

# US Federal Court Affirms Mansfield Aligns with Anti-Discrimination Laws

On Friday, May 2, 2025, US District Court Judge Beryl Howell ruled that the entire [Executive Order targeting Perkins Coie](#) was unconstitutional. As we celebrated this finding, we were also heartened to note that Mansfield was discussed favorably on pages 58-59. We are deeply gratified to have a Federal Court affirming the goals of the Mansfield Rule and this community's collective pursuit of equal opportunity.

Though Mansfield was not at issue in the suit, we appreciate that the Court took the time to understand and explain how Mansfield functions and resoundingly affirmed that it's fully aligned with anti-discrimination laws. In the opinion:

- The Court confirmed what Diversity Lab and the Mansfield community have known from the start: *"the Mansfield Rule expressly does not establish any hiring quotas or other illegally discriminatory practices, requiring only that participating law firms consider attorneys from diverse backgrounds for certain positions."*
- The Court also further recognized the merit-based nature of the Mansfield Rule, noting that *"the principle underlying such programs is that negative biases against qualified underrepresented lawyers, due to their race, sex, gender identity, disability or ethnicity, reduce their likelihood of being selected as frequently to interview for positions for which they are qualified, but when firms consider more underrepresented talent on their own individual merit and not disadvantaged for the traits 'unrelated to them as individuals,' firms tend to hire more of these individuals on their own merit."*

This is precisely how Mansfield is intended to work. As Andrea Lucas, EEOC Acting Chair, said recently in [her own words](#)—employers should *"aim for equal opportunity by widening the pool of potential applicants."* Casting a wider net—systematically and as part of a supportive community—helps ensure that all talent has a fair chance to be considered based on merit.

We remain committed to moving forward with these impactful, lawful efforts. Recognizing that this opinion is a key milestone in an ongoing legal journey, we are pleased that the Court affirmed that Mansfield is lawful and aligned with anti-discrimination laws.

We proudly stand with organizations like Perkins Coie and hundreds of others that are committed to advancing inclusive talent practices and upholding the rule of law in the UK, US and Canada. We hope the Mansfield community takes pride in this recognition of our shared pursuit of fairness and justice!

Diversity Lab is here to support your organization as you continue the important work of building inclusive cultures where everyone can thrive.