

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	Locke Lord	Roetzel & Address*
Fenwick & West	Loeb & Loeb*	Sandberg Phoenix & Von Gontard*
Finnegan, Henderson, Farabow, Garrett & Dunner	Lowenstein Sandler	Saul Ewing Arnstein & Lehr
Fish & Richardson	Manatt, Phelps & Phillips*	Schiff Hardin
Fisher Phillips	Mayer Brown	Seyfarth Shaw
Foley Hoag	McDermott Will & Emery	Shearman & Sterling
Foley & Lardner*	McGuireWoods	Sheppard Mullin Richter & Hampton
Fox Rothschild*	MG+M Law Firm	Shipman & Goodwin
Fredrikson & Byron	Miller Canfield	Shook, Hardy & Bacon*
Freshfields Bruckhaus Deringer US	Miller Nash	Skadden Arps Slate Meagher & Flom
Frost Brown Todd	Morgan, Lewis & Bockius	Squire Patton Boggs*
Goodwin Procter	Morris, Manning & Martin	Steptoe & Johnson PLLC*
Goulston & Storrs	Morrison & Foerster	Stinson
Greenberg Traurig	Munger, Tolles & Olson	Stoel Rives
Greenspoon Marder*	Neal Gerber Eisenberg	Stoll Keenon Ogden
Hanson Bridgett	Nexsen Pruet*	Stradley Ronon Stevens & Young
Haynes and Boone	Nixon Peabody	Sullivan & Cromwell*
Hinshaw & Culbertson*	Norton Rose Fulbright	Sullivan & Worcester*
Hogan Lovells US	Nutter	Taft Law
Holland & Hart	O'Melveny & Myers	Thompson Coburn
Holland & Knight	Ogletree Deakins*	Thompson Hine
Honigman*	Orrick	Troutman Pepper Hamilton & Sanders
Hunton Andrews Kurth	Patterson Belknap Webb & Tyler	Tucker Ellis
Husch Blackwell	Paul Hastings	Varnum*
Ice Miller	Paul, Weiss, Rifkind, Wharton & Garrison*	Venable*
Jackson Lewis	Perkins Coie	Vinson & Elkins
Jackson Walker*	Phelps Dunbar*	Vorys, Sater, Seymour and Pease
Jenner & Block	Pillsbury Winthrop Shaw Pittman	Waller Lansden Dortch & Davis*
K&L Gates	Polsinelli	Weil, Gotshal & Manges*
Katten Muchin Rosenman	Potomac Law Group*	White & Case
Kaufman Dolowich and Voluck	Procopio, Cory, Hargreaves & Savitch	Williams & Connolly
Kean Miller	Porter Wright Morris & Arthur Quarles & Brady*	Willkie Farr & Gallagher*
Kennedys*	Reed Smith	WilmerHale
Kramer Levin	Reinhart Boerner Van Deuren*	Wilson Elser Moskowitz Edelman & Dicker*
Lane Powell	Robins Kaplan	
Latham & Watkins	Robinson Bradshaw*	
Lathrop GPM*	Robinson & Cole	
Lewis Brisbois*		
Lewis Roca*		
Littler Mendelson		

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

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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.