



More Than 60 Legal Departments Achieve Mansfield Certification, Continuing the Push for More Diverse Leadership

– Commitment to Opening the Door Wider to Boost Inclusivity in Legal Department and Outside Counsel Leadership Persists Despite Market Headwinds –

SAN FRANCISCO (November 29, 2023) – [Diversity Lab](#) announced today that more than 60 legal departments have achieved 2023 Mansfield Certification. Designed by Diversity Lab, this structured certification process helps ensure that everyone has a fair and equal opportunity to advance into leadership in legal departments and on their outside counsel teams.

To achieve certification, these legal departments implemented a behavioral science and data-driven approach to expanding the pool of qualified talent considered for leadership that included at least 50% historically underrepresented individuals, such as women lawyers, racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities. In addition, to add transparency to advancement pathways, certified legal departments documented and published criteria for senior-level roles.

Through the Mansfield framework, the certified legal departments partnered with law firms by considering a broad slate of outside counsel to lead new matters. They also connected with hundreds of newly promoted partners from Mansfield Certified law firms through participation in the annual Mansfield Client Forum with knowledge sharing and relationship-building opportunities.

[Mansfield's methodology](#), which has proven to build more diverse leadership teams, is rooted in changes to systems and processes, not exclusivity or discrimination. Instead of instilling quotas, set-asides, or requirements unrelated to an individual's qualifications, Mansfield ensures that opportunities for advancement are inclusive by broadening talent pools. As part of the certification process, these legal departments have worked hard to track their talent pipelines and enhance the transparency of their leadership roles and advancement processes, which benefits everyone. The certified legal departments' progress is illustrated through the following data points:

- 91% track internal talent pools for discretionary high-visibility opportunities
- 75% track internal talent pools for promotions
- 60% track outside counsel team leadership for new matters with law firms
- 86% have transparent internal job responsibilities
- 84% have transparent internal advancement processes

"The commitment of these legal departments to open the door wider, not just internally, but for outside counsel, is truly inspiring. And it creates a virtuous cycle, one where legal departments and law firms are

working together to make the legal field more inclusive,” said Valerie Portillo, Diversity Lab’s Director of Legal Department & Law Firm Integration.

“Leaders in these legal departments are in the rooms where important decisions are made, so it’s critical that they reflect the diversity of our workforces and society,” said Caren Ulrich Stacy, CEO of Diversity Lab. “The Mansfield Certified legal departments are truly committed to inclusivity and equity as seen by their desire to carry on in the face of market challenges and other headwinds. Not one department backed out of its commitment to Mansfield in the face of recent anti-DEI rhetoric and litigation. These legal department leaders deserve praise and respect for taking these actions to ensure they have the best and most diverse legal teams to drive organizational growth and sustainability.”

Nearly a third of participating legal teams opted into “Mansfield Certification Plus,” a designation reserved for legal departments that voluntarily measure the outcomes of their inclusive processes and have achieved positive results.

Join Diversity Lab in congratulating the 2023 Mansfield Certified legal departments listed below. These teams have demonstrated their commitment to learning together, working together, and creating a more inclusive legal profession together.

2023 Certified Legal Departments

**Indicates that the legal department achieved Certification Plus*

Accenture	DaVita*
ADP	Deckers Brands
Amtrak*	Delta Dental of California
Arconic Corporation	Discover Financial Services*
Arizona Diamondbacks	Eaton
Advocate Health, Inc.	Ethos Technologies
Axiom	F.N.B. Corporation
BASF*	Gap Inc.*
Bloomberg	Gilead Sciences*
Bloomin' Brands	HP Inc.*
BNP Paribas	Illinois Tool Works
Boston Medical Center Health System*	Lincoln Financial Group
Bridgestone Americas*	Mortenson
Bucks County Law Department*	McDonald's Corporation*
CareVet*	Memorial Sloan Kettering Cancer Center*
CDW*	Moffitt Cancer Center*
CEVA Logistics	MSA Safety
Children’s Hospital of Philadelphia	Nokia
Chime	Owens Corning
CHRISTUS Health*	Paramount Global
CN	PNC Bank
Conagra Brands*	Regions Bank
Consolidated Edison	RELX
Corning Incorporated	Rice University*
Cruise	SCIEX

Scoular
Sunrun
SurveyMonkey
Teva Pharmaceuticals
The Goodyear Tire & Rubber Company
The Hartford

Union Pacific Railroad
United Airlines*
United States Steel Corporation
U.S. Bank*
US Foods
Walgreen Co.*
Zendesk*

"Mansfield gave our small legal department a structured way to partner with our internal People & Culture team and become more intentional in our commitment to diversity, equity, inclusion, and belonging. We are excited to build on what we've started!" – Krishna Walker, Chief Legal and Corporate Affairs Officer, CareVet

"Mansfield not only helps us reconsider and reevaluate our internal processes, it also connects us with up-and-coming lawyers at outside counsel firms we're excited to work with. Mansfield brings us into a community we're proud to be part of." – Jim Chosy, Senior Executive Vice President and General Counsel, U.S. Bank

"The Mansfield methodology opened our eyes to the importance of bringing a structured, process-driven approach to our diversity initiatives. With better metrics and a more rigorous Mansfield-style framework, we are more confident than ever that our diversity and inclusion efforts are built for long-term success." – Chris Nicastro, Executive Vice President and Chief Legal Officer, Bridgestone Americas

"Our participation in Mansfield has helped us incorporate more inclusive hiring, promotion, and spending practices within our department. This intentional approach is helping to create a more equitable future within our team and has brought us into a community we're proud to be part of." – Kate Golden, General Counsel, Mortenson

"Mansfield gave us the opportunity to become more intentional in our commitment to diversity, and this is just the start. We expect to continue to grow and develop our inclusion efforts." – Desiree Ralls-Morrison, Executive Vice President, General Counsel and Corporate Secretary, McDonald's Corporation

"MSA Safety is a purpose-driven company focused on one mission: protecting the health and safety of workers around the world. Given this focus, having a diverse workforce is critical to our ability to understand customer needs and fulfill that mission. Participating in Mansfield was instrumental in helping our legal team enhance its own internal processes for talent development and outside counsel selection, in a way that furthers MSA's commitment to diversity, equity, and inclusion." – Rick Roda, Vice President, Secretary and Chief Legal Officer, MSA Safety

"The Goodyear Law Department is committed to bringing increased transparency and accountability to everyday practices and diversity and inclusion initiatives, and our Mansfield Rule participation is central to this work. It has resulted in enhanced processes and best practices that will continue to inform our efforts to attract, retain and promote diverse Legal talent at Goodyear and within our outside counsel partner firms." – David Phillips, Senior Vice President and General Counsel, The Goodyear Tire & Rubber Company

"Mansfield gave us a framework for our inclusion efforts. We are more thoughtful about our goals and will continue to bring this intentionality to our commitment to equity and inclusion." – Kelly Lefferts, Executive Vice President, Chief Legal Officer and Secretary, Bloomin' Brands

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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.