



## **100 Leading Law Firms Announced as Mansfield Rule Certified for 3.0 Version – New Midsize Version Also Launched with 20+ Firms Joining the Pilot –**

SAN FRANCISCO (September 15, 2020) – [Diversity Lab](#) announced today that 100 leading law firms (listed below) have achieved Mansfield Certification after completing the twelve-month program.

The Mansfield Rule certification measures whether law firms have affirmatively considered women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities – at least 30 percent of the candidate pool – for recruitment, governance roles, equity partner promotions, and inclusion in formal pitches to clients.

The goal of the Mansfield Rule is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these roles and opportunities. As the data analyses and highlights below reveal, firms participating in the Mansfield Rule are making great strides in diversifying their leadership.

### **Notable Outcomes from Mansfield 3.0**

Some of the key outcomes for firms that have participated in all three certification years include:

- 96% of firms said that after adopting the Mansfield Rule, their teams of lawyers participating in formal pitch meetings have become more diverse.
- 65% of firms reported that more underrepresented lawyers were appointed or elected to their Management/Executive Committee than prior to adopting Mansfield.
- 63% of firms said they have increased the percentage of underrepresented lawyers promoted into equity partnership since adopting Mansfield.
- 58% of firms reported that their lateral partner hiring pool was more diverse following the adoption of Mansfield.

In analyzing all firms' year-over-year progress from 2.0 to 3.0, some of the outcomes include:

- 66% of firms reported a higher percentage of diverse attorneys participating in formal pitches.
- 55% of firms reported a higher percentage of diverse attorneys elected or appointed to their Management/Executive Committee.
- 53% of firms increased the percentage of underrepresented lawyers in Office Head positions.
- 50% of firms promoted a higher percentage of diverse lawyers into equity partnership.

With transparency and accountability as the foundation of this effort, many of the firms that have participated since the Mansfield Rule's inception in 2017 have publicly announced their individual results, which can be found [here](#).

As further evidence of the Mansfield Rule's success, several of the certified firms listed below have also achieved Mansfield Certification Plus. "Plus" status indicates that, in addition to meeting or

exceeding the baseline certification requirements, the firms have successfully reached at least 30 percent diverse lawyer representation in a notable number of their current leadership roles.

Diversity Lab also announced today that it is partnering with more than 20 midsize law firms to pilot a new iteration of the Mansfield Rule developed for firms with fewer than 100 lawyers in the U.S. The [Midsize Mansfield Rule](#) certification process, modeled after the original version, has been fine-tuned to boost diversity in leadership for firms with smaller lawyer populations, single office locations, and leaner firm leadership structures. The certification period for the Midsize version is 18 months (September 15, 2020 to March 15, 2022) to provide ample time for the participating firms to take action on the required hiring, promotion, and leadership transition activities.

Similar to the large law firm version, firms that successfully complete the Midsize Mansfield Rule criteria will be designated as “Mansfield Certified” and will have the opportunity to send their diverse partners to the Mansfield Rule Client Forums in late 2022 to build relationships with and learn from Diversity Lab’s in-house counsel collaborators. To date, more than 80 legal departments have contributed to or hosted Client Forums, including Barclays, Facebook, Fannie Mae, Ford Motor Company, Google, McKesson Corp, MetLife, Pfizer, PNC Bank, Uber, and US Bank.

“As a midsize firm, we have been eager for the opportunity to effectively engage with the Mansfield Rule in a format that works to support diversity and inclusion in our pipeline. We are thrilled to be piloting the Midsize Mansfield Rule with this inaugural group and look forward to sharing knowledge and taking action as a community to strengthen diversity in the legal profession,” said David McDowell, Managing Partner at McDowell Hetherington LLP.

