch, an organization that connects people with scientists worldwide to conduct environmental research and empowers them with the knowledge they need to conserve the planet.

Earthwatch has been funded by a major corporation to coordinate a recycling program involving The Plastic Collective and the Carpentaria Land Council Aboriginal Corporation. The program is a three-year marine pollution and wetlands program in the Gulf of Carpentaria with the goal of removing plastic debris from wetlands and establishing a community-scale plastic recycling facility. We negotiated the relevant contracts. Separately, **Savannah Hardingham** and **Olivia Coburn** have been advising on intellectual property issues for this client.



We assisted the Royal Society for the Prevention of Cruelty to Animals Western Australia (RSPCA WA) in the prosecution of multiple animal cruelty cases. One series of prosecutions involved a horse owner who was convicted of cruelty involving one of her horses, fined, and subject to an order prohibiting her from owning livestock for five years. The following year, additional horses were found on her property in poor condition, including a deceased horse and one that was malnourished. The horse was surrendered to foster care, and the owner was given a higher fine and prohibited from owning animals for 15 years. She also received a suspended jail sentence of approximately six months for violating the earlier order. Our Perth office assisted with the prosecution of the horse's owner.

In two other matters, **Jordan Hurley** and **Ellen Richmond** from our Perth office assisted RSPCA WA with incidents of cruelty and neglect involving dogs. One was emaciated, infested with fleas, and suffered from unmanaged arthritis and infections. Another was in such poor shape that his ribs, spine, and hips were protruding. In both cases, our lawyers assisted RSPCA WA prosecute the offenders, who received hefty fines and were banned from owning dogs for several years.

In 2020 and 2021,

OUR FIRM DEVOTED MORE THAN

90,000 HOURS

TO PRO BONO CASES.

PRO BONO

Pro Bono Award— Daily Business Review

Miami partner **Olivia Kelman** and associate **Josh Carpenter** were awarded the Daily Business Review’s 15th annual “Most Effective Lawyer” award in the pro bono category. They were selected based on their successful pro bono representation of an inmate in a federal suit under the Religious Land Use and Institutional Persons Act. The court ruled in their client’s favor after a bench trial, requiring the Florida Department of Corrections to allow him to grow a fist-length beard in accordance with his Muslim religious beliefs. The state appealed the decision, and Josh and Olivia continue to represent their client in the U.S. Court of Appeals for the Eleventh Circuit.

Commitment to Justice Award—Her Justice

New York partner **Derek Steingarten**, associates **Tom Warns** and **Mehreen Ahmed**, and former associate **Thomas Dollar** received the Commitment to Justice Award from Her Justice, a nonprofit organization that mentors lawyers to provide free legal services to women in poverty facing individual and systematic legal barriers. The team was recognized for aiding a client who petitioned for lawful permanent resident status under the Violence Against Women Act.



Pro Bono Attorney of the Year—NJSBA

The New Jersey State Bar Association recognized partner **Charles Rysavy** as the Pro Bono Attorney of the Year (Individual) for his pro bono service to refugee children. Described as “the quintessential attorney-servant, motivated by the determination to pursue justice for the voiceless,” Rysavy has performed more than 2,000 hours of pro bono work during his career.

Pro Bono Award—Arts Law

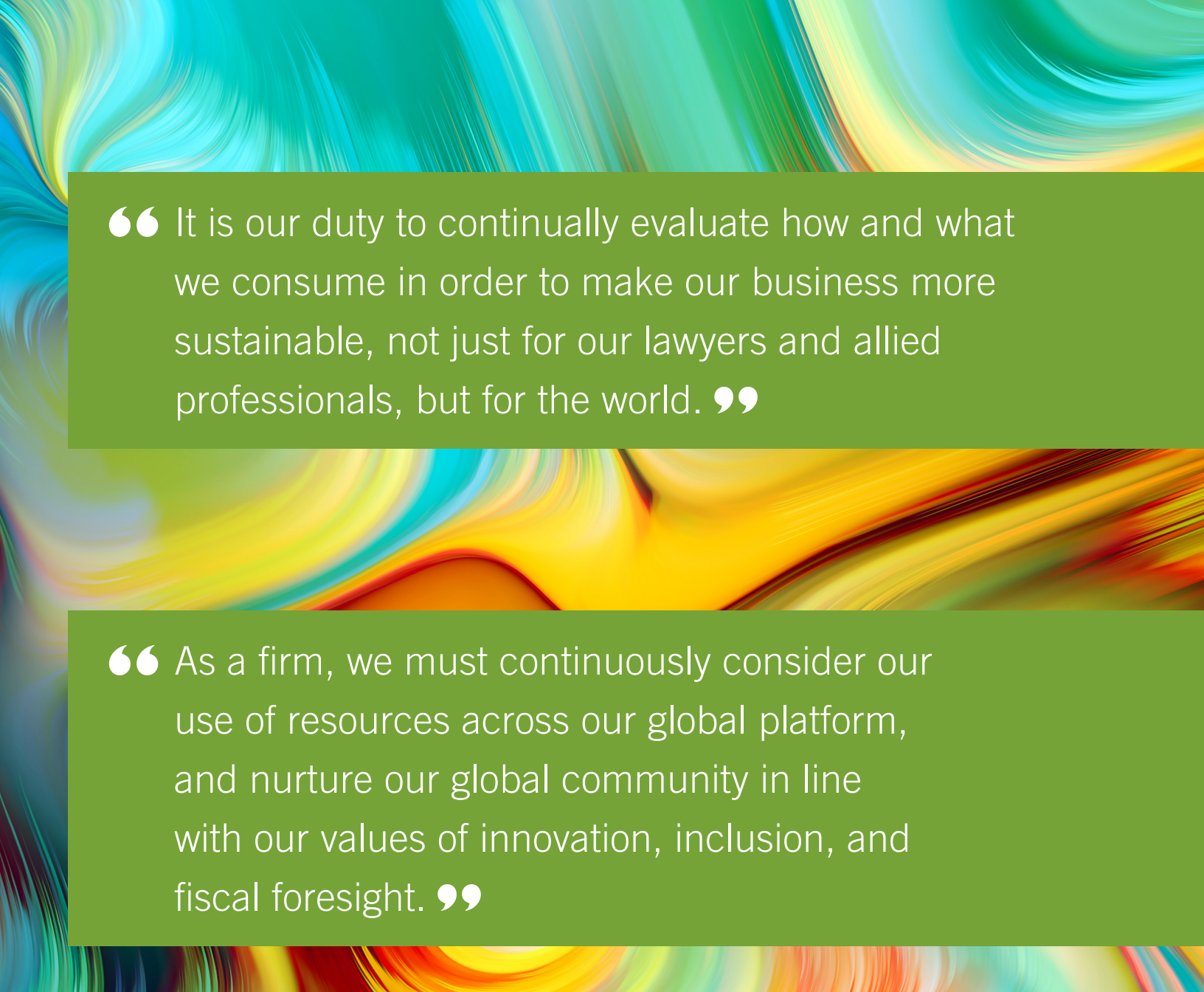
Our lawyers in Australia received an award from Arts Law for their valued pro bono contributions to the organization and its clients during 2020.

