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64 Major Law Firms are Announced as Mansfield Certified & Nearly 100 Firms Sign Up to Pilot Mansfield Rule 3.0

San Francisco, September 3, 2019– [Diversity Lab](#) announced today that the 64 trailblazing law firms listed below have achieved Mansfield Certification after completing the Mansfield Rule 2.0 twelve-month certification program.

The Mansfield Rule Certification 2.0 measures whether law firms have affirmatively considered at least 30 percent women, lawyers of color, and LGBTQ+ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. 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 opportunities.

2019 Mansfield 2.0 Certified Firms

Akerman	Fasken	Munger, Tolles & Olson
Arnold & Porter	Fenwick & West	Neal, Gerber & Eisenberg
Baker Botts	Finnegan	Nixon Peabody
Baker McKenzie	Fish & Richardson	Norton Rose Fulbright
Beveridge & Diamond	Foley & Mansfield	O’Melveny & Myers
Blank Rome	Goodwin	Orrick
Brinks Gilson & Lione	Goulston & Storrs	Pepper Hamilton
Brownstein Hyatt Farber Schreck	Hogan Lovells	Reed Smith

Bryan Cave Leighton Paisner	Holland & Hart	Saul Ewing Arnstein & Lehr
Buchanan Ingersoll & Rooney	Holland & Knight	Schiff Hardin
Clifford Chance	Husch Blackwell	Schnader Harrison Segal & Lewis
Cooley	Jenner & Block	Seyfarth Shaw
Covington	Katten Muchin	Sheppard Mullin
Crowell & Moring	Kaufman Dolowich & Voluck	Steptoe
Day Pitney	Latham & Watkins LLP	Stoel Rives
Dechert	Littler Mendelson	White & Case
Dentons	McDermott Will & Emery	WilmerHale
DLA Piper	Merchant & Gould	Wilson Sonsini Goodrich & Rosati
Dorsey & Whitney	Miller Canfield	Winston & Strawn
Drinker Biddle & Reath	Morgan Lewis	Womble Bond Dickinson
Eversheds Sutherland	Morris, Manning & Martin	
Faegre Baker Daniels	Morrison & Foerster	

As part of the 2.0 version, Diversity Lab expanded the Mansfield Rule to include representation of LGBTQ+ lawyers, in addition to women and racial/ethnic minorities, as part of the candidate population and to also track the participation of historically underrepresented lawyers in formal pitch meetings.

“Our plan is to raise the bar each year,” said Lisa Kirby, Chief Intelligence & Knowledge Sharing Officer at Diversity Lab. “We follow design thinking principles, so we measure results each year and work with participating firms to iterate the pilot based on the results to ensure we are

moving toward our goal of diversifying law firm leadership as inclusively and impactfully as possible. It's especially meaningful to lead this initiative this year because it marks the 150th anniversary of Arabella Mansfield's becoming the first woman admitted to a U.S. bar association."

To achieve the Mansfield Rule objectives, the participating law firms established processes to document and analyze their talent pipelines. Prior to participating in the Mansfield Rule, only 12% of firms were tracking their candidate pools for leadership roles and 25% were tracking their candidate pools for lateral partner hiring. Now, 100% of participating firms are tracking candidate pools for these categories.

The overall results from Mansfield 2.0 reveal that firms are continuing to make progress on the Rule's goal of diversifying law firm leadership by expanding their pipelines, increasing transparency, and participating in candid knowledge sharing. Those firms participating for a second year were able to compare their past pipelines with their current and future pipelines to assess their progress on increasing the representation of diverse lawyers considered for and ultimately advanced into leadership positions.

Mansfield 2.0 results showed a significant surge in the diversity of firms' candidate pools for leadership roles, equity partner promotions, and lateral hiring. Some of the key data points include:

- 94% of Mansfield Rule 2.0 firms said that after adopting the Mansfield Rule, their candidate pool for pitch teams was more diverse.
- 79% of participating firms reported that their lateral partner hiring pool was more diverse following adoption of the Mansfield Rule, and 76% said their equity partner promotions pool was more diverse.
- 92% of participating firms saw an increase in formal discussions regarding succession planning for leadership and governance roles, and 85% increased formal discussions for lateral partner hiring.

