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*  
Blank Rome  
Brownstein Hyatt Farber Schreck*  
Bryan Cave Leighton Paisner  
Buchanan Ingersoll & Rooney*  
Clifford Chance US  
Cooley  
Covington & Burling*  
Day Pitney  
Dentons US  
DLA Piper US*  
Dorsey & Whitney*  
Faegre Drinker Biddle & Reath*  
Fasken*  
Fenwick & West*  

Jenner & Block*  
Katten Muchin Rosenman*  
Latham & Watkins*  
Littler Mendelson*  
McDermott Will & Emery*  
Miller Canfield*  
Morgan, Lewis & Bockius*  
Morris, Manning & Martin  
Morrison & Foerster*  
Munger, Tolles & Olson*  
Nixon Peabody*  
Orrick*  
Reed Smith*  
Seyfarth Shaw*  
Sheppard Mullin Richter Hampton*  

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“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

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

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

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<thead>
<tr>
<th>Firm Name</th>
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<tr>
<td>Bailey &amp; Glasser</td>
<td>Moye White</td>
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<tr>
<td>Brooks Kushman*</td>
<td>Much Shelist*</td>
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<td>Drew Eckl &amp; Farnham</td>
<td>Nutter McClennen &amp; Fish</td>
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<tr>
<td>Goldberg Kohn</td>
<td>Osha Bergman Watanabe and Burton*</td>
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<tr>
<td>Hausfeld*</td>
<td>Patterson + Sheridan</td>
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<tr>
<td>Ivins, Phillips &amp; Barker, Chartered*</td>
<td>Reinhart Boerner Van Deuren</td>
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<tr>
<td>Keesal, Young &amp; Logan*</td>
<td>Severson &amp; Werson*</td>
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<tr>
<td>Koley Jessen</td>
<td>Starnes Davis Florie</td>
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<tr>
<td>Marshall, Gerstein &amp; Borun*</td>
<td>Summit Law Group*</td>
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<td>McAndrews, Held &amp; Malloy*</td>
<td>The Cook Group*</td>
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<tr>
<td>McDowell Hetherington</td>
<td>Wilkinson Barker Knauer*</td>
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<td>Merchant &amp; Gould*</td>
<td>ZwillGen*</td>
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<tr>
<td>Meunier Carlin and Curfman*</td>
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Participating for 1-2 Years

Aronberg Goldgehn
Barack Ferrazzano Kirschbaum & Nagelberg*
Bose McKinney & Evans
Brouse McDowell
Brown & Connery
Brown & James
Burke, Williams & Sorensen*
Bush Seyferth*
Chamberlain, Hrdlicka, White, Williams & Aughtry*
Cowan, Liebowitz & Latman*
Erise
Frantz Ward
Friedman Kaplan Seiler Adelman & Robbins*
Gould & Ratner
Grant & Eisenhofer
Harter Secrest & Emery
Haug Partners*
Hawkins Parnell & Young
Hillis Clark Martin & Peterson
Hirschler
Hooper, Lundy & Bookman
Keating Muething & Klekamp*
Kegler Brown Hill & Ritter Co.

Keker, Van Nest & Peters*
Keller and Heckman
Kelley Jansons McGowan Spinelli Hanna & Reber
Kitch Law Firm
Klinedinst
Levenfeld Pearlstein
Liskow
Loopstra Nixon
Martin Clearwater & Bell*
McBrayer*
McGrath North Mullin & Kratz*
McKool Smith
McLane Middleton, Professional Association
Morrison Cohen
Nilan Johnson Lewis*
Pearne & Gordon
Porter Hedges
Porzio, Bromberg & Newman
Robbins Schwartz*
Rutan & Tucker
Sherman & Howard
Ulmer & Berne
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.