KINDest Pro Bono Advocates and One of a KIND Awards—KIND

Kids in Need of Defense (KIND), a global leader in the protection of unaccompanied refugee and migrant children, recognized Houston associates **Hannah Warren** and **Andrew Knop** with the KINDest Pro Bono Advocates Award and paralegal **Mai Truong** with the One of a KIND award for their exceptional pro bono contributions.

Law Access Pro Bono Hero Certificate

The firm received the Pro Bono Hero certificate from Law Access, a pro bono clearinghouse and policy advocate in Western Australia. We work closely with them on a number of pro bono referrals and other access to justice issues.



“ It is our duty to continually evaluate how and what we consume in order to make our business more sustainable, not just for our lawyers and allied professionals, but for the world. ”

“ As a firm, we must continuously consider our use of resources across our global platform, and nurture our global community in line with our values of innovation, inclusion, and fiscal foresight. ”

SUSTAINABILITY

ELIZABETH CROUSE

Co-Lead, Sustainability Working Group

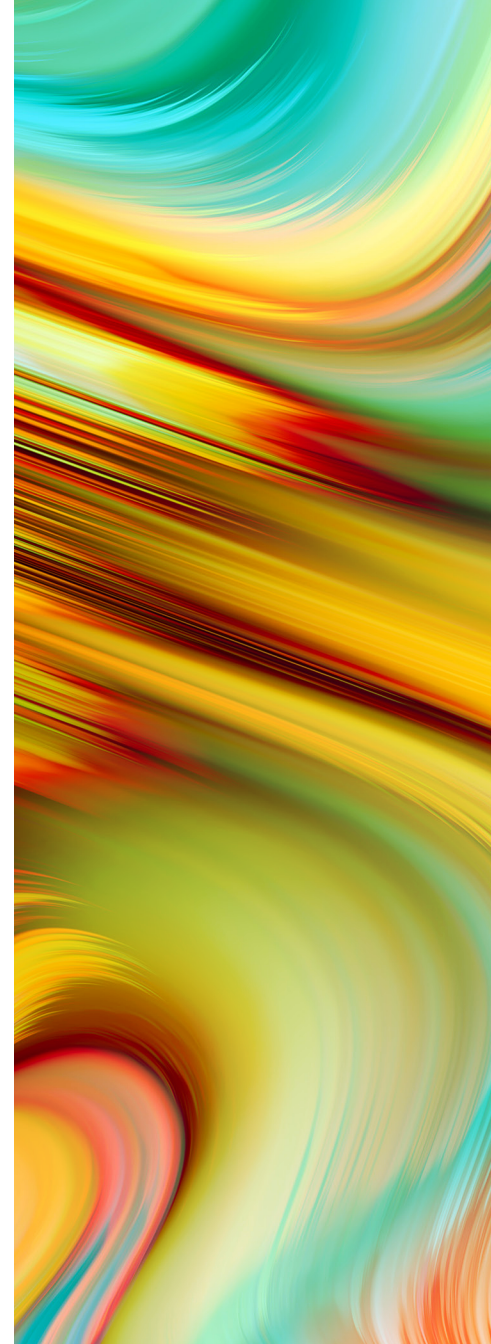
Partner, Seattle

For many years, our firm has taken steps to increase the efficiency of how our offices operate, make procurement choices, and manage waste. With more than 45 offices across five continents, it is crucial that we understand our environmental impact and take steps to make our business more sustainable. With that commitment in mind, **WE ESTABLISHED A GLOBAL SUSTAINABILITY WORKING GROUP TO CONDUCT A COMPREHENSIVE EVALUATION OF OUR ENVIRONMENTAL FOOTPRINT AND WORK WITH OUR MANAGEMENT COMMITTEE TO CREATE A UNIFIED, FIRMWIDE SUSTAINABILITY POLICY AND PLAN OF ACTION.**

ANKUR TOHAN

Co-Lead, Sustainability Working Group

Partner, Seattle



SUSTAINABILITY

We are executing that plan in the places we work, through the work we do for our clients, and through service we provide to our communities.

SUSTAINABILITY AT WORK

As we continue to expand our global platform, our aim is to optimize our real estate footprint using a variety of tactics, including:

- Designating **sustainability champions** in each office to obtain on-the-ground information.
- Using **daylight harvesting** to optimize natural lighting in recent office renovations.
- Participating in **recycling** and **composting** programs.
- Integrating **carbon tracking mechanisms** in our travel booking.
- Making **energy efficient computers** and **lighting standard equipment**.

SUSTAINABILITY THROUGH WORK

We are proud to help our clients achieve their sustainability goals. For some, that means developing policies that drive innovation and thought leadership in sustainability. For others, it involves navigating the legal requirements and possibilities of developing new technology. Here are some of the client initiatives we have advised:

- Groundbreaking **ultra-low emissions liquefied natural gas processing technology** developed by NextDecade and its carbon capture investment in NEXT Carbon Solutions.

- Microsoft's sustainability-related work, including carbon removals contracts and a recent **community-focused solar transaction** with Sol Systems.
- The **creation and global expansion** of Leading Harvest, which works with land managers across the United States to create a more sustainable agricultural industry.
- Swancor Ind. Co., Ltd in relation to the sale of the equity interests in **Taiwan's first offshore wind farm**, Formosa 1 to Ørsted (f/k/a Dong Energy) and Macquarie Capital and the sale of a majority of shares of Formosa II International Investment, which operates the Formosa II 378 MW offshore wind project and has joint developments with the Macquarie Group.
- Two leading Asian airlines on **carbon neutrality and the implementation of the first carbon offset program** for airline passengers in Asia.
- An **electronic trading platform for carbon credits in Asia** in the development and drafting of rules and associated documents. The platform facilitated the trade of carbon credits over the Internet by matching buyers and sellers in the international carbon market.
- A leading Asian stock exchange on **establishing environmental and social governance (ESG) requirements** for listed companies and on the introduction of emissions trading products.
- Clients such as Aberdeen Investment, Workspace, Nuveen Real Estate, and London Borough of Hounslow on **sustainability in the context of development schemes**, particularly Building Research Establishment Environmental Assessment Method (BREEAM) and carbon reduction planning policy requirements.

SUSTAINABILITY THROUGH COMMUNITY

Our lawyers and allied professionals devote **over 40,000 hours to pro bono cases annually**, which allows them to support many organizations focused on sustainability, including social, environmental, and energy justice.


Our lawyers and allied professionals also participate in initiatives like our **Global Day of Service**, in which our firm partners with community and nonprofit organizations to help preserve the environment and support sustainability efforts. These organizations include:

- Murray Lower Darling Rivers Indigenous Nations

- North Australian Indigenous Land and Sea Management Alliance
- febfast
- Environmental Science Center
- Sustainable Remediation Forum
- Center for Sustainable Energy
- Climate Steps
- Snowflake School for Children with Autism
- The Sick Children's Trust

Through all of these efforts and more, **we strive to make our firm more environmentally sustainable, help our clients advance toward a sustainable economy, and continue to work with organizations to help grow sustainable communities where we live and work.**





“ This year, with the pandemic and its widespread effects on people, businesses, and the economy, our Global Day of Service was more important than ever. From volunteering in food banks to raising funds for front line workers, first responders, and families in need, our people embodied the event’s theme, ‘The Power of Giving Back.’ ”

COMMUNITY SERVICE

SCOTT WILKENSON

Director of Administration, Miami
Chair, Global Day of Service

GLOBAL DAY OF SERVICE

Engaging with the communities in which we live and work is a strong shared value across our global platform. As a firm, we encourage and support our people to give back by contributing their time and talents toward the greater good.

