



## KMK LAW DIVERSITY & INCLUSION COMMITTEE MISSION STATEMENT

Diversity and inclusion is a business and social imperative that helps to achieve positive outcomes for our clients and for our law firm and its employees. To be a leader in the legal services industry and across businesses generally, we must go beyond merely accepting “equal opportunity” as a legal requirement. We embrace diversity and inclusiveness as a strategic competitive advantage, and as a way to enrich the lives of our attorneys and staff. To do this, we pursue, recruit and retain a skilled, high performing diverse workforce and we promote leadership that is diverse, committed to inclusiveness and is able to effectively manage in a diverse working environment to inspire us to work together to make KMK a world class law firm for our clients and in our community.

At KMK, we understand that our national and regional population is increasingly diverse in ways that have gone beyond race, age and gender and has evolved to include any attribute that makes people different. A foundation of KMK’s culture of diversity and inclusion is respect for, and embracing of, every individual’s race, color, gender, religion, pregnancy condition, sexual orientation, marital status, gender identity, nationality, age, disability, parenting arrangement, military service or any other cultural, self-identification or ethnic factor. At KMK, we recognize that cultivating a diverse and inclusive culture that respects employee differences and viewpoints helps our employees and the law firm reach their full potentials in serving our clients and their goals.

At KMK, “tolerance” of diverse members and views is insufficient because we are an organization where diversity and inclusiveness is a cornerstone of our identity and our success. We leverage and integrate the richness of a diverse workforce so that every employee has the same opportunity to contribute to our achievements. More than just “tolerate” those that are different than others, we strive to integrate our differences into our daily interactions with co-employees and clients.

The Diversity and Inclusion Committee at KMK is responsible for:

1. Working closely with the KMK Board of Directors and meeting with the Board at least quarterly to discuss diversity issues and insure that diversity concerns are taken into account in all firm decisions.
2. Working with the Hiring Committee and Practice Group Leaders to review resumes, interview diverse candidates, make call back and hiring decisions for summer associates, entry level attorneys and lateral hires in a way that ensures the firm is actively stimulating the flow of diverse applicants and advancing them through the hiring process in a fashion that ensures all involved have an opportunity to assess objective and subjective criteria related to diverse applicants.
3. Working with the Associates committee and the Practice Group Leaders to insure that diverse lawyers are actively mentored and properly trained, utilized, evaluated and promoted to maximize their success and retention. Part of this goal is to establish metrics to insure that all attorneys have the opportunity to work with all attorneys and for all firm clients.

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4. Establishing relationships between diverse lawyers and senior majority partners to foster business development knowledge, training and opportunities and to insure that diverse lawyers are integrated deeply into the fabric of KMK.
5. Promoting, sponsoring and conducting workshops, seminars and training sessions to create opportunities for candid, productive discussions and to enhance sensitivity to diversity issues.
6. Working with firm leadership to foster and deepen KMK's commitment to diversity and to create leadership and management opportunities for diverse attorneys both inside the firm and in the community.
7. Promoting and financially supporting local organizations focused on diversity issues (Black Lawyers Association of Cincinnati, Greater Cincinnati Minority Counsel Program, SWEL) and supporting diverse lawyers who devote time and service to such organizations.