

Media Contact:
Caren Ulrich Stacy
caren@diversitylab.com



More Law Firms Than Ever Before Commit to Mansfield Certification Process

Despite DEI headwinds, 365+ law firms remain committed to inclusive talent practices that boost diversity in leadership through Mansfield’s science and data-driven processes

SAN FRANCISCO (August 14, 2024) — Diversity Lab is proud to announce that more law firms have committed to the Mansfield Certification process than at any point in its history. Nearly all of the firms seeking Mansfield Certification in 2023–24 have renewed their commitment and 19 new firms have joined for the next 2024–25 period, which runs from July 2024 to July 2025. Mansfield is now 365+ firms strong, an indication that the legal profession remains dedicated to its values and commitment to fair and inclusive talent practices.

Mansfield is a year-long structured certification process designed to ensure all qualified talent at participating law firms has a transparent, fair, and equal opportunity to be considered for advancement into leadership. The focus is on opening the door wider and ensuring that opportunities for advancement are inclusive for everyone. Mansfield broadens and expands opportunities; it doesn’t limit or decrease them.

Mansfield launched in 2017 with nearly 35 firms. Today, almost all of these inaugural firms are continuing to pursue certification, even as the parameters and requirements grow increasingly more challenging to implement. Data shows that firms that stay committed and accountable to the Mansfield Certification process year-over-year are making [substantial progress](#) in diversifying their leadership.

“White & Case was one of the first firms to adopt Mansfield’s principles in 2017. We remain committed to the principles because a transparent and equitable approach to creating leadership opportunities for everyone benefits our talent and our clients and is an important contributor to our success,” said Heather McDevitt, Chair at White & Case.

Each year, firms are asked to recommit to the principles of transparency, accountability, and knowledge sharing that are required through the certification process. Mansfield supports participating firms by providing the structure and guidance needed to build and maintain transparent processes, open the door wider for all talent, and connect and collaborate with each other to exchange best practices.

This year-over-year commitment to Mansfield is evident in the 2024–25 Certification cohort:

- 99% of large US and Canadian firms renewed from the prior Certification period, and three new firms joined;
- 93% of midsize US and Canadian firms renewed, and 14 new firms joined; and
- 100% of UK firms renewed, and two new firms joined.

Many of the industry’s most prominent law firms are represented in the 365+ firms participating in the 2024–25 Mansfield Certification period, including 83% of the Am Law 100.

To maintain its effectiveness at diversifying leadership over time, the standards for Certification continue to evolve based on data-backed insights. This year, 110 of the 365+ participating firms have expressed interest in piloting potential future additions to Mansfield’s parameters. The Next Gen Pilot asks firms to implement additional tracking and leadership pathway elements — including client credit recognition and relationship partner succession planning — designed to ensure all lawyers have fair and equal opportunities. The goal is to apply lessons learned from the pilot to future iterations of Mansfield.

“We are experiencing firsthand that law firm leaders don’t just say they value DEI, they are taking measurable actions to ensure leadership opportunities are more inclusive. They are opening the door wider,” said Alyssa Jarvis, Director of Mansfield & Strategic Innovations at Diversity Lab.

“We are proud to be part of the growing list of law firms demonstrating their commitment to inclusivity and talent retention through actions that have a proven track record. Adopting Mansfield reflects Sidley’s confidence in our Built to Win programs developed to ensure our attorneys have the opportunity for success and advancement that our clients expect from us,” said Yvette Ostolaza, Sidley’s Management Committee Chair. Mike Schmidtberger, Sidley’s Executive Committee Chair, added, “We share the Mansfield Certification goal of ensuring fair and equal opportunity for all lawyers. It aligns with Sidley’s mission to attract outstanding lawyers who reflect the global marketplace and the communities that we serve, and to help them reach their full potential.”

The US, Canada, and UK large and midsize law firms seeking Mansfield Certification in 2024–25 are listed below. Firms from this group that achieve Certification after the rigorous year-long process will be announced in Fall 2025. *(Please note: Firms participating in the 2023-24 cohort that recently achieved Certification will be announced in September/October 2024.)*

True Trailblazers – Firms That Have Achieved Certification & Remained Committed for 7-8 Years
(Adopted Mansfield in 2017–2018 and 2018–2019; Initial Launch with Large Firms in 2017):

ArentFox Schiff	Faegre Drinker Biddle & Reath	Morris, Manning & Martin
Arnold & Porter	Fasken	Morrison Foerster
Baker Botts	Fenwick & West	Munger, Tolles & Olson
Baker McKenzie	Finnegan, Henderson, Farabow, Garrett & Dunner	Neal Gerber Eisenberg
BCLP (US)	Fish & Richardson	Nixon Peabody
Beveridge & Diamond	Goodwin Procter	Norton Rose Fulbright
Blank Rome	Goulston & Storrs	Orrick, Herrington & Sutcliffe
Brownstein Hyatt Farber Schreck	Hogan Lovells	Reed Smith
Buchanan Ingersoll & Rooney	Holland & Hart	Saul Ewing
Clifford Chance (US)	Holland & Knight	Seyfarth Shaw
Cooley	Husch Blackwell	Sheppard Mullin
Covington & Burling	Jenner & Block	Stoel Rives
Crowell & Moring	Katten Muchin Rosenman	Troutman Pepper Hamilton Sanders
Day Pitney	Kaufman Dolowich	White & Case

