

Diversity Mission Statement

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The firm recognizes that the unique experiences, skills and perspectives of attorneys from a variety of backgrounds, including those from different genders, gender identities, races, nationalities, ethnicities, socioeconomic statuses, religious backgrounds, sexual orientations, marital status and physical or mental abilities, strengthen our organization and help us provide the most effective legal representation for our clients. The firm is committed to the recruitment, retention and advancement of lawyers from all backgrounds, and works to foster a diverse and inclusive work environment.

The Committee's mission is to facilitate the fulfillment of the firm's commitment to diversity and inclusion by focusing on the following areas: (A) identification and mitigation of bias; (B) promotion of diversity and fostering of inclusion within the firm; and (C) engagement with the legal community at large regarding matters of diversity and inclusion.

A. Identification and Mitigation of Bias: The Committee broadly defines the term "bias" to mean unfair prejudice regarding any person or group. This includes implicit bias or bias that exists in the absence of malicious intent. While the Committee does not serve as a forum for adjudicating disputes, it will seek to identify and mitigate the harmful effects of bias by:

- i. serving as a resource for any attorney seeking information relating to bias and/or diversity and inclusion;
- ii. providing guidance and recommendations regarding firm policies or practices to help mitigate bias and improve diversity and inclusion in the workplace;
- iii. engaging experts to provide firm-wide educational opportunities and training programs on issues of diversity, inclusion and bias; and
- iv. providing a forum for the discussion of issues involving diversity, inclusion or bias, and fostering regular and clear communication within the firm regarding such issues.

B. Promotion of Diversity within the Firm: The Committee will support the firm's efforts to attract, retain, and promote the professional development of attorneys of all backgrounds by actively creating relationship-building, targeted mentorship, and networking opportunities for diverse attorneys.

C. Engaging with the Legal Community: The Committee will facilitate the firm's engagement with the legal community at large regarding matters of diversity and inclusion by facilitating and supporting attorney participation in programs, forums and discussions relating to such issues.

Diversity Lab's Midsize Mansfield Rule

As part of our goal to sustain a diverse and inclusive environment, the Firm participates in the Midsize Law Firm Mansfield Rule certification program.

Mansfield is a year-long structured certification process designed to ensure all qualified talent at participating law firms have a fair and equal opportunity to be considered for advancement into leadership roles. The focus is on "opening the door wider" and ensuring that opportunities for advancement are transparent and inclusive for everyone. Mansfield expands opportunities, fostering growth without imposing limitations. As Mansfield's certification criteria grow increasingly challenging each year, we have consistently recommitted to the core principles of transparency, accountability, and knowledge sharing, including:

- Contributing to monthly group knowledge-sharing meetings and attending expert-led legal workshops to ensure the lawful implementation of Mansfield's principles.
- Drafting and making advancement processes and leadership role descriptions transparent and accessible to all lawyers.
- Broadening the pool of talent considered for dozens of leadership roles and activities, with at least 30% of the lawyers considered consisting of underrepresented lawyers across 75% of opportunities.
- Engaging in individual firm check-ins at the six-month mark (even more frequently for new firms) to support the adoption of legal and effective processes.
- Submitting certification data, transparent processes, and a signed affirmation from the managing partner at the end of each certification year.

In addition, more than half of the 360+ law firms opted into "Mansfield Certification Plus" this year, a designation reserved for firms that voluntarily report the outcomes of their inclusive processes. This data-driven process has transformed how many participating firms operate. Before Mansfield, fewer than half had transparent leadership job descriptions or advancement processes and less than a quarter tracked the diversity of their leadership pipelines. Mansfield's framework has introduced greater transparency and accountability, which has produced striking results:

- Over 75% of the firms have significantly increased diversity in client pitch teams, lateral partner hires, and equity partner promotions.
- Firms with five or more years of Mansfield Certification have doubled the racial and ethnic diversity in their management committees.
- Mansfield Certified firms lead the way with a 41% growth rate in underrepresented racial and ethnic equity partners, compared to just 16% at non-Mansfield firms.
- The number of women equity partners at Mansfield Certified firms is growing at nearly three times the rate of non-Mansfield firms (20% vs. 7% growth rate).

We are proud to announce that our firm is reaffirming its commitment to Mansfield Certification for 2024–2025.

Since joining Mansfield in 2023 we have been working hard to increase the transparency and accessibility of our advancement processes, and to open the door wider to ensure that all talent at our firm has a transparent, fair, and equal opportunity to be considered for leadership roles and activities. This is for the benefit of our talent and our clients. Data shows that firms that remain committed and accountable to the Mansfield Certification process year-over-year are making substantial progress in creating inclusive talent practices and diversifying their leadership ranks. We have experienced positive progress at our firm since we joined Mansfield, and we remain committed to taking measurable actions to ensure that our processes are — and remain — inclusive.

We are excited to continue to be part of the Mansfield community, which is now 365+ firms strong — the largest cohort to date.



Mansfield Rule
Participating Law Firm
2024–2025

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About CLM-Women

CLM-Women (CLM-W) addresses issues of importance to female attorneys at the firm and actively supports the firm's goals to retain, develop and advance women at all stages of their careers. The group organizes networking and business development events, studies and discusses firm policies that promote gender equality and work-life integration, and provides informal mentoring opportunities between its members. Chaired by the firm's Managing Partner, Judith Wallace, the group includes attorneys from every department at the firm.