In particular, our annual Global Day of Service provides firm members an opportunity to become one with their communities through targeted volunteer efforts, addressing a number of key causes around the globe. Since its inception in 2013, the Global Day of Service has become a highly anticipated activity that fosters and strengthens community connections by lending a hand to individuals and organizations in need.

The challenges over the past two years have demonstrated more than ever that there is a need for community outreach and service to others. Our 2020 and 2021 Global Day of Service events focused on causes spanning various areas and locations, with particular attention to navigating the path to recovery during the COVID-19 pandemic.



COMMUNITY SERVICE

CIVIC ENGAGEMENT

It is a more important time than ever to encourage growth, positive change, and civic engagement in our communities. Similar to years past, a variety of our Global Day of Service activities targeted issues of public concern, one of these being unequal reflection of voters' thoughts and views. Volunteers came together across the United States to increase voter turnout, particularly among individuals whose voices are often unheard. Members of our Newark and Seattle offices participated in a virtual voter participation effort as part of the **NAACP's CIVIC ENGAGEMENT PROGRAM**, aimed at increasing Black voter turnout on Election Day. Each of the many volunteers contacted 10 infrequent Black voters in the weeks before the 2020 election and encouraged them to hit the polls.

Motivated to inspire community members at the center of the political arena, volunteers from our Washington, D.C., office took part in a **GET OUT AND VOTE** campaign. Firm members immersed themselves in local neighborhoods, assisted with voter registration, worked polling locations, and aided citizens in locating their poll designations. Our Charleston office participants trained and staffed a voter assistance call center with **ELECTION PROTECTION**.

FEEDING THE HUNGRY

There is nothing quite like a home-cooked meal, and many are rarely able to experience this comfort. For this reason, members of our Pittsburgh office cooked and served dinner to families and community members in need through **THE RED DOOR MINISTRY**. The holidays, similarly, are a time often taken for granted. Many do not have the luxury to celebrate with warm food and the company of others. Our Harrisburg office worked with the **UNITED WAY OF THE CAPITAL REGION** to provide "Thanksgiving in a Box" meals to families and community members deserving of a Thanksgiving meal.

“ Our firm holds giving back to the community as one of its highest priorities, and our Global Day of Service embodies that commitment. This year specifically, we applied the 'Power of Giving Back' by supporting the people and organizations hit hardest by the wide spread effects of the COVID-19 pandemic. ”

- Jim Segerdahl, Global Managing Partner

Local food banks are a valued resource to every community. Without them, countless families and individuals would go hungry. Knowing that these organizations have a daily need for volunteers, our allied professionals and lawyers came out in force to provide support at locations all over the world.

In preparation for the holiday season the past two years, volunteers from our Boston office participated in a “Hunger Free Holidays” event with the **GREATER BOSTON FOOD BANK**. With similar intent, our Houston office connected with the **HOUSTON FOOD BANK**, and conducted a fall food drive. A team of Charleston office members dedicated time volunteering at the **LOWCOUNTRY FOOD BANK**, which aims to help feed coastal South Carolina residents. On the other side of the world in Taipei, volunteers worked with **ANDREW FOOD BANK** to package food for families and children in need. As to exercise safety during the pandemic, many of our offices also participated in virtual and socially distanced activities. To this end, our Research Triangle Park office worked with the



URBAN MINISTRIES FOOD PANTRY OF WAKE COUNTY to organize a drive-through pantry. Members of our Fort Worth office aided the **TARRANT COUNTY FOOD BANK** with a virtual fundraiser.

OUR OFFICES HELPED FEED THE HUNGRY IN MANY OTHER WAYS, INCLUDING THE FOLLOWING:

Our Charlotte team members worked with **FAMILIES FORWARD CHARLOTTE**, a nonprofit organization focused on providing poverty-stricken families with individualized mentoring educational opportunities and more, to assemble packages for families during their weekly “food pack.”

A group from our Miami office battled hunger with a food drive and virtual fundraiser that benefitted **FEEDING SOUTH FLORIDA**, a “mobile FARMacy” on wheels that brings grocery shopping opportunities to local communities in need.

In Seattle, volunteers collaborated with **FOOD LIFELINE**, a nonprofit organization that fights hunger and poverty, and repackaged 5,744 pounds of frozen foods. This effort translated to 4,786 meals for households in need.

The Orange County team combatted hunger in their area with the **COMMUNITY ACTION PARTNERSHIP OF ORANGE COUNTY** and the **ORANGE COUNTY FOOD BANK** through a hands-on and virtual food drive.

COMMUNITY SERVICE

Fort Worth volunteers spent time at the **GOOD SHEPHERD LUTHERAN CHURCH** food pantry, where they bagged rice, beans, nonperishable food items, and diapers for distribution.

Our Chicago office spread their volunteer efforts throughout food banks across the area, at the **GREATER CHICAGO FOOD PANTRY**, the **FOOD BANK OF NORTHWEST INDIANA**, and the **NORTHERN ILLINOIS FOOD BANK**.

A joint collaboration between our San Francisco and Palo Alto offices resulted in a nearly US\$2,500 fundraiser collection for the **SAN FRANCISCO-MARIN FOOD BANK**.


Pittsburgh partner Mark Rush worked with the **PITTSBURGH GREATER COMMUNITY FOOD BANK** and local news station KDKA's Marty Griffin to raise funds. This campaign generated enough revenue for over 1.5 million meals.

EQUAL JUSTICE

There has never been a time better than the present to focus on the paramount issue that is equal justice. As a firm, our lawyers dedicate much time to pro bono efforts addressing this societal problem. This mission is shared firmwide, especially during our Global Day of Service.

In San Francisco, a group of volunteers spent time with **EQUAL JUSTICE INITIATIVE**, an organization committed to a variety of related issues, from ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice, to protecting basic human rights for the most vulnerable people in American society. As part of this effort, the office also teamed with **INNOCENCE PROJECT**, which seeks to exonerate the wrongly convicted through DNA testing and criminal justice system reforms to prevent future injustice. Volunteers fundraised by taking the 21-Day Racial Equity Habit Building Challenge.





Additionally, the firm has spearheaded an equal justice initiative, in which allied professionals and lawyers volunteer their time toward this crucial issue. Learn more about it in the Pro Bono section of this publication.

GIVING BACK TO LOCAL HEROES

During the course of the pandemic, our frontline workers have gone above and beyond to care for their local communities. From health care heroes to first responders, we are dedicated to giving back to those that never stopped working for us. In New York, we supported health care workers by assembling care packages during a virtual event for **WeHero**.

SERVING THE HOMELESS

Access to shelter, regular meals, clothing, and other daily essentials are things that many take for granted. Sadly, homeless individuals may never know these luxuries without the proper resources. Connecting them to these resources can prove challenging, and the organizations providing these resources can always use a helping hand. Luckily, our Global Day of Service volunteers have plenty to lend.