Dechert	Latham & Watkins	WilmerHale
Dentons US	Littler	Wilson Sonsini
DLA Piper	McDermott Will & Emery	Winston & Strawn
Dorsey & Whitney	Miller, Canfield, Paddock and Stone	Womble Bond Dickinson US
Eversheds Sutherland	Morgan, Lewis & Bockius	

Early Adopters – Firms That Have Achieved Certification & Remained Committed for 5-6 Years
(Adopted Mansfield in 2019–2020 and 2020–2021; Initial Launch with Midsize Firms in 2020):

A&O Shearman	Haynes Boone	Pillsbury
Akin	Hunton Andrews Kurth	Polsinelli
Archer & Greiner	Ice Miller	Porter Wright Morris & Arthur
Baker, Donelson, Bearman, Caldwell & Berkowitz	Ivins, Phillips & Barker	Procopio, Cory Hargreaves & Savitch
Ballard Spahr	Jackson Lewis	Robins Kaplan
Boies Schiller Flexner	K&L Gates	Robinson+Cole
Bricker Graydon	Kean Miller	Severson & Werson
Brown Rudnick	Koley Jessen	Shipman & Goodwin
Chapman and Cutler	Lane Powell	Skadden, Arps, Slate, Meagher & Flom
Clyde & Co	Locke Lord	Stinson
Cozen O'Connor	Marshall, Gerstein & Borun	Stoll Keenon Ogden
Davis Wright Tremaine	Mayer Brown	Stradley Ronon Stevens & Young
Dentons Canada	McAndrews, Held, & Malloy	Summit Law Group
Dinsmore & Shohl	McDowell Hetherington	Taft
Drew Eckl & Farnham	McGuireWoods	The Cook Group
Duane Morris	Merchant & Gould	Thompson Coburn
Fisher Phillips	Meunier Carlin & Curfman	Thompson Hine
Foley Hoag	MG+M The Law Firm	Tucker Ellis
Fredrikson & Byron	Miller Nash	Vinson & Elkins
Freshfields Bruckhaus Deringer US	Much Shelist	Vorys, Sater, Seymour and Pease
Frost Brown Todd	Nutter McClennen and Fish	Wilkinson Barker Knauer
Goldberg Kohn	Patterson + Sheridan	Williams & Connolly
Greenberg Traurig	Patterson Belknap Webb & Tyler	ZwillGen
Hanson Bridgett	Paul Hastings	
Hausfeld	Perkins Coie	

Trendsetters – Firms That Have Achieved Certification & Remained Committed for 2-4 Years

(Adopted Mansfield in 2021–2022 and 2022–2023; Initial Launch with UK Firms in 2021):

A&O Shearman (UK)	Gould & Ratner	Miller & Chevalier
Adams and Reese	Gowling WLG (UK)	Mintz
Alston & Bird	Grant & Eisenhofer	Morrison Cohen
Armstrong Teasdale	Greenspoon Marder	Nelson Mullins Riley and Scarborough
Aronberg Goldgehn	Hahn Loeser & Parks	Ogletree Deakins
Baird Holm	Hall Render	O'Hagan Meyer
BakerHostetler	Hancock Daniel and Johnson	Parker Poe Adams & Bernstein
Barack Ferrazzano Kirschbaum & Nagelberg	Harness IP	Parker, Hudson, Rainer & Dobbs
Barnes & Thornburg	Harter Secrest & Emery	Paul, Weiss, Rifkind, Wharton & Garrison
Bass, Berry & Sims	Hartline Barger	Phelps Dunbar
BCLP (UK)	Haug Partners	Phillips Murrah
Benesch	Hawkins Parnell & Young	Phillips Nizer
Bird & Bird (UK)	Higgs, Fletcher & Mack	Plunkett Cooney
Bodman	Hillis Clark Martin & Peterson	Porter Hedges
Bradley Arant Boult Cummings	Hinckley Allen	Porzio Bromberg & Newman
Bressler Amery & Ross	Hinshaw & Culbertson	Prince Lobel
Brown & James	Hirschler	Pryor Cashman
Buchalter	Hoagland, Longo, Moran, Dunst & Doukas	Quarles & Brady
Burke, Williams & Sorensen	Hogan Lovells (UK)	Reed Smith (UK)
Burr & Forman	Honigman	Reinhart Boerner Van Deuren
Butler Snow	Hooper, Lundy & Bookman	Robbins Schwartz
Calfee, Halter & Griswold	HWG	Robinson Bradshaw
Cassels Brock & Blackwell	Jackson Walker	Roetzel & Andress
CDF Labor Law	Jones Walker	Roig Lawyers
Chamberlain Hrdlicka	Keating Muething & Klekamp	Rutan & Tucker
Clark Hill	Kegler Brown Hill & Ritter	Sandberg Phoenix & von Gontard
Cleary Gottlieb Steen & Hamilton	Keker, Van Nest & Peters	Sands Anderson
Clifford Chance (UK)	Keller and Heckman	Saxe, Doernberger & Vita
Clyde & Co (UK)	Kennedys (US and UK)	Schwabe, Williamson and Wyatt
Coblentz Patch Duffy & Bass	Kitch Attorneys & Counselors	Sherman & Howard
Collins + Collins	Klarquist Sparkman	Shook, Hardy & Bacon

