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**Mansfield
Rule** Boosting Diversity
in Leadership

Commitment to Widening the Leadership Talent Pool Continues to Grow as 240+ Law Firms Become Mansfield Certified

*– Over 65 midsize and 175 large firms in the U.S. and Canada achieve
Mansfield Certification focused on increasing inclusivity and diversity in leadership –*

SAN FRANCISCO (October 10, 2023) – [Diversity Lab](#) announced today that more than 240 law firms have achieved 2022-2023 Mansfield Certification. The Mansfield Rule is a structured certification process designed to ensure all talent at participating law firms has a fair and equal opportunity to advance into leadership. Mansfield is focused on broadening the talent pool for consideration, including those historically underrepresented in the legal profession, to facilitate transparent pathways to leadership.

To achieve Mansfield Certification, these firms have implemented a behavioral science and data-driven approach—designed by Diversity Lab in collaboration with talent experts, data scientists, and lawyers—to help increase diversity in leadership. Focused on opening the door wider and ensuring that opportunities are inclusive, certified firms considered broad slates of qualified talent for leadership roles that included at least 30% historically underrepresented lawyers—such as women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities. In addition, as part of the Certification process, these firms have worked hard to enhance the transparency of their leadership roles, advancement processes, and compensation policies.

[Mansfield's methodology](#), which has proven to build more diverse leadership teams, is rooted in changes to systems and processes, not exclusivity or discrimination. Mansfield ensures that opportunities for advancement are inclusive by broadening talent pools instead of instilling quotas, set-asides, or requirements unrelated to an individual's qualifications.

“At a time when efforts to expand opportunities to underrepresented groups are needed now more than ever, these Mansfield firms are making their advancement processes more open and transparent,” said Alyssa Jarvis, Director of Mansfield & Strategic Innovations at Diversity Lab. “The firms honored for achieving Certification have articulated and broadened the paths to leadership. The expectations, and avenues to success, have never been clearer. And this commitment to transparency benefits everyone. I am proud to work with each of these firms.”

Prior to joining Mansfield, [aggregate firm data shows](#) that less than one-quarter of the participating firms tracked the makeup of their leadership talent pipelines and less than one-half had written, transparent job descriptions for leadership roles or advancement processes. Through Mansfield's framework, these firms are now attaching metrics to processes and experiencing positive changes

as a result. A [recent analysis shows](#) that Mansfield early adopter firms—those that joined in the inaugural year—are diversifying their leadership at roughly double the rate of non-Mansfield firms. They achieved these outcomes by reimagining and modernizing how they communicate their expectations for leaders throughout the firm and ensuring that everyone who meets those expectations has an opportunity to be considered for leadership.

As demonstrated by this certified cohort, similar outcomes can be seen over time with firms that joined more recently. Nearly one-half of these firms opted into “Mansfield Certification Plus,” a designation reserved for firms that voluntarily measure the outcomes of their inclusive processes and have achieved positive results.

“These Mansfield Certified firms’ efforts to expand opportunities are on the right side of history and the law,” said Caren Ulrich Stacy, CEO of Diversity Lab. “Not a single firm has backed out of their commitment to Mansfield in the face of unwarranted threats to organizations that remain steady in their values of inclusivity and equity. In fact, even as the certification requirements get more challenging year-over-year, additional firms are committing to this important work.”

More than 350 midsize and large firms—including 100% of the large firms listed below—have committed to continuing this hard work as part of the next certification cohort in 2023-2024.

Join Diversity Lab in congratulating the 2022-2023 Mansfield Certified large and midsize law firms listed below. These firms have demonstrated their commitment to learning together, working together, and creating a more inclusive legal profession together.