In Brussels, volunteers teamed up with **SERVE THE CITY** to package and distribute lunch bags to those without shelter. In Washington, D.C., firm members helped **FOOD & FRIENDS** to prepare and distribute nutritious meals to

community members in need. Many children do not have proper access to necessities. Even more heartbreaking, many also do not have a steady roof over their heads. Members of our Orange County and Palo Alto offices worked to fight homelessness among youths, with a virtual 5K fundraiser in partnership with **STANDUP FOR KIDS**, a nonprofit organization that serves unaccompanied homeless, at-risk youth, and young parents with children of their own.

CARING FOR CHILDREN

Today's children will become tomorrow's leaders, which is why it is crucial they have the necessary tools, resources, and support for growth and development. Many children around the world live without opportunities for proper education, health care services, nutrients, and more. We recognize this crisis, and as in years past, focused several of our Global Day of Service efforts around youth in need. Our offices targeted disadvantaged children from a number of angles, such as food collection and mentoring opportunities.

In Australia, our Sydney team members worked with **WEAVE**, a youth and community service organization, as part of their early intervention and prevention Kool Kids Program. Volunteers provided 60 hampers containing tins of food and additional nonperishable items. Our Singapore office had a similar mission, and participated in KidSTART's monthly fresh food preparation, packaging, and delivery. **KidSTART** is aligned with the Early Childhood Development Agency, and focuses on children's development under the age of seven.

COMMUNITY SERVICE

Volunteers from Shanghai aimed to make a difference in the lives of children with special needs at the **SUNSHINE HOUSE OF JING'AN TEMPLE COMMUNITY**, a help center for children with intellectual disabilities, through a training session on basic life skills and abilities.

OUR VOLUNTEERS HELPED CHILDREN IN SEVERAL OTHER WAYS, INCLUDING THESE EXAMPLES:

Our Harrisburg volunteers teamed up with the **HARRISBURG BUREAU OF POLICE** and collected toys to donate to disadvantaged children in the Harrisburg City area.

In Nashville, we collaborated with **RIDE FOR READING**, a nonprofit organization that collects and delivers books via bicycle to children.

Our Brisbane office donated gifts for Indigenous students engaged in programs administered by **YALARI**, an organization that educates and empowers Indigenous children. **YALARI** provides scholarships, tutoring, transportation, and other support to ensure Indigenous children receive quality education.

A group of Charlotte office members provided children the gift of books through a book drive in partnership with the **WESTERLY HILLS ELEMENTARY SCHOOL**.



Members of our Los Angeles office volunteered with **MY FRIEND'S PLACE**, an organization that exists to assist and inspire homeless youths to build self-sufficient lives, in a virtual run, walk, and bike event.

In São Paulo, volunteers coordinated a fundraiser for **COTIC** (Centro Organizado de Tratamento Intensivo à Criança, Organized Center for Intensive Care for Children) a nonprofit organization dedicated to providing care to children with special needs and cancer.

SUPPORTING THE DISADVANTAGED

It can be easy to forget our own privilege until faced with the truth that so many do not have the basic means to live comfortably. While taking time to reflect on our blessings, it is important that we give back. Many of our offices came together to lend a helping hand to families and community members in need of uplifting.

In Chicago, volunteers got some steps in while making an impact through a virtual 5k in partnership with the **NORTHWESTERN UNIVERSITY SETTLEMENT HOUSE**, an organization that has nurtured, educated, and inspired Chicago children and families in need for over 125 years.

Caring for one's self can be difficult enough without the proper means or access to resources. The additional effort that goes into taking care of children while disadvantaged

is immense. Our Research Triangle Park team aimed to alleviate this burden for new parents with a diaper drive with the **NORTH CAROLINA DIAPER BANK**.

Hong Kong firm members worked with **REDRESS** to implement an in-office clothing drive and delivery. Redress is an environmental nonprofit organization, working to reduce waste in the fashion industry. Clothing and fundamental household items come at a price, and often is an expense people cannot afford. Our Charlotte volunteers worked with the **URBAN MINISTRY CENTER** to address this need by creating “fresh start kits” and hosting a food pantry collection drive.

Everyday life is a struggle for those in need, and periods of natural or other disaster make it even more difficult to get by. In New York, office members banded together with **WeHero** to put together disaster relief kits that were distributed worldwide.

SUSTAINING THE ENVIRONMENT

Our environment is precious and is becoming more fragile each day. We are dedicated to utilizing sustainable practices to protect our planet and preserve it for future generations. Sustaining the environment begins at home, within our own community. Several of our offices chose to give back to the community by partnering with local organizations in need of landscaping assistance.

In the United States, our Newark office hosted a cleanup and planting event at **CONVENANT HOUSE AND RAPHAEL'S LIFE HOUSE**, along with a donation of items for homeless families. In Pittsburgh, our colleagues raked leaves for **THE WOODLANDS**,

an organization that provides children and adults with disabilities an accessible environment and innovative outdoor programs. Team members also volunteered at the Pittsburgh campus of **LITTLE SISTERS OF THE POOR**, an organization that aids the elderly in over 30 countries around the world, by pulling up end-of-season plants and flowers in the fall and planting tulips for the spring season. An additional Pittsburgh group completed various landscaping projects at **CAMP GUYASUTA**, a camp and outdoor facility that hosts events and activities for children. Our Washington, D.C., and Charleston offices also participated in park restoration projects.

Across the globe, our Perth volunteers collaborated with the **ST. BARTS COMMUNITY CENTER** in a painting and gardening blitz that beautified the area. The shelter aims to enhance living conditions for Western Australians



COMMUNITY SERVICE

experiencing homelessness and mental health challenges by offering short-term living, mental health support, and other services. Our Dubai and Doha offices spruced up their communities with a beach cleanup. Also appreciating the time outdoors, a group of volunteers in Taipei cleaned up a local public park.

AIDING THE COMMUNITY

When we give back to those who lack the resources we enjoy, we strengthen not only them, but also the entire community. Several of our offices signed up to donate cards, clothing, and more to poor and disadvantaged communities around the world.

For many, the comfort of human connection can make a huge impact on mental well-being. Our Raleigh Triangle Park office worked with **OPERATION SENIOR SMILES** to create handmade cards to send out to senior adults with disabilities within the community. Cards were shared with nursing homes, assisted living facilities, and rehabilitation centers.

Our Raleigh team offered support for brave and resilient survivors of domestic and sexual violence. Volunteers gave resume writing assistance to shelter members, and coordinated the donation of clothing and critical supplies for individuals seeking assistance from **THE ERNESTINE WALKINGSTICK DOMESTIC VIOLENCE SHELTER** and **EASTERN BAND OF CHEROKEE INDIANS, DOMESTIC VIOLENCE AND SEXUAL VIOLENCE SERVICES**.

In Nashville, firm members worked on a clothing and toiletry drive for the **NASHVILLE RESCUE MISSION**, a community committed to helping the hungry, homeless, and hurting by providing programs and services.

In Singapore, volunteers teamed up with **RAINING RAINCOATS**, an organization that aims to improve the welfare of migrant construction workers in the city. Together they hosted a successful fundraising effort and packaged donated goods into gift bags.

Our Pittsburgh office came out in force to dedicate time to a number of organizations, including **SARAH HEINZ HOUSE, UNITED WAY OF SOUTHWESTERN PENNSYLVANIA, YWCA, THE WOMEN'S CENTER AND SHELTER OF GREATER PITTSBURGH**, and **SMITHSONIAN TRANSCRIPTION CENTER**. Volunteers lent a hand in a mix of activities, including meal preparation, serving hot food, acting as digital transcribers of Smithsonian content, and more.