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### **2020 Mansfield Rule 3.0 Certified Law Firms** (\*Indicates Plus Status)

Akerman	Frost Brown Todd	Nutter
Akin Gump*	Goodwin*	O’Melveny & Myers*
Allen & Overy*	Goulston & Storrs*	Orrick*
Archer & Greiner	Greenberg Traurig	Paul Hastings*
Arent Fox	Haynes and Boone	Perkins Coie*
Arnold & Porter*	Hoagland, Longo, Moran, Dunst & Doukas	Polsinelli
Baker Botts*	Hogan Lovells*	Porter Wright Morris & Arthur*
Baker, Donelson, Bearman, Caldwell & Berkowitz*	Holland & Hart*	Procopio, Cory, Hargreaves & Savitch
Baker McKenzie*	Holland & Knight*	Reed Smith*
Beveridge & Diamond*	Hunton Andrews Kurth*	Robins Kaplan
Blank Rome*	Husch Blackwell*	Robinson & Cole
Boies Schiller Flexner	Jackson Lewis*	Saul Ewing Arnstein & Lehr
Brownstein Hyatt Farber Schreck*	Jenner & Block*	Schiff Hardin*

Brown Rudnick	Katten Muchin	Schnader Harrison Segal & Lewis*
Bryan Cave Leighton Paisner*	Kaufman Dolowich & Voluck	Severson & Werson
Buchanan Ingersoll & Rooney*	Kean Miller	Seyfarth Shaw*
Clifford Chance	Kutak Rock*	Shearman & Sterling
Cooley*	Latham & Watkins*	Sheppard Mullin*
Covington*	Littler Mendelson*	Shipman & Goodwin*
Cozen O'Connor	Locke Lord	Stinson*
Crowell & Moring	MG+M The Law Firm*	Stoel Rives*
Davis Wright Tremaine*	McDermott Will & Emery	Stoll Keenon Ogden
Day Pitney*	McGuireWoods*	Taft Stettinius & Hollister*
Dechert*	Merchant & Gould	Thompson Coburn*
Dentons*	Miller Canfield*	Thompson Hine
DLA Piper*	Miller Nash Graham & Dunn*	Troutman Pepper*
Dorsey & Whitney*	Morgan Lewis*	White & Case*
Eversheds Sutherland*	Morris, Manning & Martin*	Williams & Connolly
Faegre Drinker*	Morrison & Foerster*	WilmerHale*
Fenwick & West*	Much Shelist	Wilson Sonsini Goodrich & Rosati*
Finnegan*	Munger, Tolles & Olson*	Winston & Strawn*
Fish & Richardson	Neal, Gerber & Eisenberg	Womble Bond Dickinson*
Foley & Mansfield	Nixon Peabody*	
Fredrikson & Byron*	Norton Rose Fulbright*	

### **Midsize Mansfield Rule – Participating Firms 2020-2022**

Some of the trailblazing firms piloting the inaugural Midsize Mansfield Rule include:

Brooks Kushman P.C.	McAndrews, Held & Malloy, Ltd.	Patterson + Sheridan, LLP
The Cook Group	McDowell Hetherington LLP	Severson & Werson
Drew Eckl & Farnham	Merchant & Gould P.C.	Starnes Davis Florie LLP
Hausfeld LLP	Meunier Carlin & Curfman LLC	Stotler Hayes Group, LLC
Ivins, Phillips & Barker	Moye White LLP	Summit Law Group, PLLC
Keesal, Young & Logan	Much Shelist PC	Wilkinson Barker Knauer, LLP
Koley Jessen P.C., L.L.O.	Murphy & McGonigle	ZwillGen
Marshall Gerstein & Borun LLP	<b>Osha Liang LLP</b>	

“We are incredibly proud of these firms that remained steadfastly focused on inclusivity through the Mansfield Rule as the pandemic and its implications disrupted so many business processes,” said Lisa Kirby, Chief Intelligence & Knowledge Sharing Officer at Diversity Lab. “And the shattering examples of racial injustice we’ve witnessed this summer caused many firms to further deepen their commitment to taking direct action to equalize the playing field in law firm leadership.”

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### **About Diversity Lab**

[Diversity Lab](https://www.diversitylab.com) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through our Hackathons and piloted in collaboration with more than 150 top law firms and legal departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned. For more information, visit [www.diversitylab.com](https://www.diversitylab.com).