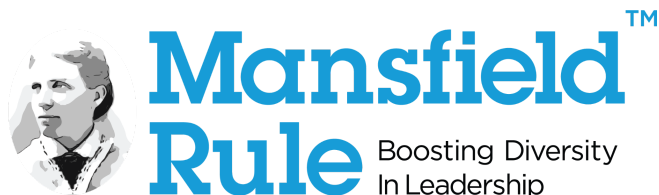


Press Contact

Lisa Kirby, Chief Intelligence &
Knowledge Sharing Officer, Diversity Lab

Lisa@DiversityLab.com

617.584.1012



Mansfield Rule Participation Grows by 90% with 45+ New Firms & Expansion into UK

SAN FRANCISCO, June 28, 2021 — Diversity Lab announced today that more than 160 large law firms, including 49 new firms, in the United States and Canada are participating in the Mansfield Rule 5.0 Certification process launching July 15, 2021. This year’s expansion also includes a new pilot in the UK with more than 10 leading law firms.

The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Now entering its fifth year, the Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at least thirty percent women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings.

[Recent data](#) shows that the Mansfield Rule is succeeding at its goal. The “early adopter” firms piloting the Mansfield Rule since its 2017 inception have increased the racial and ethnic diversity of their management committees by 30 times the rate of non-Mansfield Rule firms.

Similar to previous years, this iteration of the Mansfield Rule includes new challenges to continuously push the boundaries necessary to boost diversity in law firm leadership. New for Mansfield 5.0, firms are required to:

- Track their candidate pools in a disaggregated manner, prompting them to measure the impact of the Mansfield Rule by each underrepresented group. Firms must also include an option for Middle Eastern/North African identity, a demographic often overlooked by current self-identification options;
- Consider at least 30% underrepresented lawyers for nominations to Chambers USA to increase the external visibility of underrepresented lawyers with clients and in the marketplace more broadly; and
- Consider 30% underrepresented individuals when hiring and promoting C-level or other senior-level professional staff roles.

In addition, law firms pursuing Mansfield Certification Plus — which indicates that they have not only considered, but achieved thirty percent representation of underrepresented lawyers in many of the Mansfield Rule’s categories — will be asked to heighten the transparency of their partner compensation criteria and processes by publishing and making them available to all lawyers in the firm. Natalia Marulanda, Diversity Lab’s Mansfield Rule Manager, noted, “Increasing accountability and transparency have always been major objectives of the Mansfield Rule, and we’re excited to be working with firms to shed more light on partner compensation practices, the holy grail of inclusion and equity.”

Diversity Lab is also embarking on its first expansion outside of North America with the launch of the Mansfield Rule UK with more than 10 leading UK law firms. Marulanda commented that “we have received many requests over the last few years to launch a UK version of the Mansfield Rule, so we were thrilled to work with an advisory group of leading talent experts at these firms to formulate a similar version. We now have the opportunity to test these same principles, which have been incredibly effective in the U.S. and Canada, in a new context with this group of trailblazing UK firms.”

With the addition of the Mansfield Rule UK, Diversity Lab now facilitates four versions of the Mansfield Rule Certification, including one for legal departments and another for midsize law firms, both of which will launch new cohorts in Fall 2021.

All firms that meet or exceed the required Mansfield Rule Certification parameters, which are measured twice yearly through a data collection process and structured check-in meetings, are provided with an opportunity to send their newly promoted underrepresented partners to Client Forums to meet and learn from hundreds of influential legal department leaders.

At the Spring 2021 Mansfield Rule Client Forums, 600+ newly promoted diverse partners met and mingled with more than 240 legal department leaders and potential clients from 85 companies during the virtual events. As an added benefit for the Certified “Plus” firms, Diversity Lab organized 738 pitch sessions for the diverse partners with in-house leaders from legal departments such as Netflix, Voya Financial, BASF, McDonalds, Chime, First National Bank, PayPal, American Express, HPE, Micron, Accenture, Ford Motor Company, MassMutual, PNC, Uber, Eaton, HP Inc., and Verizon. As a result of the Forums, the diverse partners gain new business and origination credit — accelerating their path to equity partner and leadership.