100s OF EMPLOYEES.

9 COUNTRIES. 29 CITIES.

OVER 60 GREAT CAUSES.

From Seattle to Milan to Tokyo, we are proud of everyone who embraced the firm's **GLOBAL DAY OF SERVICE** during 2020 and 2021, and the **POWER OF GIVING BACK** they displayed around the globe.

GLOBAL DAY OF SERVICE

THE POWER OF GIVING BACK



K&L GATES

2021 GLOBAL DAY OF SERVICE EVENTS

- Camp Guyasuta
- Charleston Waterkeeper
- Community Action Partnership Orange County
- Covenant House
- Da'an Forest Park
- Emirates Environmental Group
- Feeding South Florida

- Food & Friends
- Food Bank of Northwest Indiana
- Food Lifeline
- Greater Boston Food Bank
- Greater Chicago Food Pantry
- Kenilworth Aquatic Gardens
- KidSTART
- Lowcountry Food Bank
- Ministry of Municipality & Environment Department
- My Friends Place
- Nashville Rescue Mission
- North Carolina Diaper Bank
- Northern Illinois Food Bank
- OC Food Bank
- Raphael's Life House
- Redress
- Ride for Reading
- San Francisco-Marin Food Bank
- Sarah Heinz House
- Serve The City

- Tarrant Area Food Bank
- United Way of Southwestern PA
- United Way of the Capital Region
- Urban Ministry Center
- WeHero
- Women's Center and Shelter of Greater Pittsburgh
- YWCA

2020 GLOBAL DAY OF SERVICE EVENTS

- Activate Good
- Andrew Food Bank
- Election Protection
- Equal Justice Initiative
- Families Forward Charlotte
- Good Shepard Lutheran Church
- Greater Boston Food Bank
- Houston Food Banks
- Little Sisters of the Poor
- My Friends Place
- NAACP's Civic Engagement Program
- Northwestern University Settlement House
- Operation Senior Smiles
- Raining Raincoats
- Red Door
- Rise for Hunger
- Smithsonian Institute
- St. Barts
- StandUp for Kids
- Sunshine House of Jing'an Temple Community
- The Ernestine Walkingstick Domestic Violence Shelter
- Urban Ministries Food Pantry of Wake County
- WeHero
- Weave
- Woodlands
- Yalari

COMMUNITY SERVICE

RESPONDING TO COVID-19

To say the last couple of years have been unique would be an understatement. Around the world, humanity experienced a shift in their daily lives unlike any before. Everyone felt the impact and effects of the COVID-19 pandemic in some manner. For many, the illness shifted their entire fabric of life, whether through personal illness, caring for loved ones, loss, and disruption of “normal” life.

Although the pandemic has been devastating in so many ways, it was and continues to be an opportunity to show our support for one another in times of crisis. Through continuous pandemic-related vicissitudes and shifts in remote working, we maintained giving back as a firmwide focus. At the office and regional level, many of our people went out of their way to aid in COVID-19 relief efforts.

In the United States, office members worked together to collect funds and generate support for local health care workers and restaurants. For example, our Pittsburgh

office organized a number of efforts targeting COVID-19 relief. Team members coordinated with health care facilities and restaurants in the Greater Pittsburgh area and provided meals and snacks to 1,770 health care workers at nine different health care facilities while supporting several local restaurants. In Washington County, Pennsylvania specifically, nearly every hospital worker was reached. Separately, the Pittsburgh office donated 180 breakfasts to nurses at **ALLEGHENY GENERAL HOSPITAL** in celebration of National Nurses Day.

Social distancing and time spent at home has led to an increase in domestic violence. While worried about health safety in light of the pandemic, many also endured extended periods of time under the roof of an abuser. Individuals in these unsafe situations need support and sanctuary in these times particularly. As a board member, partner Melissa Tea supported **THE WOMEN'S CENTER & SHELTER OF GREATER PITTSBURGH** and spearheaded a board drive that resulted in a monetary donation towards supplies that addressed the surge in domestic violence during the COVID-19 pandemic.

Partner Andy Cook led a Washington, D.C.-wide effort in the legal community that raised nearly half a million dollars for




the **CAPITOL AREA FOOD BANK (CAFB)**. To date, this is one of the largest annual fundraising drives for the CAFB. Spearheaded in the firm's Washington, D.C. office, the drive additionally focused on raising funds from the Washington, D.C., legal community. Cumulatively, the effort provided more than five million meals for the poor and marginalized in the area.

Businesses and business owners harshly felt the weight of COVID-19. In Orange County, firm members spent time out of the office to compile lists and helpful resources in the form of a Business Recovery Page, co-sponsored with Octane OC, for business owners and more amid the pandemic. Additionally, volunteers worked with **SECOND HARVEST FOOD BANK OF ORANGE COUNTY** and hosted

a virtual food drive. Our colleagues in Raleigh worked with **ACTIVATE GOOD** and **OPERATION MASK UP** to create mask kits for people seeking help in the community.

Team members in Australia also were eager to find ways to give back during the pandemic. One item that was in severe need and short supply were medical grade masks. A region-wide effort was implemented to secure and donate masks to facilities in need. In Perth, approximately 780 N95 masks went to **JOONDALUP HOSPITAL**, and our Brisbane office secured 1,600 surgical ear loop masks for **REDCLIFFE HOSPITAL**. The firm's Sydney office matched this donation with masks for **REDFERN COMMUNITY HEALTH CENTRE**, a member of the Sydney Local Health District, which is a group of local hospitals within the area.





“ Living through the pandemic over the past two years has proven the case for diversity and inclusion. We are best able to meet and overcome the challenges facing our communities, our clients, and our colleagues when our teams bring their diverse experiences and perspectives to bear. ”

DIVERSITY

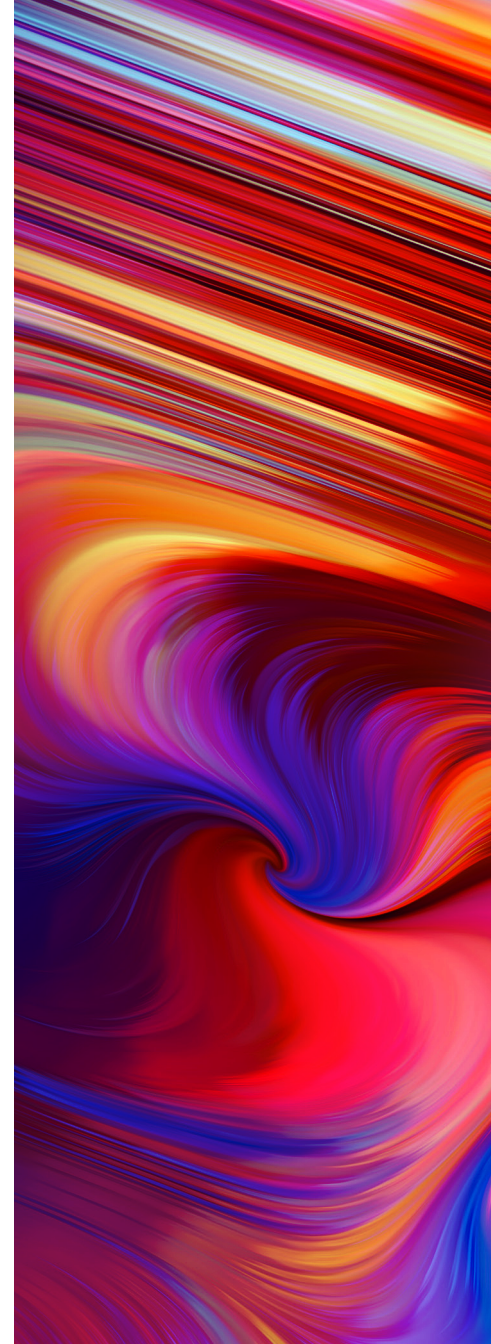
PALLAVI MEHTA WAHI

Chair, Firmwide Diversity Committee
Co-United States and Seattle Managing Partner

At K&L Gates, we recognize that the diversity of our firm and our people strengthens the impact we have in our communities. The unique perspectives and experiences contributed from our various backgrounds enrich the culture of our firm and afford us greater opportunities for innovative thinking and creativity in problem solving.