Certified Large Firms

**Indicates firms that achieved Certification Plus Metrics*

Participating for 6 Years

Arnold & Porter*	Jenner & Block*
Blank Rome	Katten Muchin Rosenman*
Brownstein Hyatt Farber Schreck*	Latham & Watkins*
Bryan Cave Leighton Paisner	Littler Mendelson*
Buchanan Ingersoll & Rooney*	McDermott Will & Emery*
Clifford Chance US	Miller Canfield*
Cooley	Morgan, Lewis & Bockius*
Covington & Burling*	Morris, Manning & Martin
Day Pitney	Morrison & Foerster*
Dentons US	Munger, Tolles & Olson*
DLA Piper US*	Nixon Peabody*
Dorsey & Whitney*	Orrick*
Faegre Drinker Biddle & Reath*	Reed Smith*
Fasken*	Seyfarth Shaw*
Fenwick & West*	Sheppard Mullin Richter Hampton*

Fish & Richardson*
Goodwin Procter
Holland & Hart*
Holland & Knight

Troutman Pepper Hamilton Sanders*
White & Case
WilmerHale*
Winston & Strawn*

“This certification is a testament to our unwavering commitment to advancing DEIA in the legal industry. In addition to attracting, developing, and advancing the most talented and diverse group of attorneys, MoFo strives to provide the most equitable and inclusive environment, both inside and outside of the firm.”
Natalie Kernisant, Chief Diversity and Inclusion Officer, Morrison Foerster

“We have participated in the Mansfield Rule from its inception and are honoured to again receive this recognition. The annual objectives set by Mansfield align with our data-driven, programmatic approach to equity, diversity and inclusion and supports our efforts to build a more inclusive firm and profession.”
Peter Feldberg, Managing Partner, Fasken Martineau DuMoulin

Participating for 4-5 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

Kean Miller
Locke Lord
McGuireWoods*
MG+M The Law Firm*
Miller Nash*
Neal Gerber Eisenberg
Norton Rose Fulbright*
Paul Hastings*
Perkins Coie*
Porter Wright Morris & Arthur*
Procopio, Cory, Hargreaves & Savitch*
Robins Kaplan
Robinson+Cole*
Saul Ewing*
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*

“We are proud to achieve Mansfield Certification Plus status for the fourth year in a row. We are committed to making informed, transparent, and equitable decisions – and Mansfield provides us with a tool to help us on this journey.” **Scott MacCormack, Managing Partner, Davis Wright Tremaine**

Participating for 2-3 Years

Adams and Reese	Kramer Levin Naftalis & Frankel
Alston & Bird	Lane Powell*
BakerHostetler	Lathrop GPM
Ballard Spahr	Lewis Brisbois Bisgaard & Smith
Barnes & Thornburg	Lewis Roca
Benesch	Loeb & Loeb
Bricker Graydon*	Manatt, Phelps & Phillips
Butler Snow*	Mayer Brown
Calfee, Halter & Griswold	Ogletree Deakins
Chapman and Cutler*	Patterson Belknap Webb & Tyler
Clark Hill*	Paul, Weiss, Rifkind, Wharton & Garrison
Cleary Gottlieb Steen & Hamilton	Phelps Dunbar
Clyde & Co.	Pillsbury Winthrop Shaw Pittman*
Connell Foley	Polsinelli*
Davis Polk & Wardwell	Quarles and Brady
Debevoise & Plimpton	Robinson Bradshaw
Dentons Canada	Roetzel & Andress
Dinsmore & Shohl	Sandberg Phoenix & von Gontard
Duane Morris*	Shook, Hardy & Bacon*
Dykema Gossett*	Skadden, Arps, Slate, Meagher & Flom*
Epstein Becker Green*	Squire Patton Boggs*
Fisher Phillips*	Steptoe & Johnson PLLC
Foley Hoag*	Stradley Ronon Stevens & Young
Fox Rothschild	Sullivan & Cromwell
Freshfields Bruckhaus Deringer US*	Sullivan & Worcester
Greenspoon Marder	Tucker Ellis*
Hanson Bridgett*	Varnum
Hinshaw & Culbertson	Venable*
Honigman	Vinson & Elkins
Ice Miller	Vorys, Sater, Seymour and Pease
Jackson Walker	Weil, Gotshal & Manges
K&L Gates*	Willkie Farr & Gallagher*
Kennedys*	Wilson Elser Moskowitz Edelman & Dicker*

“We view diversity and inclusion as a key priority. We understand that it is important to represent the diversity of our people, our clients and our communities, and to create an inclusive culture in which everyone, regardless of their background, identity or circumstance, can thrive at work. We take great

pride in this accomplishment and look forward to continuing to work with Diversity Lab to drive diversity in leadership within the legal profession.” **Meg Catalano, US Regional Managing Partner, Kennedys**

