

DIVERSITYLAB YEAR-IN-REVIEW 2021

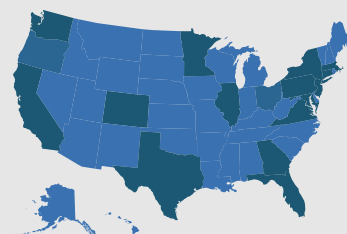
In 2021, our team partnered with 375+ law firms and legal departments on the following projects to create fair, inclusive, and equitable workplaces and communities through data, behavioral science, experimentation, and knowledge sharing. Click the section titles and link icons to learn more.



200 by 2025

Our goal is to bring 200 additional diverse lawyers back into the profession over the next few years!

95+ women lawyers – 1/3 of whom are attorneys of color – returning to the workforce after taking extended hiatuses have been matched with top law firms and legal departments across the U.S. for one-year paid Fellowships through **OnRamp** since its inception in 2014.



Many thanks to the talented career coaches who support the Fellows as they return to the practice of law! Meet them at [TopLawyerCoaches.com](https://www.TopLawyerCoaches.com).



Diversity Lab is partnering with **4 trailblazing law firms** to achieve their MTN diversity, inclusion, and equity goals by 2025 through experimental bias interrupters and collective efforts with legal departments to ensure all lawyers – including those historically underrepresented in law – have ample and equal access to career-enhancing opportunities.

EVERSHEDS
SUTHERLAND



MTN Fund Bias Interrupters & Collectives

Recruitment



1L Pipeline Collective



Alumni Boomerang



Diverse Referral Network



Inclusive Job Postings

Inclusion & Equity



Feedback & Sponsorship Tracking Tools



Mansfield Rule for Workflow



Stay Interviews & DEI AV Club



Lawyer Inclusion & Belonging Assessment

Legal Department Collaborations



Diversity Dividends Collective



Focused Five In-House Counsel Sponsors



DiversePartners Directory.com



Black Lawyers & Leaders Alliance



Special thanks to our terrific collaborator – ChIPs – for their unwavering support since 2018!

Inclusion Blueprint

A first-of-its-kind roadmap and diagnostic tool that allows leaders to track and measure inclusion practices at both the leadership and practice group levels



2021 Law Firm Participants & Honorees

60+ Firms Participating

20 Firms Named as Inclusion Champions [link](#)

7 Firms Named to ChIPs Honor Roll [link](#)



Inclusion Blueprint Findings & "Do Something Hard" Outcomes

[link](#) 6 inclusion practices correlate to greater diversity in firm leadership

[link](#) 20+ firms offering 50 hours of billable credit for DEI contributions

[link](#) 30+ practice groups at 24 firms signed on to the "Ally Action Pledge"

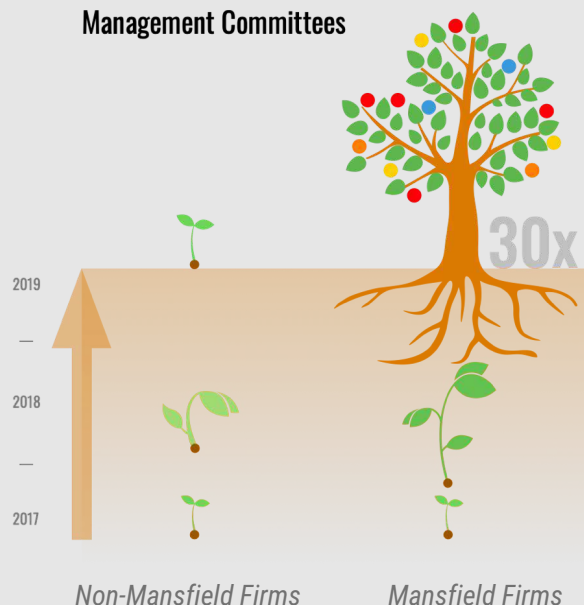


Mansfield Rule™
Boosting Diversity
In Leadership

The goal of the Mansfield Rule is to boost the diversity of leadership in law firms and legal departments.