These last two years have challenged us on a worldwide basis. A global pandemic continues to have alarming real-time consequences on our people and our cities. Racial injustice and events surrounding the murder of George Floyd reminded us, yet again, of the palpable and horrific racism that exists in this country. Hate crimes, a social inequity in the impact of our legal system, and a growing sense of isolation have all had tangible impact.

To rebuild a post-COVID-19 world, we need to be part of the solution in the fight for equity and be strong voices for the values we all support. While our firm has always supported our communities in times of need, it is clear that this consequential time required even greater focus, innovation, and teamwork. By drawing on our colleagues' diverse lived experiences, backgrounds, and perspectives, we launched a global pro bono effort to ensure equal justice under the law for all members of our society, facilitated informed and thoughtful dialogue on the issues of race and equal



DIVERSITY

justice, and offered resources and support to anyone who is juggling the demands of work and parenting.

The fractured political, economic and civic landscape opens new opportunities for all of us to engage as community citizens. In addition, today's business community and our clients are more attuned to social issues than ever before, reflecting both the changing racial, gender, and generational makeup of the workforce and the demand that performance be measured by purpose as well as profit. Diversity and inclusion are central to a better future, and all of us—law firms and clients alike—should be making progress a priority.

TAKING ACTION AGAINST RACISM AND SOCIAL INJUSTICE

Our lawyers and allied professionals around the world contribute to the important work we are doing to advance diversity and inclusion. We recognize that much work remains to be done and much more progress is required on

Through collaboration by our global Management Committee, and the firm's WOMEN IN THE PROFESSION (WIP) COMMITTEE and DIVERSITY COMMITTEE, we have continued to refine and create new programs and policies that reinforce our commitment to diversity and inclusion.

many fronts. For this reason, we encourage everyone to get involved in any way that inspires them, whether by continuing to educate yourself, engage in challenging conversations, or work alongside clients and one another in the community. We take these steps as a firm to better understand our shared history and to meaningfully improve the outlook for our shared future. To meet those challenges, we pledged to **listen, be educated, take action**, and **work together** to help in the fight to end racism and to foster a more inclusive society.

LISTENING TO AUTHORITATIVE VOICES

Launched in 2020, the firmwide speaker series, **Conversations About Race**, focuses on the lingering effects of inequality and systemic racism in our society, and the importance of diversity and inclusion.

Thousands of people, including our clients, from both within and outside of our firm have listened and learned from prominent guest speakers, making this series the most well attended online event the firm has ever hosted. Education is key to activate change, so we have made these conversations available to the public via our YouTube channel.

CONVERSATIONS ABOUT RACE

Education is key in catalyzing change. Since the launch of our Conversations About Race speaker series, we have proudly welcomed the following distinguished speakers and dynamic civic leaders to virtually share their insight and experience. Each session was streamed live across our global platform:

- Derrick Johnson, President and CEO of the NAACP
- North Carolina Chief Justice Cheri Beasley
- The Hon. Bernice B. Donald for the U.S. Court of Appeals for the Sixth Circuit
- Dr. Harry Williams, President and CEO of the Thurgood Marshall College Fund
- Dean Kevin R. Johnson of UC Davis School of Law
- Clarence E. Dixon, Executive Director and Global Head of Loan Services of CBRE
- The Reverend James M. Lawson, Jr.
- Kevin Jennings, CEO of Lambda Legal
- Professor Rajmohan Gandhi, author, historian, biographer, journalist, and grandson of Mahatma Gandhi



BE EDUCATED

Trainings: In our ongoing efforts to educate those throughout our firm about unconscious bias, we continue to conduct training sessions focused on minimizing the impact of bias in the workplace. We focus on 1) unconscious bias, 2) interviewer bias, and 3) creating an inclusive culture training.

Toolkits: To further explore the subject of race and reinforce lessons learned from our Conversations About Race discussions, we created a toolkit listing books, articles, podcasts, films, and other resources that lawyers and allied professionals may use to learn more about the history of race relations from various vantage points. The kit was designed to foster dialogue around issues within our firm and our community.

Leadership Accountability: The firm launched the internal Diversity Leadership Pledge in 2021 to empower and educate our Office Managing Partners and Practice Area Leaders to be focused on diversity and inclusion. The Pledge focuses on strengthening the pipeline, representation, and development of diverse lawyers across our platform.

DIVERSITY

TAKE ACTION

In 2020, we saw the world come together to eliminate injustice and inequality in our societies. We launched **K&L Gates for Equal Justice**, a joint diversity and pro bono effort that harnesses our legal skills to promote equal justice under the law. The initiative centers on voting rights, criminal justice reform, and equal justice for Indigenous people. Currently, more than 250 K&L Gates lawyers have devoted their time to this initiative.


We have also taken action within the firm by reassessing and continuing to enhance our approach to hiring at all levels to ensure that our recruiting and retention practices reflect our commitment to equity, diversity, and inclusion. Our aim is to maximize every opportunity to diversify our candidate pool. We have expanded our efforts to recruit for diverse lawyers by partnering with several historically Black colleges and universities (HBCUs) to create a pipeline of diverse students who may not typically be included in traditional recruiting. One of our notable 1L diverse programs is the **K&L Gates Power of Partnership (PoP) program**. The program offers diverse first-year law school students a unique opportunity to experience legal work at both a law firm and an in-house setting. The program forges deeper bonds between K&L Gates and its client allies to create a diverse workforce.

WORK TOGETHER

We achieved Mansfield Rule 4.0 certification in 2021, on our inaugural year of participation, as another step toward continuing our commitment to develop and promote diverse lawyers. **This initiative measures whether law firms have affirmatively considered at least 30% women, racially/ethnically diverse lawyers, LGBTQ+ and differently-abled lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.** Currently, we're participating in the next Mansfield Rule iteration.

Our firm has also joined with 140 law firms, the Association of Pro Bono Counsel, and the Shriver Center's Racial Justice Institute to form the Law Firm Antiracism Alliance and take a stand against racism and social injustice. The alliance is a collaboration that pursues high-impact pro bono projects to eliminate structural barriers to equality.

We are proudly participating in **The Alliance for Asian American Justice ("The Alliance")**, a national pro bono initiative committed to providing legal support and advocacy to victims of anti-Asian hate. The Alliance coordinates and drives law firm pro bono resources on behalf of victims to



assist and support them in obtaining legal remedies. This includes providing victims with counsel to bring lawsuits to seek compensatory and other civil remedies or working with law enforcement to ensure that perpetrators are held accountable, where appropriate.

