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Mansfield Rule Expands To UK, Adds Nearly 50 New Firms

By **Kevin Penton**

Law360 (June 28, 2021, 4:43 PM EDT) -- Squire Patton Boggs LLP, Honigman LLP and Debevoise & Plimpton LLP are among the nearly 50 new firms that have signed up for the next certification cycle for Diversity Lab's Mansfield Rule, which aims to increase the number of lawyers from historically underrepresented groups.

More than 160 large law firms plan to participate in the certification cycle that begins on July 15, with 12 firms — including Dechert, DLA Piper and Hogan Lovells — also planning to be a part of the inaugural version of the Mansfield Rule in the United Kingdom, Diversity Lab announced on Monday.

For a participating firm to achieve Mansfield Rule certification, at least 30% of its leadership candidates must be from historically underrepresented groups, including women, attorneys of color, LGBTQ lawyers and attorneys with disabilities.

To achieve Mansfield Certification Plus — which requires that at least 30% of their attorneys in several categories be from historically underrepresented groups — firms must now commit to publishing their partner compensation criteria and processes, according to the organization.

"We're excited to be working with firms to shed more light on partner compensation practices, the holy grail of inclusion and equity," said Natalia Marulanda, Diversity Lab's Mansfield Rule manager, in a statement on Monday.

Firms that completed the first two yearlong Mansfield Rule cycles — from 2017 to 2018, and 2018 to 2019 — enhanced the racial and ethnic diversity of their management committees at more than 30 times the rate of similarly sized firms that did not opt into the Mansfield Rule, the organization announced in **April**.

Since 2017, the Mansfield Rule — named after Arabella Mansfield, the first woman admitted to the practice of law in the United States, in 1869 — has challenged firms to increase their diversity and inclusion efforts. The project grew from about 40 participating firms in 2017 to 117 for its fourth version, which started last July.

--Additional reporting by Michele Gorman. Editing by Peter Rozovsky.

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