- * Starting as a pilot in 2017 with 40 U.S. law firms, Mansfield has now expanded to include 260+ U.S. law firms, 100+ legal departments, and 10+ UK firms in 2021
- * To provide a forum for Mansfield firms and legal departments to learn from each other, we hosted: 40 knowledge sharing meetings for 5,200+ lawyers and leaders in 2021
- * For the benefit of Mansfield Certified firms and their newly promoted diverse partners, we hosted: 3 Client Forums to introduce 1,000+ diverse partners to 550+ influential in-house counsel in 2021
- * For the benefit of Mansfield Certified PLUS firms and their newly promoted diverse partners, we hosted: 738 pitch sessions for diverse partners with in-house counsel in 2021

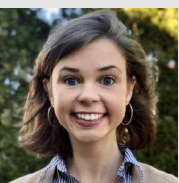
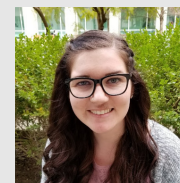
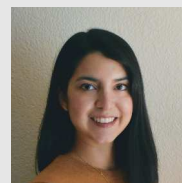
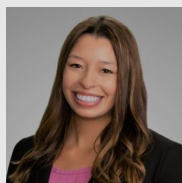
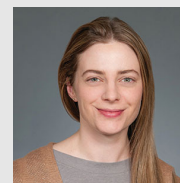
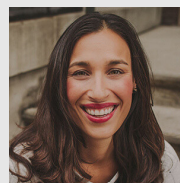
Growing Racial & Ethnic Diversity in Law Firm Management Committees



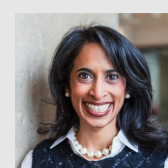
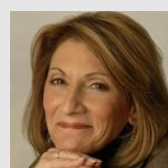
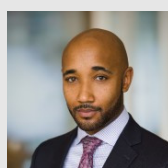
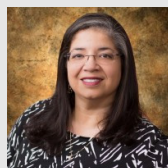
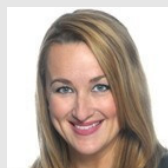
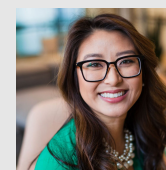
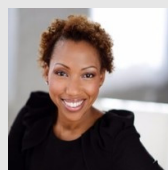
Early Results: *Through their consistent and persistent efforts, the **Mansfield 1.0 firm early adopters** have **grown the racial and ethnic diversity** of their **Management Committees** at **30X** the rate of other firms.* [link](#)

Our (Amazing) Team and Collaborators . . .

Our goal is to diversify the legal profession, but we can't do it alone. In addition to our gifted team of talent experts and data scientists at Diversity Lab, which nearly doubled in 2021-22, we collaborate with a wonderful group of experts who contribute their insights and time to many of our projects and experiments. Click on the pics to learn more!



Our Cherished Collaborators



\$55,000+

In 2021, Diversity Lab donated more than \$55K to organizations that are helping to create and support diverse and equitable workplaces and communities in law and beyond!

- DirectWomen
- National Council on Patent Practicum Pipeline Program
- Silicon Valley Urban Debate League
- Minority Corporate Counsel Assoc.
- The Appellate Project
- Corporate Counsel Women of Color
- Human Rights Campaign
- National Bar Association
- ABA Commission, Disability Rights
- Pipeline to Practice Foundation
- Diverse Attorney Pipeline Program
- ACC Foundation
- Institute for Inclusion in the Legal Profession

Special thanks to the journalists and social media mavens who amplify our mission and projects. A few highlights from the 50+ press mentions we received in 2021 follow. Click on the stories to learn more!

THE AMERICAN LAWYER

Diversity Lab Names 20 'Inclusion Champion' Firms, and Their Best Practices

39 Firms and Legal Departments Team Up to Bring Women Back to the Legal Workforce

The Data Is Out: Mansfield Firms Have Grown Diverse Leadership 30 Times More Than Other Firms

Why Higher Salaries Alone Don't Equal Happier—or More Diverse—Associates

LAW.COM

Top Leaders, Diverse Lawyers Carry the DEI Burden—This Program Looks to Spread the Work Around

UK Firms to Participate in Diversity Lab's Latest Mansfield

New Program Targets Law Firm Work Assignments and Their Inherent Biases

Bloomberg

Moms on Hiatus From Law Get New Push to Rejoin Profession

Legal Chiefs See Beyond Gender in New Diversity Hiring Goals

Five Ways In-House Counsel Can Boost Outside Counsel Diversity

LAW360

Diversity Lab Sets New Goal For Returning Lawyers

4 Ways Firms Are Trying To 'Move The Needle' On Diversity

REUTERS

New Firm Commitments Include Goal that Ties Partner Pay to Diversity

THE WALL STREET JOURNAL WSJ

Firm Clients Demand More Black Attorneys

Recent Press



CORPORATE COUNSEL

New Program Helps GCs Track Law Firm Diversity and Pledge to Reward Progress

Corporate Counsel Announces Its 2021 Women, Influence and Power in Law Awards

THE GLOBAL LEGAL POST

Diversity Lab Seeks to Help 200 Women Lawyers Return to the Profession by 2025

Diversity Lab Launches Initiative to Help In-House Teams Track Firm Diversity