

70+ Midsize Law Firms Announced as Mansfield Certified

– Midsize Mansfield Now Includes More Than 140 Firms with Certified Firms Announced Today and Second Certification Cohort In Progress –

SAN FRANCISCO (May 23, 2023) — [Diversity Lab](#) announced today that more than 70 law firms have achieved Midsize Mansfield Certification. These midsize firms, typically ranging from 25 to 150 lawyers, have completed a rigorous 18-month collaboration with Diversity Lab — from September 2021 to March 2023 — to track, measure, and achieve diversity in leadership.

To build upon the [early successes](#) of the original Mansfield Rule designed in 2017 for larger law firms, the Midsize Mansfield Certification was tailored and launched in 2020 for firms with fewer than 150 lawyers that have smaller footprints, less formal leadership structures, and fewer hiring and leadership selections. Following similar principles, the certification measures whether midsize firms have considered at least 30% women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitches, lateral lawyer hiring, and more. And while working to achieve these benchmarks, the certified midsize firms also embedded transparency in their advancement processes through written leadership role descriptions and clearly defined pathways to leadership.

Nearly one-half of the Certified Midsize Mansfield firms have also achieved Certification “Plus” status, which indicates that in addition to the *consideration* and *transparency* requirements, the firms have successfully *achieved* 30% diverse representation in current leadership roles and pipeline activities.

"All of the certified firms stepped up as trailblazers to create more diverse and inclusive leaderships in the midsize firm sector," said Alyssa Jarvis, Senior Manager of Mansfield at Diversity Lab. "Despite launching this change-management effort during a global pandemic among other marketplace disruptions, these firms were not deterred from tackling challenging talent systems changes to increase diversity in their firms and the profession. This is a truly committed group of firms and leaders who see the value in measuring what matters."

These certified firms – along with a second cohort of 65+ midsize firms currently in the midst of their certification cycle (listed [here](#)) – are all now tracking and measuring their leadership pipelines and ensuring that their processes for advancement are transparent. Without these tracking mechanisms in place, firms lack the knowledge needed to evaluate if their advancement processes and decisions are inclusive and equitable. Several data points and firm quotes illustrate the outcomes, including:

- Prior to adopting Mansfield, less than one-quarter of participating midsize firms tracked who was considered for equity partner promotions or open lateral lawyer roles.
- Pre-Mansfield, even fewer firms – only 15% – tracked who was considered for leadership such as practice group leaders, office heads, and C-suite roles.

- Less than one-half of participating midsize firms had written and transparent job descriptions for leadership and governance roles prior to adopting Mansfield; research shows that clear and open disclosure of information, as required by Mansfield, helps out-groups become in-groups and levels the playing field for all talent by writing down the unwritten rules and ensuring that everyone has access.

“Partnering with the Diversity Lab provides a positive roadmap for focusing our DE&I efforts. An unexpected benefit is having the opportunity to connect with other mid-sized firms to share information about DE&I challenges, efforts and successes. We have connected off-line with colleagues at other firms following the Knowledge Sharing Calls and these exchanges and relationships are invaluable as we build a broader network of firms and firm leaders prioritizing their DE&I efforts.”

– Sara Finigan, Managing Partner, Coblenz Patch Duffy & Bass

“While diversity, equity, and inclusion has always been an important tenant at Lightfoot, our inclusion in the second Midsize Mansfield cohort has served to bring our efforts to the next level with more intentional, measurable, and transparent processes that will serve the firm and ultimately, our clients. It has been a pleasure to be part of the Diversity Lab community among other midsize firms that share our commitment to a more equitable legal profession and an honor to be Midsize Mansfield Certified Plus. Progress for Lightfoot means progress for our clients, the law, and each other.”

– Melody Eagan, Managing Partner, Lightfoot Franklin and White

Transparency, accountability, and knowledge sharing are not the only benefits to the Mansfield firms and their lawyers. Firms that successfully certify under the Midsize Mansfield criteria have the opportunity to send their newly promoted underrepresented partners to the Mansfield Client Forums to build relationships with in-house counsel. To date, more than 80 legal departments have contributed to or hosted Client Forums, including Accenture, Bloomberg L.P., Chime, Fannie Mae, Gap Inc., Google, MassMutual, McDonald’s Corporation, Netflix, PayPal, Pfizer, PNC Bank, Starbucks, Takeda Pharmaceuticals, Uber Technologies Inc., US Bank, and Paramount Global. Many of these organizations are also participating in Mansfield for Legal Departments, and are asked to consider a diverse slate of at least 50% underrepresented lawyers when selecting outside counsel.

The recently certified Midsize Mansfield firms are listed below. More details on the second cohort of [participating midsize firms](#) as well as the cohort of [large firms](#) will be announced in September 2023.

2021-2023 Midsize Mansfield Certified Firms

*(*indicates Certification Plus status)*

Baird Holm*	HWG*	Peckar & Abramson
Barton Gilman*	Hartline Barger	Phillips Murrah*
Bressler, Amery & Ross	Higgs Fletcher & Mack	Phillips Nizer*
Burns White	Hinckley Allen	Plunkett Cooney
Cantor Colburn	Hoagland, Longo, Moran, Dunst & Doukas	Prince Lobel

CDF Labor Law*	Hurwitz Fine*	Reichman Jorgensen Lehman & Feldberg*
Coblentz Patch Duffy & Bass	Irwin Fritchie Urquhart Moore & Daniels*	Roig Lawyers*
Collins + Collins*	Jackson Kelly	Sands Anderson
Collins Einhorn Farrell*	Klarquist Sparkman*	Saxe Doernberger & Vita
Cox, Castle & Nicholson*	Lerner David	Schwabe, Williamson & Wyatt*
Davis+Gilbert*	Lewis Thomason	Schwegman Lundberg & Woessner
Degan, Blanchard & Nash*	Lightfoot, Franklin & White*	Shuttleworth & Ingersoll*
Dority & Manning	Marks O'Neill O'Brien Doherty & Kelly	Skarzynski Marick & Black
Farella Braun + Martel*	Maslon*	Smith Anderson*
Finn Dixon & Herling	McDonnell Boehnen Hulbert & Berghoff	Stark & Stark
Fitch Even Tabin & Flannery*	McGinnis Lochridge	Sterne, Kessler, Goldstein & Fox
Foley Mansfield*	McGivney, Kluger, Clark & Intoccia	Swift, Currie, McGhee & Hiers*
Foster Swift Collins & Smith*	McGlinchey Stafford	Tiber Hudson*
Genova Burns*	Meagher & Geer*	Waldon Adelman Castilla Hiestand & Prout
Greensfelder, Hemker & Gale	Messner Reeves*	Walsworth*
Hahn Loeser & Parks	Miller & Chevalier Chartered	Winget, Spadafora & Schwartzberg
Hall Render	Nicolaides Fink Thorpe Michaelides Sullivan*	Wolf Greenfield & Sacks*
Hancock Daniel & Johnson*	O'Hagan Meyer	Wyrick Robbins
Harness IP	Parker Hudson*	

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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 are created through our Hackathons and piloted in collaboration with more than 350 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 details, visit www.diversitylab.com.