DIVERSITY HOURS POLICY

We established a new GLOBAL POLICY to provide credit for non-billable time spent toward diversity and inclusion efforts by our lawyers. This policy ENCOURAGES our lawyers to have MEANINGFUL PARTICIPATION IN DIVERSITY AND INCLUSION ACTIVITIES both within the firm and externally for the benefit of the firm, its clients, and our communities.

DIVERSITY

EMBRACING GENDER EQUALITY

For years, our firmwide Women in the Profession (WIP) Committee and firmwide Diversity Committee have worked to promote gender equality within our firm and our communities, raise awareness about implicit bias, and foster a network of equal opportunity professionals.

The COVID-19 pandemic has made the need for change even more apparent. Studies show that, on average, women

around the world shoulder far more of the household work and unpaid child and elder care than men and frequently earn far less. When families had to make choices about who would care for children or other family members, women were often the ones who left the workplace.

Our firm recognizes these challenges and works to support our professionals and the community with benefits and programs that address both family-time issues and business development training, and to provide other guidance and support.

“ The pandemic has impacted everyone across the globe, but it has taken an especially hard toll on women as many of them face increasingly difficult challenges both at home (including for many, home schooling) and in the workplace. In far too many cases, the pandemic has exacerbated gender inequities. ”

RAMP DOWN, RAMP UP AND REINTEGRATION PROGRAM

The firm adopted a policy to assist lawyers taking any kind of planned, approved leave of 12 weeks or more. The goal is to provide a smooth transition from, and to, a standard work schedule. Available to lawyers across the firm's global platform, the program allows for reduced utilization targets during periods before and after leave without an adverse impact on compensation or bonus eligibility. Additionally, the program provides a team approach to ensure the lawyer is reintegrated successfully back into work and the law firm.

This Ramp Down, Ramp Up program is one of several polices (including our Balanced Hours program and our parental leave policies) designed to support our lawyers and their families.

CYNTHIA MORGAN OHLENFORST

Chair, Women in the Profession Committee
Partner, Dallas

Balanced Hours

The firm introduced a Balanced Hours program many years ago to provide lawyers with the opportunity to balance work and other demands and to identify a reduced utilization schedule. The firm recently modernized the Balanced Hours program to include a provision for a bonus to retrospectively adjust the participating lawyer's compensation upward to actual performance when actual performance exceeded the planned reduced schedule.

Parental Leave

The firm continues to review and enhance parental leave policies appropriate to each region to aptly address the needs of our colleagues. In the United States, we lengthened the parental leave policy for lawyers up to 24 weeks. Furthermore, we recently added a provision to the U.S. policy to support our colleagues in the unfortunate event of a miscarriage at any time during the pregnancy. The provision offers three weeks of paid leave to a parent (i.e., mother, father, intended mother or father in a surrogacy arrangement) within four months of the miscarriage.

DIVERSITY

HELPING CHILDREN AND FAMILIES COPE WITH CHANGE

Kristen Ohlenforst, Ph.D., joined us for a firmwide presentation on ways to cope with change and how rising to meet the challenges presented by the pandemic will serve us—and our children—not only in the present, but also in the years to come.

ADDRESSING THE IMPACT OF COVID-19 ON WOMEN LAWYERS

Additional firmwide presentations focused on the impact of COVID-19 on women lawyers and women of color, including a session based on data from two national ABA surveys, “Walking Out The Door: the Facts, Figures, and Future of Experienced Women Lawyers in Private Practice” and “Left Out and Left Behind: The Hurdles, Hassles, and Heartaches of Achieving Long-Term Legal Careers for Women of Color.”

PATHWAY TO SUCCESS

We partner with national nonprofit Ms. JD for the K&L Gates Pathway to Success business development program to aid the firm’s women associates in building their careers. Between K&L Gates and Ms. JD, a 501(c)(3) nonpartisan organization dedicated to the success of aspiring and early career women lawyers. In each of 2020 and 2021, a cohort of more than 30 high-achieving K&L

Gates women associates, including women of color, participated in a 12-week business training and client-engagement program.

The Pathway to Success program offers women associates, including women of color, tools to further refine their skills in business development, personal branding, and cultivating and managing client relationships. The program also features opportunities for firm associates to engage in live discussions with panels of diverse general counsel from multiple Fortune 500 companies invested in the growth and success of women lawyers. Our 2021 version of the program included additional topics, such as mastering the art of pitching; expanding existing client relationships; achieving success within our firm; and identifying opportunities for client feedback, support, and engagement.

RETAINING A DIVERSE WORKFORCE

As a firm, we have undertaken a number of initiatives to help us retain our talented diverse workforce. The firmwide Diversity Committee launched a Diverse Lawyers’ Retreat to connect our lawyers from across our U.S. offices and practices. The retreat gathers our diverse partners and associates together for a conversation about how our shared experiences can and should impact our client engagement and business development activities.

We have taken several steps to create both formal and informal mentorship programs at the firmwide, regional, and local levels to develop our diverse lawyers into partnership and leadership roles. These include Women in IP Mentoring Program; LGBTQ+ Mentoring Program; a mentoring program for diverse associates and partners in Seattle; and numerous office mentoring programs to match diverse mentees and mentors.

CELEBRATING DIVERSITY

INTERNATIONAL WOMEN'S DAY

International Women's Day is observed on 8 March each year, and our Women in the Profession Committee celebrates the strength of women lawyers the entire month. International Women's Day is a global day that recognizes the social, economic, cultural, and political achievements of women and also marks a call to action for accelerating women's equality. In 2020, we held dozens of events across our global platform, from Australia and Asia to Europe and North America, ranging from a seminar with a women's rights activist to self-defense lessons and events designed to benefit local communities.



Partners Jason Murray and Paul Sweeney at the National Bar Association Commercial Law Section (NBA-CLS) Corporate Counsel Conference. The NBA-CLS is committed to promoting the success of African-American outside and in-house counsel by sharing opportunities and hosting pivotal events.

DIVERSITY

DIVERSITY ACCOLADES

AWARDED A 100% SCORE CORPORATE EQUALITY INDEX

For the 12th consecutive year, the Human Rights Campaign awarded us a 100% score in its 2022 Corporate Equality Index, and named the firm a “Top Law Firm for Equality.”



ACHIEVED MANSFIELD RULE 4.0 CERTIFICATION

By achieving certification, Diversity Lab has recognized us among firms that “have demonstrated an unwavering commitment to diversity, equity, and inclusion and are making meaningful progress on diversifying law firm leadership.” The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities.

MICROSOFT'S LAW FIRM DIVERSITY PROGRAM

We were honored as a top achiever in advancing diversity within the legal profession by Microsoft's Law Firm Diversity Program, tying for first place for our work in increasing diversity across three key areas: the firm's overall partnership and leadership, among Microsoft's relationship partners, and on Microsoft's client matters.

RECOGNIZED AS A TOP PERFORMER

We have frequently been named a “Top Performer” by the Leadership Council on Legal Diversity (LCLD), and also recognized multiple times as a Compass Award winner. These designations recognize active LCLD member corporations and law firms who have dedicated the most time and energy to participating in LCLD programs and supported its mission of creating a more inclusive legal industry.



