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Media Contact: Lisa Kirby
lisa@diversitylab.com
617-584-1012



118 Leading Law Firms Announced as Mansfield Rule 4.0 Certified
— Second Midsize Cohort Launching with 70+ Firms Joining for 2021-2023 —

SAN FRANCISCO (September 13, 2021) — [Diversity Lab](#) announced today that 118 leading law firms (listed below) have achieved Mansfield Rule 4.0 Certification. The certified firms have completed a rigorous 12-month collaboration with Diversity Lab with built-in measurement, transparency, and accountability. Through their participation, they have demonstrated an unwavering commitment to diversity, equity, and inclusion and are making meaningful progress on diversifying law firm leadership. [Early results](#) show unequivocally that the Mansfield Rule is succeeding at its goals.

The Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30 percent women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Mansfield Certification Plus status indicates that, in addition to meeting or exceeding the baseline certification requirements, the firms have successfully reached at least 30 percent underrepresented lawyer representation in a notable number of their current leadership roles.

"We are thrilled to celebrate these firms that have worked so tirelessly to implement the Mansfield Rule principles and create inclusive workplaces where every lawyer has the ability to thrive and the opportunity to lead," said Natalia Marulanda, Mansfield Rule Director at Diversity Lab. "Despite the ongoing challenges of the pandemic, the Mansfield Rule certified firms have not deviated from their goal of ensuring that law firm leadership reflects the rich diversity of the profession. We are enormously proud to work with such a committed group of firms."

Diversity Lab also announced today that more than 70 law firms will participate in the second iteration of the Midsize Mansfield Rule, which will launch on September 15, 2021. These 70+ firms will join the original 25+ law firms that began piloting the Midsize Mansfield Rule in 2020. The Midsize Mansfield certification process, modeled after the version for larger firms, 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, 2021 to March 14, 2023) to provide sufficient time for the participating firms to take action on hiring, promotion, and leadership transition activities.

Similar to the larger 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 historically underrepresented partners to the Mansfield Rule Client Forums in 2023 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 Google, ExxonMobil, Verizon, CBS, MassMutual, Pfizer, Facebook, Gap, Salesforce, Twitter, Uber, Starbucks, American Express, Ford Motor Co., and Target.

"Farella Braun + Martel has a deep commitment to ensuring inclusive, equitable work environments and to growing greater diversity in the legal pipeline. Through embracing challenging, innovative initiatives — like the Midsize Mansfield Rule — as part of a community of firms with these common goals, we believe we can help drive positive change that benefits the entire legal ecosystem," said Farella Managing Partner Brian P. Donnelly.

Mansfield Rule 4.0 Certified Firms

**indicates Plus Status*

<i>Akerman*</i>	<i>Finnegan, Henderson, Farabow,</i>	<i>Nixon Peabody*</i>
<i>Akin Gump Strauss Hauer & Feld*</i>	<i>Garrett & Dunner*</i>	<i>Norton Rose Fulbright*</i>
<i>Allen & Overy*</i>	<i>Fish & Richardson*</i>	<i>Nutter</i>
<i>Archer & Greiner</i>	<i>Fisher & Phillips*</i>	<i>O'Melveny & Myers*</i>
<i>Arent Fox</i>	<i>Foley Hoag</i>	<i>Orrick*</i>
<i>Arnold & Porter Kaye Scholer*</i>	<i>Fredrikson & Byron*</i>	<i>Patterson Belknap Webb & Tyler*</i>
<i>Baker Botts*</i>	<i>Freshfields Bruckhaus Deringer*</i>	<i>Paul Hastings*</i>
<i>Baker, Donelson, Bearman, Caldwell</i>	<i>Frost Brown Todd*</i>	<i>Perkins Coie*</i>
<i>& Berkowitz*</i>	<i>Goodwin</i>	<i>Pillsbury Winthrop Shaw Pittman*</i>
<i>Baker McKenzie*</i>	<i>Goulston & Storrs*</i>	<i>Polsinelli*</i>
<i>Ballard Spahr*</i>	<i>Greenberg Traurig*</i>	<i>Porter Wright Morris & Arthur*</i>
<i>Beveridge & Diamond*</i>	<i>Hanson Bridgett*</i>	<i>Procopio, Cory, Hargreaves &</i>
<i>Blank Rome*</i>	<i>Haynes and Boone*</i>	<i>Savitch*</i>
<i>Boies Schiller Flexner</i>	<i>Hogan Lovells*</i>	<i>Reed Smith*</i>
<i>Bricker & Eckler*</i>	<i>Holland & Hart*</i>	<i>Robins Kaplan*</i>
<i>Brown Rudnick</i>	<i>Holland & Knight*</i>	<i>Robinson & Cole</i>
<i>Brownstein Hyatt Farber Schreck *</i>	<i>Hunton Andrews*</i>	<i>Saul Ewing Arnstein & Lehr*</i>
<i>Bryan Cave Leighton Paisner*</i>	<i>Husch Blackwell*</i>	<i>Schiff Hardin*</i>
<i>Buchanan Ingersoll & Rooney*</i>	<i>Ice Miller</i>	<i>Seyfarth Shaw*</i>
<i>Buckley</i>	<i>Jackson Lewis*</i>	<i>Shearman & Sterling*</i>
<i>Chapman and Cutler*</i>	<i>Jenner & Block*</i>	<i>Sheppard Mullin Richter & Hampton*</i>
<i>Clifford Chance</i>	<i>K&L Gates</i>	<i>Shipman & Goodwin*</i>
<i>Clyde & Co.</i>	<i>Katten Muchin Rosenman*</i>	<i>Skadden, Arps, Slate, Meagher &</i>
<i>Cooley*</i>	<i>Kaufman Dolowich & Voluck</i>	<i>Flom*</i>
<i>Covington & Burling*</i>	<i>Kean Miller*</i>	<i>Stinson*</i>
<i>Cozen O'Connor*</i>	<i>Lane Powell*</i>	<i>Stoel Rives*</i>
<i>Crowell & Moring</i>	<i>Latham & Watkins*</i>	<i>Stoll Keenon Ogden</i>
<i>Davis Wright Tremaine*</i>	<i>Little Mendelson*</i>	<i>Stradley Ronon Stevens & Young</i>
<i>Day Pitney*</i>	<i>Locke Lord*</i>	<i>Taft Law*</i>
<i>Dechert*</i>	<i>Lowenstein Sandler</i>	<i>Thompson Coburn*</i>
<i>Dentons*</i>	<i>MG+M The Law Firm*</i>	<i>Thompson Hine</i>
<i>Dentons Canada*</i>	<i>Mayer Brown</i>	<i>Troutman Pepper*</i>
<i>Dinsmore & Shohl*</i>	<i>McDermott Will & Emery*</i>	<i>Tucker Ellis*</i>
<i>DLA Piper*</i>	<i>McGuireWoods*</i>	<i>Vinson & Elkins</i>
<i>Dorsey & Whitney*</i>	<i>Miller Canfield*</i>	<i>Vorys, Sater, Seymour and Pease</i>
<i>Duane Morris*</i>	<i>Miller Nash Graham & Dunn*</i>	<i>White & Case*</i>
<i>Eversheds Sutherland*</i>	<i>Morgan Lewis*</i>	<i>Williams & Connolly</i>
<i>Faegre Drinker*</i>	<i>Morris, Manning & Martin</i>	<i>WilmerHale*</i>
<i>Fasken*</i>	<i>Morrison & Foerster*</i>	<i>Wilson Sonsini Goodrich & Rosati*</i>
<i>Fenwick & West*</i>	<i>Munger, Tolles & Olson*</i>	<i>Winston & Strawn*</i>
	<i>Neal Gerber Eisenberg</i>	<i>Womble Bond Dickinson</i>

