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180+ Large Law Firms Commit to Challenging Parameters for Recently Launched Mansfield Rule 6.0 Certification Process

– Nearly All Firms Participating Last Year Recommitted and 21 New Firms Joined –

SAN FRANCISCO (August 16, 2022) — The newest version of the Mansfield certification – aimed at diversifying leadership – is the toughest yet. The parameters have expanded in scope while also increasing in rigor with input from an advisory group of diversity leaders since its launch 5 years ago.

And although the 6.0 requirements are challenging, 99% of last year’s large firms have stayed committed to achieving the annual certification and 21 new firms joined the effort. The list of 180+ large firms participating in the newest certification process, which runs from July 2022 to July 2023, follows.

When [Diversity Lab](#) first launched the pilot certification with 40+ large firms in 2017, the primary requirement was to consider at least 30% women lawyers and underrepresented racial and ethnic lawyers for leadership roles. Versions 2.0 through 5.0 were steadily broadened each year to include LGBTQ+ lawyers and lawyers with disabilities as well as critical pipeline activities (e.g., pitch teams, senior-level lateral hiring), transparent leadership role descriptions, and more. [Research shows](#) that starting small, testing, and iterating are key to agile and successful change management efforts.

And now, the 6.0 version requires law firms to consider at least 30% historically underrepresented lawyers from all four groups when appointing to leadership roles and promoting into the equity partnership, among a dozen other activities that focus on the path to leadership. Firms must also consider 30% underrepresented talent for C-suite roles. Firms are asked to share lessons learned with each other through monthly knowledge sharing forums. They must create and publish job descriptions for leadership roles. They must continue to meet routine check-in, data-collection, and reporting milestones. And to ensure Mansfield’s long-term results, there is an increasingly difficult “Certification Plus” category that evaluates whether firms have achieved diversity in leadership, not just considered it. To attain this higher level of certification, firms’ advancement and compensation processes must now be transparent internally.

Early outcomes ([here](#) and [here](#)) show Mansfield is working at its intended purpose to diversify leadership. Mansfield firms’ management and diversity leaders have worked hard to push for and achieve these meaningful results. And while the outcomes are promising, there is more to be done to change long-standing, embedded firm cultures. To build on the early positive results, new pilot versions were recently created and launched for midsize firms, legal departments, and UK firms (see participants [here](#)).

“The Mansfield certification evolves every year, based on learnings from prior iterations, to drive even greater progress,” stated Kavita Ramakrishnan, Mansfield Rule and Knowledge Sharing Senior Director. “We started small intentionally; we couldn’t go from 0 to 60 in our traditionally risk-averse profession. But firms now expect and even ask for yearly changes to push boundaries. This year, for instance, a handful of firms are voluntarily piloting a more granular approach to tracking and considering talent from each of the four historically underrepresented groups to ensure that no group is left behind.”

Firm leaders routinely state two main reasons for participating in the certification process year-over-year. First and foremost, they want to boost the diversity of their leadership and they appreciate the structured framework, accountability, and knowledge sharing that Mansfield adds to their current efforts.

And second, they know their clients are as invested as they are. Hundreds of legal departments now ask their outside counsel firms if they are participating and whether they have achieved certification. And many reward those that do through expanded business. Firms that certify send their newly promoted underrepresented partners to annual Mansfield Client Forums to build relationships with influential in-house counsel. To date, more than 80 legal departments have participated, including Bloomberg L.P., Fannie Mae, Gap Inc., MassMutual, McDonald's, Netflix, Takeda Pharmaceuticals, and Paramount. An estimated \$3-5 million in new business has been generated by the partners attending.

"DEI work is not easy," said Darwin Conner, Chief Diversity, Equity, and Inclusion Officer at Eversheds Sutherland (US). "Changing systems and cultures requires hard, sustained work. We signed on to Mansfield because it is a multi-year, multi-disciplinary journey. Our goal is always to do our absolute best to qualify as a Mansfield Certified Plus firm. Navigating the substantive hurdles Diversity Lab has set up is work that we welcome, and achieving the level of diversity in our leadership ranks required to be a Certified Plus firm is an achievement that firm leadership and our client base has come to expect. The legal industry is very focused on meeting market expectations and I think Diversity Lab, in conjunction with the many DEI professionals who work in this industry, has done an excellent job of setting the market to reflect that expectation of diversity in firm leadership."

Large Law Firms Participating in Mansfield 6.0 Certification

(View the midsize firms, legal departments, and UK firms participating in new versions [here](#).)

