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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

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|---------------------------------|-------------------|--------------------------|
| 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 |

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| 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 | Step toe |
| 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

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

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|------------------------------------|---------------------------|--|----------------------------------|--|
| 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 |

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|-----------------|-------------------|----------------------------|--------------------------------------|-----------------------|
| 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.