

Legal Department Partnerships

Thank you for your interest in collaborating with Diversity Lab to move the needle on diversity, equity and inclusion in the legal profession. Our partnership options are described below, along with a brief description of the services and opportunities included.

Option One — If you would like to partner with us as well as other legal departments and law firms to transform the legal industry through collective actions, we invite you to do one or more of the following for \$1,500 annually per initiative, with a minimum two-year commitment.

- [Mansfield Rule: Legal Department Edition](#) — *A two-year certification process that asks legal departments to consider 50% diversity for internal hiring, high visibility work, and promotions as well as outside counsel teams.*
- [Move The Needle Fund Diversity Dividends Collective](#) — *Streamlined and impactful process for collecting, analyzing, reporting, and holding outside counsel accountable for diversity and inclusion on legal department teams.*
- [Move The Needle Fund Pipeline Collective](#) — *Split-internship opportunity between legal departments and law firms to provide underrepresented 1L law students with ample and equal access to work experience, influential networks, and jobs.*

Option Two — If you would like to partner with us on any of the above options and also more broadly to implement bias interrupters, educational opportunities, and other hands-on work for your legal department and outside counsel teams, join us as a Champion or an Ally.

<p>Champion \$10,000 Annually <i>(2-Year Commitment)</i></p>	<ul style="list-style-type: none"> • Up to Two Move the Needle Fund (MTN) Collectives • Up to Two Bias Interrupters • Participation in Mansfield Rule: Legal Department Edition • Participation in All Knowledge Sharing Activities (e.g., Hackathons, Design Sprints & Roundtables) • Three Opportunities for External Exposure (e.g., award nominations, articles, podcast interviews, GC profiles) • Listed as MTN Supporting Legal Department on MTN Website • Up to two hours quarterly of Diversity Lab expert consultation time • OnRamp Fellowship for additional \$15K per year (normally \$40K)
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<p>Ally \$7,500 Annually <i>(2-Year Commitment)</i></p>	<ul style="list-style-type: none"> • One MTN Collective • One Bias Interrupter • Participation in Mansfield Rule: Legal Department Edition • Participation in One Knowledge Sharing Activity (e.g., Hackathons, Design Sprints & Roundtables) • One Opportunity for External Exposure (e.g., award nominations, articles, podcast interviews, GC profiles) • Listed as MTN Supporting Legal Department on MTN Website • Up to one hour quarterly of Diversity Lab expert consultation time • OnRamp Fellowship for additional \$15K per year (normally \$40K)
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MTN Collectives: The [Move the Needle Fund \(MTN\)](#) is the first collaborative effort designed and funded to test innovative initiatives to create a more diverse, equitable and inclusive legal profession. MTN founding legal departments have developed several collective projects that will allow the MTN community — legal departments and law firms working together — to test and measure ideas that research shows will boost equity and inclusion in law, leading to greater diversity.

Diversity Dividends Collective: The [Diversity Dividends Collective](#) simplifies legal departments' collection and analysis of law firm D&I metrics and guides them to evaluate their outside counsel on standardized metrics (that research shows are impactful) and hold the firms accountable for year-over-year progress by administering meaningful rewards or consequences for compliance. ***Diversity Lab provides legal departments with a Diversity Dividends toolkit to communicate details of the program to outside counsel firms and performs an annual analysis of both the diversity and inclusiveness of the teams working on the legal departments' matters.*** View a [preview of the Toolkit](#) all participants will receive to learn more.

Pipeline Collective: To increase the pipeline of diverse junior lawyers in law firms and legal departments and boost their chance of success once there, legal departments can join the Pipeline Collective, which provides paid, split summer internships between legal departments and the law firm of their choice to diverse first-year law students from law schools typically underrepresented in law firms' on-campus interview processes. ***Diversity Lab manages the application process - including an initial review and "Diversity Lab scoring" of each applicant -- and provides guidance on interview and selection criteria, as well as networking opportunities and support for the interns throughout their internship.***

Mansfield Rule: Legal Department Edition: This version of the Mansfield Rule, which initially launched with law firms in 2017, measures whether legal departments have affirmatively considered women, LGBTQ+, lawyers with disabilities, and racial/ethnic minority lawyers — at least 50% of the candidate pool — for the legal department's top roles and for outside counsel representation. To learn more, review the current [Certification Parameters](#) and see the [current participants](#).



Bias Interrupters: The MTN bias interrupters are science-backed tweaks to talent processes and systems – such as hiring, feedback, performance reviews, work allocation, and compensation – that interrupt and minimize unconscious biases in the workplace to provide fair and equal access to career-enhancing opportunities for lawyers of all backgrounds.

Recruitment Interrupters: Internal Talent Sourcing & Recruitment

- **Inclusive Job Postings** (*Attract Diverse Candidates to Open Roles*)
- **Structured Panel & Behavioral Interviews** (*Minimizing Unconscious Bias in Interviews*)

Development & Retention Interrupters: Internal Talent Retention & Advancement

- **Huddle** (*App-Supported, Feedback Framework*)
- **LoopedIn** (*Remote Work Colleague Connectedness Via a Structured Slack Platform*)
- **Stay Interviews** (*Retaining Diverse Talent*)

Educational & Awareness Raising Interrupters: Internal Education & Cultural Development

- **DEI AV Club** (*Shifting Perspectives Through Audiovisual Learning & Structured Discussions*)
- **Weeks of Learning** (*Education Through Written Short Thought Pieces & Structured Discussions*)

Knowledge Sharing: Diversity Lab facilitates Knowledge Sharing activities focused on creating and sharing best practices within the legal profession and beyond.

Design Sprints/Hackathons: Using design thinking principles, the Diversity Lab team brings legal industry leaders together to “hack” tough challenges affecting diversity, equity, and inclusion in law. 2021 topics include: Allyship Actions, Diversity Metrics and Survey Design, Racial Justice in Law and Beyond, and Law Students of Color.

Roundtables: Legal Department Diversity & Inclusion Roundtables provide a forum for legal departments to share best practices and resources for improving diversity within their legal departments, in law firms, and across the legal profession.



OnRamp Fellowship: The [OnRamp Fellowship](#) is a re-entry platform that matches experienced diverse lawyers returning to the workforce with top organizations for one-year paid positions. This unique experiential learning program gives returning lawyers — many of whom opted out of the workforce for a period of time to raise children — an opportunity to demonstrate their value in the marketplace while also increasing their experience, skills, and contacts. Legal departments that participate in the Fellowship gain access to an untapped group of experienced, diverse high performers who want to return to the profession but face unique challenges due to the gaps in their résumés.

Diversity Lab rigorously screens all applicants and matches them with organizations based on cultural fit and the success traits that are essential for advancement. If selected for the Fellowship, the returning women and diverse lawyers are also provided career-development support through training by specialists in negotiations, project management, and leadership and one-on-one coaching by the most reputable career experts in the legal profession.

As of January 2021, OnRamp has placed more than 90 women — one-third of whom are attorneys of color — with prestigious law firms and legal departments such as Amazon, Salesforce, American Express, and Microsoft. Eighty-seven percent of the Fellows have been hired full-time following their year-long internship, proving the effectiveness and efficacy of this important effort.

OnRamp Fellows & Diversity Lab Team in 2016



Mansfield Rule Team at 2016 Women in Law Hackathon