Participating for 5 Years

Akerman	Jenner & Block
Arnold & Porter	Katten Muchin Rosenman
Blank Rome	Latham & Watkins
Brownstein Hyatt Farber Schreck	Little Mendelson
Bryan Cave Leighton Paisner	McDermott Will & Emery
Buchanan Ingersoll & Rooney	Miller Canfield
Clifford Chance US	Morgan, Lewis & Bockius
Cooley	Morris, Manning & Martin
Covington & Burling	Morrison & Foerster
Day Pitney	Munger, Tolles & Olson
Dentons	Nixon Peabody
DLA Piper US	Orrick
Dorsey & Whitney	Reed Smith
Faegre Drinker Biddle & Reath	Seyfarth Shaw
Fasken	Sheppard Mullin Richter Hampton
Fenwick & West	Troutman Pepper Hamilton Sanders
Fish & Richardson	White & Case
Goodwin Procter	WilmerHale
Holland & Hart	Winston & Strawn
Holland & Knight	

Participating for 3-4 Years

Akin Gump Strauss Hauer & Feld
Allen & Overy
Archer & Greiner
ArentFox Schiff
Baker Botts
Baker McKenzie
Baker, Donelson, Bearman, Caldwell & Berkowitz
Beveridge & Diamond
Boies Schiller Flexner
Brown Rudnick
Cozen O'Connor
Crowell & Moring
Davis Wright Tremaine
Dechert
Eversheds Sutherland
Finnegan, Henderson, Farabow, Garrett & Dunner
Fredrikson & Byron
Frost Brown Todd
Goulston & Storrs
Greenberg Traurig
Haynes and Boone
Hogan Lovells
Hunton Andrews Kurth
Husch Blackwell
Jackson Lewis
Kaufman Dolowich & Voluck
Kean Miller
Locke Lord
McGuireWoods
MG+M The Law Firm
Miller Nash
Neal Gerber Eisenberg
Norton Rose Fulbright
Nutter McClennen & Fish
Paul Hastings
Perkins Coie
Porter Wright Morris & Arthur
Procopio, Cory, Hargreaves & Savitch
Robins Kaplan
Robinson+Cole
Saul Ewing Arnstein & Lehr
Shearman & Sterling
Shipman & Goodwin
Stinson
Stoel Rives
Stoll Keenon Ogden
Taft Stettinius & Hollister
Thompson Coburn
Thompson Hine
Williams & Connolly
Wilson Sonsini Goodrich & Rosati
Womble Bond Dickinson

Participating for 1-2 Years

Adams and Reese
Alston & Bird
BakerHostetler
Ballard Spahr
Barnes & Thornburg
Benesch
Bricker and Eckler
Butler Snow
Calfee, Halter & Griswold
Chapman and Cutler
Clark Hill
Lathrop GPM
Lewis Brisbois Bisgaard & Smith
Lewis Roca
Loeb & Loeb
Manatt, Phelps & Phillips
Mayer Brown
Nexsen Pruet
Ogletree Deakins
Patterson Belknap Webb & Tyler
Paul, Weiss, Rifkind, Wharton & Garrison
Phelps Dunbar

Cleary Gottlieb Steen & Hamilton
Clyde & Co.
Connell Foley
Davis Polk & Wardwell
Debevoise & Plimpton
Dentons Canada
Dinsmore & Shohl
Duane Morris
Dykema Gossett
Epstein Becker & Green
Fisher Phillips
Foley Hoag
Fox Rothschild
Freshfields Bruckhaus Deringer US
Greenspoon Marder
Hanson Bridgett
Hinshaw & Culbertson
Honigman
Ice Miller
Jackson Walker
K&L Gates
Kennedys
Kramer Levin Naftalis & Frankel
Lane Powell

Pillsbury Winthrop Shaw Pittman
Polsinelli
Quarles and Brady
Reinhart Boerner Van Deuren
Robinson Bradshaw
Roetzel & Andress
Sandberg Phoenix & von Gontard
Shook, Hardy & Bacon
Skadden, Arps, Slate, Meagher & Flom
Squire Patton Boggs
Steptoe & Johnson PLLC
Stradley Ronon Stevens & Young
Sullivan & Cromwell
Sullivan & Worcester
Tucker Ellis
Varnum
Venable
Vinson & Elkins
Vorys, Sater, Seymour and Pease
Waller Lansden Dortch & Davis
Weil, Gotshal & Manges
Willkie Farr & Gallagher
Wilson Elser Moskowitz Edelman & Dicker