Data collected from the Mansfield 2.0 participating law firms shows that they are not only diversifying their candidate pools, but they are also meaningfully increasing the representation of diverse lawyers in senior lateral hiring, leadership positions, and participation in client pitches. For example, in comparing the previous 12-month time period to this year's certification period:

- 65% of participating firms promoted a higher percentage of diverse lawyers into equity partnership.

- 57% of participating firms elected or appointed a higher percentage of diverse lawyers into Office Head positions.
- 92% of participating firms reported a higher percentage of diverse attorneys participating in formal pitches.
- 53% of participating firms reported a higher percentage of diverse attorneys elected or appointed to the Management/Executive Committee.
- 78% of participating firms hired a higher percentage of diverse lateral senior associates.

“The Mansfield Rule’s 30-percent metric has meaningfully changed the dialogue on promoting lawyers to leadership positions at Reed Smith,” said Alexander “Sandy” Thomas, Managing Partner of Reed Smith. “The data we have gathered has allowed us to continue diversifying our leadership ranks as a Mansfield firm. We are honored to be Mansfield Certified Plus for the second year in a row as we continue to work toward lasting change in this area.”

Said Tom Cole, Managing Partner of Pepper Hamilton, “The Mansfield Rule’s knowledge-sharing structure has been a key part of our success in establishing new processes and ultimately achieving Certification at Pepper. We have appreciated the forum provided for our firm to share best practices, problem-solve, and crowdsource effective solutions on the talent challenges that we are all facing.”

Firms that achieve Mansfield Certification have the opportunity to send their newly promoted partners from underrepresented groups to one of four Client Forums to meet and learn from senior in-house counsel in a structured, small-group networking format. “The Client Forums have fostered new client connections and facilitated strong, productive dialogue. The partners who attended learned key information directly from legal department leaders,” said Rich Trobman, Chair and Managing Partner of Latham & Watkins LLP. Over 60 legal departments are attending the 2019 Client Forums, including Barclays, Facebook, Fannie Mae, Ford Motor Company, Google, McKesson Corp, MetLife, Pfizer, PNC Bank, Uber, and US Bank.

“Diversity and inclusion is a defining characteristic of our culture at U.S. Bank. To perform optimally, now and into the future, we know we need the best collection of diverse minds in our legal department and at our outside law firms. That’s why I’m honored to have this opportunity to recognize outside counsel that share these values at the Mansfield Client Forums,” said James L. Chosy, Executive Vice President and General Counsel, U.S. Bank.

“MassMutual is delighted to attend the Mansfield 2.0 Client Forums to further our support for these law firms who are taking on new challenges to advance diversity. We look forward to connecting with these firms’ newly promoted diverse partners,” said Mike O’Connor, General Counsel at MassMutual.

Furthering the forward progress outlined above, several of the firms have also achieved Mansfield Certification Plus status. “Plus” status indicates that, in addition to meeting or exceeding the pipeline consideration requirements for Certification, these firms have successfully reached at least 30 percent diverse lawyer representation in a notable number of their current leadership roles and committees.

Certified Plus firms include: *Arnold & Porter; Baker Botts; Baker McKenzie; Beveridge & Diamond; Blank Rome; Brinks Gilson & Lione; Bryan Cave Leighton Paisner; Buchanan, Ingersoll & Rooney; Cooley; Covington; Day Pitney; Dechert; Dentons; DLA Piper; Dorsey & Whitney; Drinker Biddle & Reath; Eversheds Sutherland; Faegre Baker Daniels; Fenwick & West; Finnegan; Fish & Richardson; Goodwin; Goulston & Storrs; Hogan Lovells; Holland & Hart; Holland & Knight; Husch Blackwell; Jenner & Block; Latham & Watkins LLP; Littler Mendelson; McDermott Will & Emery; Miller Canfield; Morgan Lewis; Morris, Manning & Martin; Morrison & Foerster; Munger, Tolles & Olson; Nixon Peabody; Norton Rose Fulbright; O’Melveny & Myers; Orrick; Reed Smith; Saul Ewing Arnstein & Lehr; Schiff Hardin; Schnader Harrison Segal & Lewis; Sheppard Mullin; Steptoe; Stoel Rives; White & Case; WilmerHale; Wilson Sonsini Goodrich & Rosati; and Winston & Strawn.*

Diversity Lab also announced that it has launched the 3.0 iteration of the Mansfield Rule, which runs from July 2019 to July 2020, with 99 law firms, the largest group to participate thus far. New for this version, Mansfield 3.0 will include lawyers with disabilities as well as women, lawyers of color, and LGBTQ+ lawyers as part of the diverse candidate pool.

