

KMK MOMENTUM: DIVERSITY IN MOTION

At KMK we believe in attracting, developing, and maintaining a diverse work environment. It is because of this commitment that we embrace the unique characteristics of all our lawyers and staff, which ultimately fosters individual success as well as the success of our firm.

KMK is committed to recognizing the talents and job performance of all lawyers and staff, and we value the contributions that come from those with varying backgrounds and perspectives. At KMK, our goal is to continue to support and preserve a diverse work environment that encourages creativity, productivity, a sense of inclusion, and leadership effectiveness — and where our lawyers and staff feel enriched and empowered to provide client solutions that continue to exceed expectations.

A HISTORY OF INCLUSION — FROM NEARLY 40 YEARS AGO TO TODAY

KMK was committed to offering opportunities to minority lawyers long before diversity and minority hiring took on such prominent attention. In 1972, we became the first major law firm in Cincinnati to hire an African American lawyer, when William A. McClain joined our firm after serving as the City Solicitor of Cincinnati. In 1997, Gail King Gibson became a partner at KMK, making her the first female African American lawyer elected as a partner in a large Cincinnati law firm.

Today, women and minorities are active in the management of the firm, serving on virtually every committee of the firm, including the Hiring Committee, the Associate Committee, and the Diversity Committee.

RECRUITMENT EFFORTS

KMK continues to recruit individuals with diverse backgrounds. We are a member of the Leadership Council on Legal Diversity (LCLD) and we participate in minority job fairs, both locally and nationally, including the Minority Law Student Job Fair held by the Cook County Bar Association, the Southeastern Minority Job Fair, the BLSA Job Fair held at Harvard University Law School, and the BLAC-CBA Minority Clerkship Program at the University of Cincinnati College of Law. Locally, KMK was a founding participant and remains active as a member of the Greater Cincinnati Minority Counsel Program and the BLAC-CBA Round Table.

KMK fully understands the importance of inclusion and diversity. We firmly believe that a diverse workforce enriches both our personal and professional lives. We will continue to make great strides in the hiring and retention of attorneys with diverse backgrounds.

EQUAL OPPORTUNITY EMPLOYER

KMK is an equal opportunity employer and does not discriminate in its employment decisions on the basis of race, religion, color, national origin, gender, sexual orientation, age, disability, genetic information, or on any other basis that would be in violation of any applicable federal, state, or local law.

KMK's 2009-10 NALP Form