

Diversity at K&S

As part of King & Spalding’s ongoing commitment to attracting and retaining excellent lawyers from all backgrounds and perspectives, we continually look to enhance our Diversity and Inclusion (“D&I”) programs and initiatives based on feedback from our lawyers and after considering industry best practices.

This overview captures many of the of the key on-going D&I programs and initiatives at King & Spalding. Inclusion, mentoring, organic growth, retention, legal community outreach, and client development are highlighted. The valuable contributions of many attorneys and staff ensure that our make our D&I efforts are relevant, productive, and meaningful.

Recruiting

King & Spalding pursues opportunities to diversify its attorney population across all practice groups and at all levels. The firm actively recruits diverse candidates for summer associate positions and engages in other efforts year-round to recruit diverse lawyers.

- King & Spalding recruits summer associate candidates at more than 40 law schools and job fairs throughout the United States, including minority and diversity job fairs such as the Southeastern Minority Job Fair; law schools with a high percentage of minority law students like U.C. Berkeley and Cornell Law School; and historically black law schools, such as Howard University School of Law.
- Diverse summer associates are offered opportunities to participate in various affinity group activities and meetings throughout the summer.
- King & Spalding actively recruits LGBTQ+ law students and seeks opportunities to work with LGBTQ+ student organizations to help their members successfully navigate the process of moving from law student to lawyer.

Further, King & Spalding is a founding and active member of the national legal diversity organization, Leadership Council on Legal Diversity (LCLD). Over the course of many years we have participated in many programs with LCLD.

- ***1L LCLD Scholars Program:*** The firm participates in the 1L LCLD Scholars Program, designed to give diverse 1L students the opportunity to work in a legal environment and to encourage retention in law school and the legal field.
- ***LCLD Fellows Program:*** For the ninth year, the firm is participating in the LCLD Fellowship Program. The Fellows Program is designed to connect high-potential, senior lawyers (Fellows) with general counsel and law firm managing partners for a year-long professional development program that focuses on relationship building and leadership skills. The program uses several different training methods including in-person training, virtual training and team projects.
- ***1L Mentor Program:*** Each year, lawyers across the firm’s U.S. offices participate in the LCLD 1L Mentor Program. The program offers one-on-one, individual mentoring relationships between diverse first-year students at schools nationwide with practicing lawyers in their city.

- ***Pathfinder Program:*** The LCLD Pathfinder Program is designed for diverse, high-potential, early-career lawyers at LCLD Member organizations. The program provides Pathfinders with practical tools for developing networks, building relationships, and utilizing career development strategies.

Retention and Talent Development

- ***Diversity Mentoring & Sponsorship Program:*** We developed the Diversity Mentoring program in order to support our outstanding talent and enhance our retention efforts. This leading initiative pairs diverse, mid and senior level associates with partners and incorporates one-on-one and group mentoring sessions and career development programs.
- ***Biennial Diverse Lawyers Retreat:*** King & Spalding held its eighth Biennial Diverse Lawyer Retreat in September 2019, bringing together lawyers from both the firm’s U.S. and non-U.S. offices to participate in a series of workshops and panel discussions to discuss professional growth.
- ***Professional Development:*** The firm offers a wide range of personal and professional training and resources for its lawyers, such as assistance with oral communication skills and individual research and writing coaching. In addition to counseling from our Diversity Committee Chair, diverse and women associates benefit from King & Spalding’s Link Program, which assigns all new associates and counsel to an associate or counsel “Host” and a “Partner Host.” The goal of the Link Program is to provide our new lawyers with readily available resources for answers to everyday questions and help them build relationships within the firm. Our culture is one of genuine respect, and we take the time to build and enjoy relationships with each other.
- ***Part-Time / Flex-Time Lawyer Program:*** To retain and promote a richly diverse workforce, King & Spalding has a very accommodating alternative schedule program. Part-time and flexible arrangements are available on a short-term or long-term basis, and associates may remain on partnership track while working part-time and continue to earn credit towards partnership while working reduced hours. The firm recognizes that a successful part-time policy assists in attracting and retaining top quality lawyers who are committed to their profession, the firm, and its clients. The key to the success of King & Spalding’s flexible work and remote work arrangements is that the program is not “one size fits all.” Rather, the firm’s focus on the individual lawyer’s situation leads to arrangements tailored to the lawyer’s circumstances and career stage.
- ***Child Care Program:*** For many working parents, reliable, high-quality childcare is essential to their ability to continue working and advancing their careers after they begin a family. Recognizing the challenge of finding excellent childcare and balancing raising children with the demands of a high-performing law firm environment, King & Spalding provides subsidized near-site child-care facilities in Atlanta, our largest office, and back-up childcare services for the rest of our offices.

Outside of Atlanta, the firm has an expansive offering of services from Bright Horizons, offering priority and discounted access to Bright Horizons childcare centers and in-home care when regular childcare / elder care is unavailable. Lawyers and staff can also use Bright Horizons’ database to locate child and adult care, and education related resources.