CHEVRON'S LAW FIRM DIVERSITY AWARDS PROGRAM

We were recognized by longtime client Chevron U.S.A. for our commitment to inclusion and diversity at Chevron's annual law firm diversity awards program. The award recognized Chevron law firm partners that have distinguished themselves through their commitment to diversity in the legal industry and by fostering an inclusive work environment.

LOCKHEED MARTIN CORPORATION'S DIVERSITY AWARDS PROGRAM

We were recognized by Lockheed Martin Corporation for our excellence in diversity and inclusion. The honor was based on the strength and diversity of the client's outside legal teams, including the percentage of minority and female timekeepers working on the client's matters. This was the first time an outside law firm had been recognized for excellence in the area of diversity and inclusion.

WOMEN IN LAW EMPOWERMENT FORUM GOLD STANDARD

The Women in Law Empowerment Forum has honored our firm nine times with its Gold Standard Certification, which recognizes law firms that have a meaningful percentage of women represented among their equity partners, their highest leadership positions, their governance and compensation committees, and other key roles. We are one of only 18 firms to be recognized with this frequency since the certification was introduced in 2011.



CHICAGO DIVERSITY AWARD AND THE OREGON LIBERTY AND HOPE AWARD

The firm received the Chicago Committee on Minorities in Large Law Firm's Diversity Award and the Oregon League of Minority Voters honored it with a Liberty and Hope Award. Both organizations seek racial and ethnic diversity, advancement, and empowerment.

In 2021, we also hosted a firmwide *Conversation about Women* with Connie Collingsworth, Chief Operating Officer, Chief Legal Officer, and Executive Leadership Team member of the Bill & Melinda Gates Foundation that addressed the COVID-19 pandemic, managing and leading during a crisis, and advancing gender equality in the legal industry.

PRIDE WEEK

Each year in June, our firm hosts and participates in a variety of events to celebrate LGBTQ+ Pride month to show our support, unity, and equality with the LGBTQ+ community across the firm and among our clients and the greater public. The activities vary from educational seminars and training programs to fundraising events and parades.

In 2020, our Charlotte office established a five-year partnership with Charlotte Pride, becoming the first law firm to enter into a multiyear, multiprogram sponsorship agreement with the LGBTQ+ organization. The partnership continued a collaboration that began in 2019 when our firm first sponsored the Charlotte Pride Festival and Parade. We are also a presenting sponsor of Reel Out Charlotte, Charlotte's annual LGBTQ+ film festival.

DIVERSITY

INSPIRING DIVERSE TALENT

We are dedicated to creating and sustaining pipeline programs aimed at increasing the pool of diverse talent. The firm offers a number of programs focused on first-year law students, which include fellowships and scholarships, in an effort to attract and support top legal talent from wide-ranging backgrounds.

Each year, we sponsor several opportunities for diverse 1L law students, including our Power of Partnership Program and Diversity Fellowships Program.

THE POWER OF PARTNERSHIP

We continue to expand the Power of Partnership Program to further engage with our clients and offer diverse 1L students the opportunity to split part of their summer in a K&L Gates office as a summer associate and the other with the legal team of a corporate client firm.

For four years, we have partnered with multiple clients to offer this program. In 2021, our Boston, Pittsburgh, Raleigh, Seattle, and Washington, D.C. offices participated in this program and partnered with prestigious global corporations in their communities.

DIVERSITY FELLOWSHIPS

Established in 2016, we partnered with **University of Pittsburgh School of Law** to launch the Diversity Fellowship program. The fellowship is a first of its kind at Pitt Law and the first such partnership in Pennsylvania between a law firm and a law school. This program provides a full-tuition scholarship to a student for all three years of law school, as well as a paid summer associate position at our Pittsburgh office during the student's first summer of law school.

Our Seattle office sponsors the **Gregoire Fellows Program** through the University of Washington and Seattle University law schools. It is designed to mentor diverse law students throughout their law school careers and job searches. Each fellow selected receives a paid summer associate position and a \$20,000 stipend. We have hosted a 1L Diversity Fellow in Seattle every year since 2005.

Additionally, for more than 15 years, we have offered the **Seattle 1L Diversity Fellowship** for one first-year law student. The recipient receives a paid 1L summer associate position in our Seattle office, plus a \$15,000 scholarship.

PARTNERSHIPS

In addition to partnering with trusted clients, we have aligned with many groups with which we have a shared commitment to diversity. We sponsor and speak at dozens of key events each year. Our lawyers also attend these events in force and participate in the activities and initiatives of our partner organizations throughout the year. Through our collaboration, we further each other's efforts to increase diversity in the legal profession by promoting gender equality, supporting LGBTQ+ rights, providing mentoring and career advancement opportunities, and so much more.

LEGAL DIVERSITY & INCLUSION ALLIANCE

We are one of the founding members of the Legal Diversity & Inclusion Alliance, a collective effort by several law firms in Belgium. As a member, we exchange best practices on diversity and inclusion with other members and collaborate on organizing events, workshops, and training sessions to raise awareness of nondiscrimination and diversity issues.

The firm also sponsors and participates in a number of other diversity-related programs, including:

- American Bar Association Commission on Disability Rights
- Diversity Council Australia
- Equality Campaign Australia

LEADING BY EXAMPLE

A firm's culture is directly influenced by its leadership. At K&L Gates, our **Management Committee** actively promotes global diversity and inclusion as a top priority, as demonstrated by:

2021 Diverse U.S. Management Committee Members

62%



DIVERSITY


- Hispanic National Bar Association
- Lambda Law
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- National LGBT Bar Association
- Stonewall (UK) Global Diversity Champions Program
- Women in Law Empowerment Forum

CHALLENGING OURSELVES TO DO MORE

Although we are proud of the strides we have made with our diversity and inclusion efforts, we always strive to do better. That is where our Diversity Challenge comes in. This initiative encourages diversity committees in offices throughout our global platform to coordinate new events and initiatives that engage our clients and lawyers while spotlighting diversity.

Thanks to the challenge, we have:

- Supported and participated in the Diverse Attorney Pipeline Program, a nationwide effort to help women lawyers of color succeed in large law firms and coveted in-house positions.
- Launched Alpha, a networking group for junior professional women in London.
- Teamed with the Metropolitan Black Bar Association for its inaugural Transaction Boot Camp, which addressed hot topics in corporate law.

- 
- Hosted a diversity and inclusion at work seminar with general counsel from major Seattle corporations, government agencies, and philanthropic organizations.
 - Taken a leading role with BAME in Property, a networking group for Black, Asian, and minority ethnicities, as well as others who are passionately engaged in increasing diversity in all sectors of the property industry.
 - Produced an event celebrating the centenary of the women's vote in the United Kingdom featuring a panel of prominent women leaders in business, government, and law.
 - Supported the Albert Kennedy Trust Gala Dinner, an event that raised more than £150,000 for LGBTQ+ young people.
 - Partnered with ChinaSF, the Asia Society, and others at client events to honor the Lunar New Year tradition.
 - Hosted a client conference that focused on diversity and inclusion in the real estate industry.

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CORPORATE SOCIAL RESPONSIBILITY DURING A GLOBAL PANDEMIC
HIGHLIGHTS 2020-2021

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