Connell Foley	Klinedinst	Skarzynski Marick & Black
Constangy, Brooks, Smith & Prophete	Kramer Levin Naftalis & Frankel	Smith Anderson
Cooley (UK)	Lathrop GPM	Squire Patton Boggs
Cowan, Liebowitz & Latman	Levenfeld Pearlstein	Stark & Stark
Cox, Castle & Nicholson	Lewis Brisbois Bisgaard & Smith	Steptoe LLP
Davis Polk & Wardwell	Lewis Roca	Steptoe & Johnson PLLC
Davis+Gilbert	Lightfoot, Franklin & White	Sterne, Kessler, Goldstein & Fox
Debevoise & Plimpton	Linklaters (US)	Sullivan & Cromwell
Dechert (UK)	Liskow	Sullivan & Worcester
Degan, Blanchard & Nash	Loeb & Loeb	Swift, Currie, McGhee & Hiers
DLA Piper (UK)	Loopstra Nixon	Taylor Wessing (UK)
Dority & Manning	Manatt, Phelps & Phillips	Thompsons Solicitors (UK)
Dykema Gossett	Martin Clearwater & Bell	Tiber Hudson
Epstein Becker & Green	Maslon	UB Greensfelder
Erise IP	Mayer Brown (UK)	Varnum
Farella Braun + Martel	Maynard Nexsen	Vedder Price
Finn Dixon & Herling	McDermott Will & Emery (UK)	Venable
Fitch, Even, Tabin & Flannery	McDonnell Boehnen Hulbert & Berghoff	Waldon Adelman Castilla McNamara & Prout
Foley Mansfield	McGinnis Lochridge	Walsworth
Foster Swift Collins & Smith	McGivney, Kluger, Clark & Intoccia	Weil, Gotshal & Manges
Fox Rothschild	McGlinchey Stafford	Wiggin and Dana
Frantz Ward	McGrath North Mullin and Kratz	Willkie Farr & Gallagher
Freshfields Bruckhaus Deringer (UK)	McKool Smith	Wilson Elser
Fried Frank	McLane Middleton	Winget, Spadafora & Schwartzberg
Friedman Kaplan Seiler Adelman & Robbins	Meagher + Geer	Wolf, Greenfield and Sacks
Gibbons	Messner Reeves	Womble Bond Dickinson (UK)
Gibson, Dunn & Crutcher	Milbank	Wyrick Robbins

Recent Adopters – Firms That Joined Mansfield Most Recently (Adopted Mansfield in 2023–2024 and 2024–2025; New Firms Marked With an Asterisk):

Atheria Law	Franklin & Prokopik	Nossaman
Axinn, Veltrop & Harkrider	Galloway, Johnson, Tompkins, Burr & Smith*	Redgrave*
Bilzin Sumberg*	Gilbert	Reilly McDevitt and Henrich
Blue Williams	Glenn Agre Bergman & Fuentes	Rogers Joseph O'Donnell*
Bose McKinney & Evans*	Goodwin Procter (UK)	Segal McCambridge Singer and Mahoney
Burns White*	Gordon Rees Scully Mansukhani	Sheridan Ross*
Cadwalader, Wickersham & Taft	Gowling WLG (Canada)	Shumaker, Loop & Kendrick
Caplin & Drysdale	Groombridge, Wu, Baughman & Stone	Sidley Austin*
Carter Ledyard & Milburn	Hall & Evans*	Smith Gambrell Russell*
Chartwell Law	Hecker Fink*	Spencer Fane*
Chiesa Shahinian & Giantomasi	Heidell, Pittoni, Murphy & Bach*	Spilman Thomas & Battle
Christian & Small	Hill Wallack	Stites & Harbison
Cohen & Gresser	Kaufman Borgeest & Ryan*	Stradling Yocca Carlson & Rauth
Cole Schotz	Lee & Hayes	Swanson, Martin & Bell
Dawda Mann*	Linklaters (UK)	Tyson & Mendes
F3 Law	Lynn Pinker Hurst & Schwegmann*	Warner Norcross + Judd
Fahey Schultz Burzych Rhodes	Maron Marvel	Willkie Farr & Gallagher (UK)*
Fennemore	McCalla Raymer Leibert Pierce	Winthrop & Weinstine
Fletcher Yoder	McCarter & English	Wise Carter Child & Caraway
Foster Garvey*	Moore & Van Allen	Withersworldwide (US & UK)
Fox Swibel Levin & Carroll	Munsch Hardt Kopf & Harr	

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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 everyone.

Our Impact: Inclusion is the goal, greater diversity — in leadership and beyond — is the outcome.