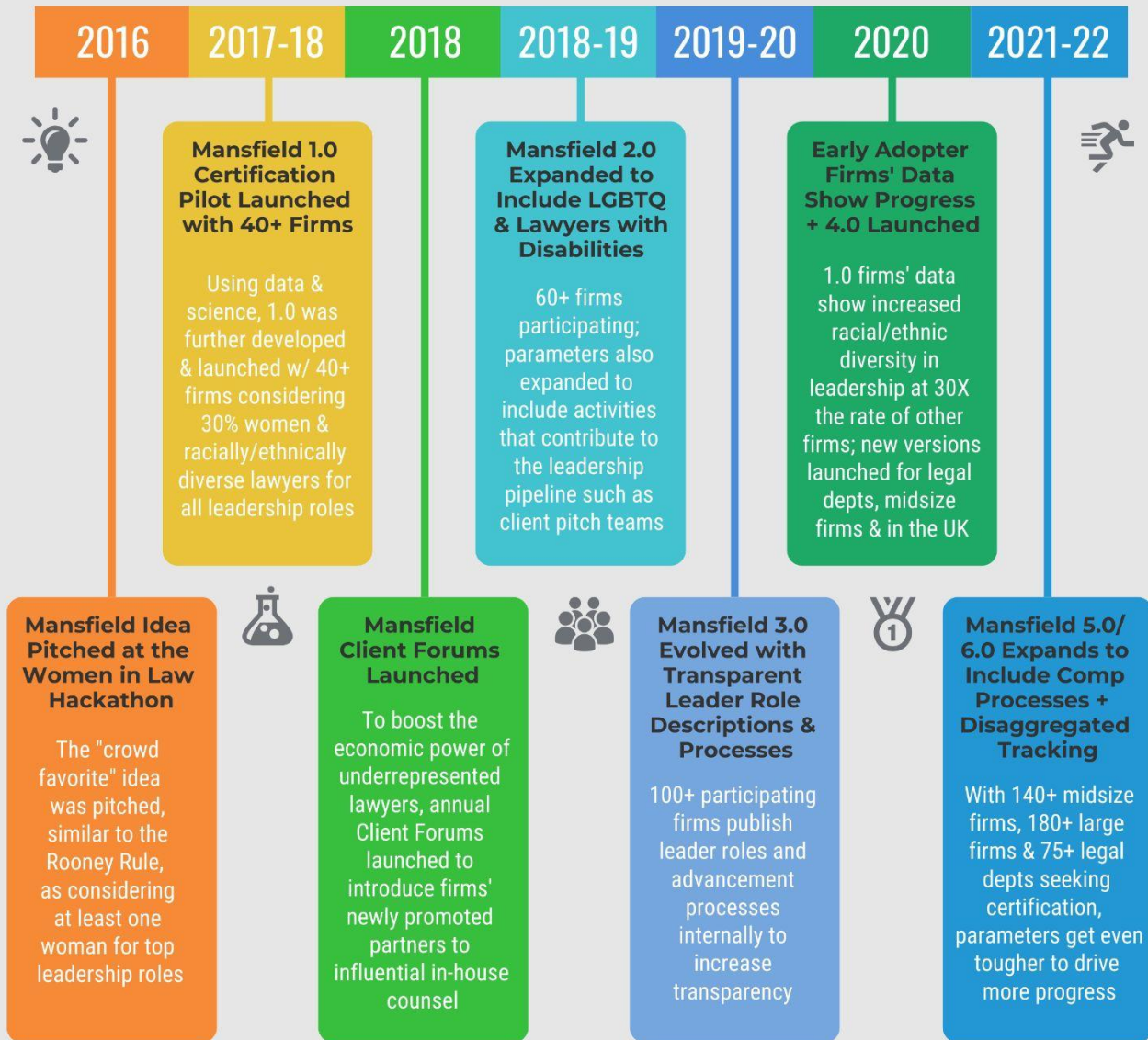
Newest 2022-2023 Participants

Armstrong Teasdale
Bass Berry & Sims
Bodman
Bradley Arant Boult Cummings
Buchalter
Burr & Forman
Cassels Brock & Blackwell
Constangy, Brooks, Smith & Prophete
Fried, Frank, Harris, Shriver & Jacobson
Gibbons
Gibson, Dunn & Crutcher

Jones Walker
Linklaters
Maynard Cooper & Gale
Milbank
Mintz Levin Cohn Ferris Glovsky & Popeo
Nelson Mullins Riley & Scarborough
Parker Poe Adams & Bernstein
Pryor Cashman
Steptoe & Johnson LLP
Vedder Price



The Evolution of Mansfield Rule in Large Law Firms



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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 250 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 details, visit www.diversitylab.com.