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**NEARLY 100 LEGAL DEPARTMENTS PUSH FOR GREATER DIVERSITY INTERNALLY & EXTERNALLY
THROUGH MANSFIELD RULE: LEGAL DEPARTMENT EDITION
-- Newest 3.0 Edition Introduces Toughest Certification Requirements To Date --**

SAN FRANCISCO, CA, October 20, 2021 – The accountability, transparency, and metrics-based approach of the Mansfield Rule: Legal Department Edition (MRLD), powered by Diversity Lab, has been adopted by nearly 100 legal departments that not only want greater diversity in their outside counsel teams, but also strive for more diversity and inclusivity for their internal teams as well.

MRLD legal departments are required to track and measure internal team diversity, with an intentional focus on ensuring that at least 50% of potential new hires and existing team members who are considered for open roles, plum work assignments, and advancement opportunities are from underrepresented populations. They are also expected to consider and track whether a diverse population of lawyers—at least 50%—lead their outside counsel teams and get financial credit for new work.

More than 50 legal departments are in the midst of piloting MRLD 2.0, and 40 more have joined to tackle the toughest parameters to date through MRLD 3.0, which launched in September 2021. To achieve certification, 3.0 participants, like 2.0 participants, must ensure that at least 50% of internal and external candidates considered for open roles and promotions are from underrepresented populations, but they also must consider and track whether at least 20% are underrepresented racial and/or ethnic lawyers, LGBTQ+ lawyers, and/or lawyers with disabilities.

And when hiring outside counsel for new matters, in addition to ensuring that at least 50% of the teams considered are led or co-led by an underrepresented lawyer, MRLD 3.0 legal departments must also take economic rewards into account and ensure that at least 50% of the firms considered either: (1) are owned by underrepresented lawyers, or (2) reward financial credit for new matters to underrepresented lawyers leading those matters.

“In the wake of George Floyd’s murder, we knew that now was the time to push the industry further,” said Leila Hock, Chief Growth Officer at Diversity Lab. “We saw the successes of the MRLD 2.0 participants, but also knew we needed to push for even tougher requirements going forward. In particular, we know that underrepresented racial and ethnic lawyers, lawyers with disabilities, and LGBTQ+ lawyers are often overshadowed in diversity initiatives. We’re spotlighting these groups with the latest iteration of the Mansfield Rule to ensure that no population is left behind when implementing these important initiatives.”

MRLD 3.0's heightened requirements stem from the achievements realized by the 2.0 participants and the accompanying knowledge-sharing and accountability built into the Mansfield Rule. The results of the midpoint surveys for MRLD 2.0 revealed impressive strides. For example, prior to adopting MRLD 2.0, fewer than one-half of the legal departments tracked the demographic makeup of candidates for open positions; now, all of them track and are already seeing progress and positive results. And while only 31% of MRLD 2.0 participants previously tracked the diversity of lawyers considered for outside counsel roles, that percentage has increased to 81% half-way into the certification period.

MRLD is proving to provide a foundation for broader change within organizations as well. Nearly 70% of the MRLD 2.0 participants reported changes to internal processes within the legal department that are not required for certification but are intended to make the department more inclusive, transparent, and structured. And, to push for greater diversity globally, 42% of MRLD 2.0 legal departments with offices outside the U.S. and Canada are implementing MRLD principles abroad.

MRLD 2.0 has shaped the strategic planning, DEI goals, and hiring practices of its participants in specific ways. Survey respondents shared the following:

- “We are able to walk the talk with our law firms, who have been participating in Mansfield for 3 years D&I [is] a standing topic at every senior leadership team meeting, and it is clearly a strategic priority for the department. We also are truly able to measure and track how well we are achieving our D&I goals with the processes implemented due to MRLD.” - BASF Corporation
- “[MRLD] has renewed the urgency and the priority of in-house counsel hiring practices.” - Massachusetts Mutual Life Insurance Company
- “As our team continues to embrace MRLD, our adoption provides an essential framework to guide how we focus efforts to continue building a diverse, inclusive, equitable, and just workplace.” - Booz Allen Hamilton

The strength of the MRLD community working together and sharing knowledge has also been paramount to its success. Six MRLD 2.0 legal departments have gone above and beyond as community leaders, helping their fellow legal departments and pushing law firms to also participate. The “Mansfield Community Builder” legal departments honored recently by Diversity Lab are: Bloomberg L.P.; Ford Motor Company; Micron Technology, Inc.; Pfizer Inc.; St. Jude Children’s Research Hospital; and US Foods.

“Community-building and knowledge-sharing are important principles of the Mansfield Rule,” said Kavita Ramakrishnan, Bias Interrupters Specialist at Diversity Lab. “All of the MRLD 2.0 participants—led by this group of Community Builders—have shown that we are more effective when we collaborate to share what’s working. This group deserves credit for leading this collective of legal departments to make meaningful change.”

Nearly 100 legal departments are participating in MRLD 2.0 and 3.0. To learn more about the MRLD 2.0 participants, [click here](#). The legal departments that have joined the MRLD 3.0 cohort include:

3M	Conagra Brands, Inc.	PNC Bank, N.A.
AbbVie	Corning Incorporated	Regions Bank
ADP, Inc.	Cruise LLC	SCIEX
Amtrak	Deckers Brands	Sunrun Inc.
Arconic Corporation	Fivetran	The Clorox Company
Arizona Diamondbacks	Freeport-McMoRan Inc.	The Goodyear Tire & Rubber Company
Atrium Health	Fresenius Medical Care North America	The Hartford
Blend	Gilead Sciences, Inc.	United Airlines
BNP Paribas	Good Food Holdings, LLC	United States Steel Corporation
Boston Medical Center Health System	Grove Collaborative	Vertex Pharmaceuticals Incorporated
Bridgestone Americas	MetLife	ViacomCBS
Bucks County	Moffitt Cancer Center	Walgreen Co.
Children's Hospital of Philadelphia	MSA Safety	
CHRISTUS Health	Otsuka America Pharmaceutical, Inc.	
Citrix Systems, Inc.		

“We are always seeking to push the envelope with diversity and work toward meaningful change,” said Gregory B. Jordan, General Counsel and Chief Administrative Officer of PNC Bank, N.A. “MRLD 3.0 challenges us to slow down and be more intentional when hiring to ensure we are doing all that we can to attract the best talent. The support from the community of legal departments already participating has been invaluable in getting us off to a strong start.”

“We’re proud to be part of MRLD 3.0 and committed to bringing increased transparency and accountability to our everyday practices and diversity and inclusion initiatives,” said David Phillips, Senior Vice President and General Counsel of The Goodyear Tire & Rubber Company. “There are no greater assets than our associates, and making sure that we provide equal access to assignments, professional development, and promotions is critical to creating and nurturing an inclusive and cohesive team.”

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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—such as the OnRamp Fellowship and the Mansfield Rule—are created through our Hackathons and piloted in collaboration with more than 200 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.