In addition, five participating firms, Eversheds Sutherland, Hogan Lovells, Holland & Hart, Miller Canfield, and Stoel Rives, have volunteered to pilot a more intensive tracking process that measures the consideration of individual demographic groups for each category. “We hope that this more granular approach to tracking will allow us to better understand how the Mansfield Rule’s principles are playing out with regard to different diversity strands within our firm and will provide data to fashion innovative approaches to enhance our ongoing diversity and inclusion efforts,” said Steve Immelt, the CEO of Hogan Lovells.

Mansfield 3.0 Firms

Akerman	Covington	Goulston & Storrs	Merchant & Gould	Robins Kaplan
Akin Gump Strauss Hauer & Feld	Crowell & Moring	Haynes & Boone	Miller Nash Graham & Dunn	Schiff Hardin

Allen & Overy	Davis Wright Tremaine	Hoagland, Longo, Moran, Dunst & Doukas	Morgan Lewis	Severson & Werson
Archer & Greiner	Day Pitney	Hogan Lovells	Morris, Manning & Martin	Seyfarth Shaw
Arent Fox	Dechert	Holland & Hart	Morrison & Foerster	Shearman & Sterling
Arnold & Porter	Dentons	Holland & Knight	Much Shelist	Sheppard Mullin
Baker Botts	DLA Piper	Hunton Andrews Kurth	Munger, Tolles & Olson	Shipman & Goodwin
Baker Donelson	Dorsey & Whitney	Husch Blackwell	Neal Gerber Eisenberg	Stinson
Baker McKenzie	Drinker Biddle & Reath	Jackson Lewis	Nixon Peabody	Stoel Rives
Beveridge & Diamond	Eversheds Sutherland	Jenner & Block	Norton Rose Fulbright	Stoll Keenon Ogden
Blank Rome	Faegre Baker Daniels	Katten Muchin Rosenman	Nutter, McClennen & Fish	Thompson Coburn
Boies Schiller Flexner	Fasken	Kaufman Dolowich & Voluck	O'Melveny & Myers	Thompson Hine
Briggs & Morgan	Fenwick & West	Kean Miller	Orrick	White & Case
Brinks Gilson & Lione	Finnegan	Kutak Rock	Pepper Hamilton	Williams & Connolly
Brownstein Hyatt Farber Schreck	Fish & Richardson	Latham & Watkins LLP	Perkins Coie	WilmerHale
Bryan Cave Leighton Paisner	Foley & Mansfield	Littler Mendelson	Polsinelli	Wilson Sonsini Goodrich & Rosati
Buchanan Ingersoll & Rooney	Fredrikson & Byron	Locke Lord	Porter Wright Morris & Arthur	Winston & Strawn

Clifford Chance	Frost Brown Todd	Manning Gross + Massenburg	Procopio, Cory, Hargreaves & Savitch	Womble Bond Dickinson
Cooley	Goodwin	McDermott Will & Emery	Reed Smith	
Cozen O'Connor	Greenberg Traurig	Miller Canfield	Saul Ewing Arnstein & Lehr	

Background on the Mansfield Rule -- The Mansfield Rule is named for Arabella Mansfield, the first woman admitted to the practice of law in the United States-- 150 years ago. It was a winning idea from the 2016 [Women in Law Hackathon](#) hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School. It was inspired by the NFL's Rooney Rule, created by the late Dan Rooney in 2003 and now supported by his son, Art Rooney II, President of the Pittsburgh Steelers and a name partner in law firm Buchanan Ingersoll & Rooney. The Rooney Rule requires every NFL team to interview at least one minority candidate for head coach vacancies. In the years following its implementation, the number of minorities hired to fill head coach roles doubled.

About Diversity Lab – [Diversity Lab](#) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas – such as the OnRamp Fellowship and the Mansfield Rule – are created through our Hackathons and piloted in collaboration with more than 100 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.