

LGBT Diversity at Kirkland

Kirkland is committed to maintaining an environment where LGBT attorneys thrive. The members of Kirkland's LGBT Affinity Group span our offices worldwide and are connected by a common purpose of supporting and promoting LGBT attorneys, advancing LGBT rights through financial sponsorships and pro bono work, and deepening ties among Kirkland's LGBT attorneys, LGBT law students and the broader LGBT community.

RECOGNITION



Best Places to Work
for LGBTQ Equality
2008–2018



Top Illinois Law Firm for LGBT Inclusion and Equality
2010–2017



The American Lawyer A-List
2013–2018



Immigration Equality Safe Haven Award
2010, 2012, 2014, 2017



TLDEF Freedom & Advocacy Awards
2012, 2016



Attorneys gather for LGBT-related events sponsored by Kirkland, of which there were 46 in 2017.

Lavender Law Conference & Career Fair

Each year, Kirkland's LGBT attorneys from around the globe gather at the National LGBT Bar Association's Lavender Law Conference. In 2017, Kirkland lawyers gathered in San Francisco to attend the conference and events organized by Kirkland to coincide with the conference, including a Firmwide LGBT Affinity Group workshop, client networking reception and LGBT Affinity Group dinner.

LGBT DIVERSITY AT KIRKLAND BY THE NUMBERS...

10 Attorneys

Ten Kirkland attorneys have been named to the National LGBT Bar Association's Best

LGBT Lawyers Under 40 list. Kirkland attorneys also sit on the boards and leadership councils of leading LGBT advocacy groups, including Lambda Legal, the National Center for Lesbian Rights and The Williams Institute.

12 Moot Court Sponsorships

The Williams Institute annually hosts the only moot court competition focused exclusively on sexual orientation and gender identity law. Kirkland has sponsored law student teams from UC Berkeley, UCLA, Columbia, George Washington University, Georgetown, Harvard, Michigan, NYU, Northwestern, Penn, USC and the University of Texas to participate in the competition. The Firm mentors these students by inviting them to Kirkland's offices for a moot with attorneys in advance of the tournament. Kirkland also provides students a stipend for travel to and from the tournament in Los Angeles.

16 Law Student Groups

As part of Kirkland's award-winning ALLSA initiative, Firm attorney liaisons coordinate with 16 LGBT student groups at law schools around the country. The ALLSA initiative has a dedicated budget and offers support for each group ranging from networking events to more substantive study skills, résumé review, interview training, moot court and career development programs.

9,700 Hours

Kirkland's attorneys dedicated more than 9,700 hours to LGBT-focused pro bono work in 2017. This work includes a case in federal court challenging the 2017 Presidential Memorandum excluding transgender individuals from the military. In 2017, the Firm assisted 20 LGBT individuals who were fleeing persecution in their home countries in obtaining asylum in the United States.

18 Organizations

The Firm provides financial and other support for 18 organizations concerned with LGBT rights, including:

- American Civil Liberties Union
- Equal Justice Works
- Equality Illinois
- GLAAD
- Immigration Equality
- Lambda Legal
- National Center for Lesbian Rights
- National LGBT Bar Association
- Transgender Legal Defense & Education Fund
- The Williams Institute

\$3.5 Million

The Diversity Fellowship Program offers \$25,000 stipends to second-year law students who hold offers to join our summer associate program and have demonstrated how they will promote diversity in the legal profession. Since 2004, Kirkland has awarded more than 175 Fellowships totaling more than \$3.5 million.

50 Diverse Law Students

In March 2018, 50 diverse law students attended Kirkland's annual 1L Diversity Scholars Program, featuring interactive panels, group discussions and unprecedented networking opportunities with Kirkland attorneys and clients. The program aims to foster connections and mentorships that will support students throughout their careers.

ATTORNEY PROFILES



Edward Sadtler is a technology & IP transactions partner in the New York office, and co-chair of the LGBT Subcommittee. He also is a member of the

Firmwide Pro Bono Management Committee and co-heads the New York office's pro bono program. Edward is a member of the Lambda Legal National Leadership Council and The Williams Institute's Legal Council.



Joseph Loy is an IP litigation partner in the New York office. In 2016, *Benchmark Litigation* named him to its inaugural "Under 40 Hot List." He was also

named a "Rising Star" by the *New York Law Journal* and a top-rated lawyer by *Super Lawyers*. Joseph is a member of the Firmwide Pro Bono Management Committee and New York Recruiting Committee.



Tana Ryan is a corporate partner in the Los Angeles office and co-chair of the LGBT Subcommittee. She serves on the Firmwide Associate Review

Committee, Pro Bono Management Committee and Recruiting Committee. Tana focuses her practice on representing private equity funds and their portfolio companies in a variety of matters. She has been named a "Rising Star" in *Southern California Super Lawyers* for the past four years.



Cedric Van den Borren is a capital markets partner in the London office. He is listed as a leading lawyer in *Chambers UK*. He is also a member of the

team that won *Law360's* Capital Markets Group of the Year in 2015. Cedric is part of the Firmwide Diversity and Inclusion Committee and LGBT Subcommittee.

LGBT Subcommittee

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