Participating for 1 Year

Armstrong Teasdale*	Jones Walker
Bass Berry & Sims	Linklaters*
Bodman*	Maynard Nexsen
Bradley Arant Boult Cummings	Milbank
Buchalter	Mintz Levin Cohn Ferris Glovsky & Popeo
Burr & Forman	Nelson Mullins Riley & Scarborough
Cassels Brock & Blackwell*	Parker Poe Adams & Bernstein
Constangy, Brooks, Smith & Prophete*	Pryor Cashman
Fried, Frank, Harris, Shriver & Jacobson	Steptoe & Johnson LLP
Gibbons	Vedder Price
Gibson, Dunn & Crutcher	

“Nelson Mullins is committed to diversity, equity, and inclusion, and our involvement in the Mansfield certification process over the past year is another important example of our ongoing investment. We are pleased to join the ranks of those with the Mansfield certification.”

Jim Lehman, Managing Partner, Nelson Mullins

Certified Midsize Firms

**Indicates firms that achieved Certification Plus Metrics*

The following firms join the 2021-2023 cohort of 70+ midsize firms that were certified in March 2023. [See the list here.](#)

Participating for 3-4 Years

Bailey & Glasser	Meunier Carlin and Curfman*
Brooks Kushman*	Moye White
Cook Group Legal*	Much Shelist*
Drew Eckl & Farnham	Nutter McClennen & Fish
Goldberg Kohn	Osha Bergman Watanabe and Burton*
Hausfeld*	Patterson + Sheridan
Ivins, Phillips & Barker, Chartered*	Reinhart Boerner Van Deuren
Keesal, Young & Logan*	Severson & Werson*
Koley Jessen	Starnes Davis Florie
Marshall, Gerstein & Borun*	Summit Law Group*
McAndrews, Held & Malloy*	Wilkinson Barker Knauer*
McDowell Hetherington	ZwillGen*
Merchant & Gould*	

Participating for 1-2 Years

Aronberg Goldgehn	Keker, Van Nest & Peters*
Barack Ferrazzano Kirschbaum & Nagelberg*	Keller and Heckman
Bose McKinney & Evans	Kelley Jasons McGowan Spinelli Hanna & Reber
Brouse McDowell	Kitch Law Firm
Brown & Connery	Klinedinst
Brown & James	Levenfeld Pearlstein
Burke, Williams & Sorensen*	Liskow
Bush Seyferth*	Loopstra Nixon
Chamberlain, Hrdlicka, White, Williams & Aughtry*	Martin Clearwater & Bell*
Cowan, Liebowitz & Latman*	McBrayer*
Erise	McGrath North Mullin & Kratz*
Frantz Ward	McKool Smith
Friedman Kaplan Seiler Adelman & Robbins*	McLane Middleton, Professional Association
Gould & Ratner	Morrison Cohen
Grant & Eisenhofer	Nilan Johnson Lewis*
Harter Secrest & Emery	Pearne & Gordon
Haug Partners*	Porter Hedges
Hawkins Parnell & Young	Porzio, Bromberg & Newman
Hillis Clark Martin & Peterson	Robbins Schwartz*
Hirschler	Rutan & Tucker
Hooper, Lundy & Bookman	Sherman & Howard
Keating Muething & Klekamp*	Ulmer & Berne
Kegler Brown Hill & Ritter Co.	Wiggin and Dana*

“KPC is deeply committed to creating opportunities for all, and we are thrilled to achieve the Midsize Mansfield Certification. Our DEIB committee is to be commended for working with other firms during the certification process, both learning about and implementing best practices. We are excited to now be part of a community of law firms committed to making real, positive change in the legal field.”

Heather L. Rosing, CEO and President, Klinedinst

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About Diversity Lab: We envision a world where the leaders are as diverse as the workforces and communities they represent. For more details, visit www.diversitylab.com.

Our Work: Diversity Lab designs, tests, and measures the outcomes of science-based and data-driven talent practices that allow for fair and equal access to advancement opportunities.

Our Focus: Our primary focus is on leaders in law, since they often rise to positions of influence in government, boardrooms, courtrooms, and beyond. The more diverse our leadership, the more inclusive and equitable the decisions for the benefit of the entire workforce and society.

Our Impact: Inclusion is the goal, greater diversity – in leadership and beyond – is the outcome.