Mansfield Rule U.S. & Canada 5.0 Participating Firms

**New Firms*

Adams and Reese*	Blank Rome	Covington & Burling
Akerman	Boies Schiller Flexner	Cozen O'Connor
Akin Gump Hauer & Feld	Bricker & Eckler	Crowell & Moring
Allen & Overy	Brown Rudnick	Davis Polk*
Alston & Bird*	Brownstein Hyatt Farber	Davis Wright Tremaine
Archer & Greiner	Schreck	Day Pitney
Arent Fox	Bryan Cave Leighton Paisner	Debevoise & Plimpton*
Arnold & Porter	Buchanan Ingersoll & Rooney	Dechert
Baker Botts	Butler Snow*	Dentons
Baker, Donelson, Bearman,	Calfee, Halter & Griswold*	Dentons Canada
Caldwell & Berkowitz	Chapman and Cutler	Dinsmore & Shohl
BakerHostetler*	Clark Hill*	DLA Piper
Baker McKenzie	Cleary Gottlieb Steen &	Dorsey & Whitney
Ballard Spahr	Hamilton*	Duane Morris
Barnes & Thornburg*	Clifford Chance US	Dykema*
Benesch, Friedlander, Coplan &	Clyde & Co US	Epstein Becker & Green*
Aronoff*	Connell Foley*	Eversheds Sutherland
Beveridge & Diamond	Cooley	Faegre Drinker

Fasken
Fenwick & West
Finnegan, Henderson, Farabow,
Garrett & Dunner
Fish & Richardson
Fisher Phillips
Foley Hoag
Foley & Lardner*
Fox Rothschild*
Fredrikson & Byron
Freshfields Bruckhaus Deringer
US
Frost Brown Todd
Goodwin Procter
Goulston & Storrs
Greenberg Traurig
Greenspoon Marder*
Hanson Bridgett
Haynes and Boone
Hinshaw & Culbertson*
Hogan Lovells US
Holland & Hart
Holland & Knight
Honigman*
Hunton Andrews Kurth
Husch Blackwell
Ice Miller
Jackson Lewis
Jackson Walker*
Jenner & Block
K&L Gates
Katten Muchin Rosenman
Kaufman Dolowich and Voluck
Kean Miller
Kennedys*
Kramer Levin
Lane Powell
Latham & Watkins
Lathrop GPM*
Lewis Brisbois*
Lewis Roca*
Littler Mendelson

Locke Lord
Loeb & Loeb*
Lowenstein Sandler
Manatt, Phelps & Phillips*
Mayer Brown
McDermott Will & Emery
McGuireWoods
MG+M Law Firm
Miller Canfield
Miller Nash
Morgan, Lewis & Bockius
Morris, Manning & Martin
Morrison & Foerster
Munger, Tolles & Olson
Neal Gerber Eisenberg
Nexsen Pruet*
Nixon Peabody
Norton Rose Fulbright
Nutter
O'Melveny & Myers
Ogletree Deakins*
Orrick
Patterson Belknap Webb &
Tyler
Paul Hastings
Paul, Weiss, Rifkind, Wharton &
Garrison*
Perkins Coie
Phelps Dunbar*
Pillsbury Winthrop Shaw
Pittman
Polsinelli
Potomac Law Group*
Procopio, Cory, Hargreaves &
Savitch
Porter Wright Morris & Arthur
Quarles & Brady*
Reed Smith
Reinhart Boerner Van Deuren*
Robins Kaplan
Robinson Bradshaw*
Robinson & Cole

Roetzel & Andress*
Sandberg Phoenix & Von
Gontard*
Saul Ewing Arnstein & Lehr
Schiff Hardin
Seyfarth Shaw
Shearman & Sterling
Sheppard Mullin Richter &
Hampton
Shipman & Goodwin
Shook, Hardy & Bacon*
Skadden Arps Slate Meagher &
Flom
Squire Patton Boggs*
Steptoe & Johnson PLLC*
Stinson
Stoel Rives
Stoll Keenon Ogden
Stradley Ronon Stevens &
Young
Sullivan & Cromwell*
Sullivan & Worcester*
Taft Law
Thompson Coburn
Thompson Hine
Troutman Pepper Hamilton &
Sanders
Tucker Ellis
Varnum*
Venable*
Vinson & Elkins
Vorys, Sater, Seymour and
Pease
Waller Lansden Dortch &
Davis*
Weil, Gotshal & Manges*
White & Case
Williams & Connolly
Willkie Farr & Gallagher*
WilmerHale
Wilson Elser Moskowitz
Edelman & Dicker*

Wilson Sonsini Goodrich &
Rosati
Winston & Strawn

Womble Bond Dickinson (US)
Wood Smith Henning &
Berman*

Mansfield Rule UK 1.0 Pilot Firms

Allen & Overy

Bird & Bird

Bryan Cave Leighton Paisner

Clifford Chance

Clyde & Co

Dechert

DLA Piper

Freshfields Bruckhaus Deringer

Hogan Lovells

Mayer Brown International

Reed Smith

Taylor Wessing

###

About Diversity Lab

Diversity Lab 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.