- ***Office Visits and Group Meetings:*** Both Harold Franklin, Diversity Committee Chair and Caroline Abney, Director of Diversity, visit the firm’s offices to meet with diverse lawyers to discuss their practice, what they may need to be successful, or other specific topics of interest. Specific partners in the different offices are invited to join the lunch discussion. Topics include business development, asking for the work the lawyer is interested in doing, creating relationships on and across teams, self-evaluations, practice plans, and work-life balance.

Diversity Committee

In 2019 King & Spalding's reconstituted its firmwide Diversity Committee. The committee, comprised of a broad cross-section of firm lawyers and leadership, includes partners, counsel and associates from across the firm. Our Diversity Leadership team has implemented numerous structural enhancements to the committee through the creation of four subcommittees, each with separate functional lines of responsibility in supporting and furthering the firm's D&I goals and efforts.

Affinity Groups

The firm has 24 affinity groups. Each affinity group has its own leadership, focus, and budget, and each affinity group is responsible for the planning and execution of activities for the group. These events include several client relationship-building events as well as social gatherings that give lawyers a chance to build connections across the firm.

Events focus on four main objectives:

- Pipeline (Recruiting)
- Client Development
- Professional Development
- Personal Development

List of Affinity Groups:

African American Attorneys	Latinx Attorneys
Asian Attorneys	LGBTQ+ Attorneys
Atlanta Women	London Diversity
California Diversity	Los Angeles Women
Charlotte Women	Mental Health & Disabled Attorneys
Chicago Diversity	Middle East Women
DC Women	New York Women
Denver Women	Northern California Women
Firmwide Women's Alliance	Paris Women
First Generation Professionals	Singapore Diversity
Flex-Time / Part-Time Attorneys	Texas Diversity
Frankfurt Women	Texas Women

Pipeline Activities

In addition to the 1L LCLD Scholar Program, the firm also participates in several other activities designed to increase the pipeline of women and diverse individuals entering the legal profession. Some of these activities include:

- ***King & Spalding Diversity Fellowship Program:*** Open to all second-year law students from ethnically or culturally diverse backgrounds and LGBTQ+ lawyers. King & Spalding's annual Diversity Fellowship has, for the past ten years, awarded \$10,000 stipends and summer associate clerkships in select firm offices.
- ***Law Preview:*** For the past eight years, King & Spalding has provided scholarships for diverse students entering law school to attend a nationally based intensive preparatory course on how to succeed in law school.

- ***Law in Technology Diversity Collaborative:*** King & Spalding is a partner law firm in the Law in Technology Diversity Collaborative (LiTD). Two diverse first-year law students will split a 10-week summer internship between a technology company’s legal department and King & Spalding, providing both vertical and horizontal networks of professional contacts and critical work experience.
- ***Justice Robert Benham Law Camp:*** For the past 12 years, King & Spalding has sponsored and hosted the annual Justice Benham Law Camp, which provides 20-25 Atlanta-area minority high school students with exposure to the field of law. The program was founded and is chaired by Partner and Diversity Committee Chair, Harold Franklin, under the auspices of the Gate City Bar Association.
- ***Tutoring Program with Thurgood Marshall Academy (TMA) in Washington, D.C.:*** Since 2011, our Washington office has participated in the TMA Tutoring Program, which brings 11th and 12th grade students to the law firm each week to work with our attorneys and professional staff who provide academic support and mentoring. The TMA is a college preparatory public charter high school opened in 2001 with the mission of upholding Supreme Court Justice Thurgood Marshall’s legacy of equal opportunity through a commitment to provide an excellent education for all students. The non-selective high school is geared toward students from underserved communities with underperforming schools.
- ***Street Law:*** For more than seven years, the firm has worked with Street Law, a global, nonpartisan, nonprofit organization with more than 40 years of experience developing classroom and community programs that educate young people about law and government.
- ***Youth About Business:*** For nine years, King & Spalding lawyers have participated in the Youth About Business (YAB) Southeast and Northeast Summer Business Camps in Atlanta and New York, respectively. The camp builds business literacy and leadership skills among high school students from underserved communities.

Awards

- ***Human Rights Campaign Corporate Equality Index (CEI):*** For the ninth year in a row, King & Spalding earned a top score of 100 percent in the 2021 CEI. CEI is a report card on lesbian, gay, bisexual and transgender (LGBT) equality in corporate America. The firm scored a maximum rating in all nine categories, earning the coveted distinction of “Best Places to Work for LGBT Equality.” This annual survey of the nation’s largest publicly traded businesses, privately owned companies and top revenue-grossing law firms has been conducted since 2002 by the Human Rights Campaign Foundation.
- ***2020 LCLD Compass Award:*** King & Spalding received the Compass Awards in 2020 for the firm’s participation in activities which are consistent with LCLD’s mission of building a more diverse and inclusive legal profession.

In addition to these formal programs and initiatives, King & Spalding actively supports and partners with D&I organizations, bar associations, and clients to further enhance D&I within our profession and firm. As we engage in the ongoing process of continuous improvement, King & Spalding continues to explore ways to further enhance our D&I efforts, programs and initiatives.