Midsize Mansfield Rule — Participating Firms 2021-2023

Baird Holm LLP
Barton Gilman LLP
Bressler, Amery & Ross, P.C.
Buckley LLP
Burns White
Cantor Colburn LLP
CDF Labor Law
Coblentz Patch Duffy & Bass LLP
Collins + Collins
Collins Einhorn Farrell PC
Cox, Castle & Nicholson LLP
Davis and Gilbert LLP
Degan, Blanchard & Nash
Dority & Manning, P.A.
Farella Braun + Martel LLP
Finn, Dixon & Herling LLP
Fitch Even Tabin & Flannery LLP
Foley & Mansfield, PLLP
Foster Swift Collins & Smith PC
Genova Burns LLC
Greensfelder, Hemker & Gale, P.C.
Hahn Loeser & Parks
Hall Render Killian Heath and Lyman PC
Hancock Daniel & Johnson, P.C.
Harness, Dickey & Pierce, P.L.C.
Harris, Wiltshire & Grannis LLP
Hartline Barger LLP

Higgs Fletcher & Mack
Hinckley Allen
Hoagland, Longo, Moran, Dunst & Doukas, LLP
Hurwitz & Fine, P.C.
Irwin Fritchie Urquhart and Moore LLC
Jackson Kelly PLLC
Klarquist Sparkman, LLP
Lerner David Littenberg Krumholz & Mentlik LLP
Lewis Thomason
Lightfoot, Franklin & White LLC
Marks O'Neill O'Brien Doherty & Kelly Maslon LLP
McAnany, Van Cleave & Phillips
McDonnell Boehnen Hulbert & Berghoff LLP
McGinnis Lochridge LLP
McGivney, Kluger, Clark & Intoccia, P.C.
McGlinchey Stafford
Meagher & Geer
Messner Reeves
Miller & Chevalier Chartered
Montgomery McCracken Walker & Rhoads, LLP
Nicolaides Fink Thorpe Michaelides

Sullivan LLP
O'Hagan Meyer
Parker, Hudson, Rainer & Dobbs LLP
Phillips Murrah PC
Phillips Nizer LLP
Plunkett Cooney
Prince Lobel
Reichman Jorgensen Lehman & Feldberg LLP
Roig Lawyers
Sands Anderson PC
Saxe Doernberger & Vita, P.C.
Schwabe, Williamson & Wyatt PC
Schwegman, Lundberg & Woessner
Shuttleworth & Ingersoll, PLC
Skarzynski Marick & Black LLP
Smith Anderson
Stark & Stark
Sterne, Kessler, Goldstein & Fox
Swift, Currie, McGhee & Hiers
Tiber Hudson LLC
Waldon Adelman Castilla Hiestand & Prout, LLP
Walsworth
Winget, Spadafora & Schwartzberg, LLP
Wolf Greenfield & Sacks
Wyrick Robbins Yates & Ponton LLP

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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.