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20+ UK Law Firms Uphold Their Commitment to Making Leadership Inclusive and Achieve Mansfield UK Certification

UK law firms earn Mansfield Certification by successfully creating more inclusive processes to increase diversity in firm leadership.

SAN FRANCISCO (2 October 2024) — [Diversity Lab](#) announced today that 20+ of the UK’s most influential law firms have achieved Mansfield UK Certification for the 2023–24 period. The [Mansfield framework](#) broadens talent pools and facilitates transparent advancement pathways while ensuring accountability through the annual certification process.

More than 360 law firms across the UK, United States, and Canada have achieved Mansfield Certification this year. All of the participating UK firms have signed on to pursue Certification for 2024–25. Participating Mansfield firms work together to advance Mansfield’s 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 70% 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.

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. It strengthens the selection process by ensuring that firms truly consider the full spectrum of qualified talent available.

More than half of the Mansfield UK firms opted into Mansfield Certification Plus, a designation reserved for firms that voluntarily provide outcomes to Diversity Lab to show the progress of their efforts to broaden leadership talent pools and increase the visibility of their advancement processes.

“Achieving the Mansfield Certification Plus status is a testament to our dedication to creating a workplace where every individual has a fair and equal opportunity to advance. We believe that fostering an inclusive environment not only enriches our firm, but also enhances our ability to serve our clients and communities effectively. Our ongoing participation in the Mansfield initiative reflects our resolve to

lead by example in the legal profession, ensuring that our talent practices are transparent, inclusive, and equitable for all.” – Hervé Ekué, Global Managing Partner at A&O Shearman

“Diversity Lab is honored to serve as a strategic partner to UK firms engaging in Mansfield Certification to support their ongoing efforts to ensure fair distribution of advancement opportunities and development of inclusive leadership teams,” said Kavita Ramakrishnan, Mansfield Rule & Knowledge Sharing Senior Director at Diversity Lab.

Join Diversity Lab in congratulating the 2023–24 Mansfield Certified UK law firms listed below. These firms have demonstrated their dedication to learn together, work together, and create a more inclusive legal profession together.

Certified Mansfield UK Firms

**Indicates Certified firms that achieved Certification Plus Metrics*

A&O Shearman*	DLA Piper*	Mayer Brown
BCLP*	Freshfields*	McDermott Will & Emery
Bird & Bird	Goodwin Procter	Reed Smith*
Clifford Chance*	Gowling WLG	Taylor Wessing*
Clyde & Co*	Hogan Lovells*	Thompsons Solicitors*
Cooley	Kennedys	Withers LLP*
Dechert*	Linklaters*	Womble Bond Dickinson

To see the list of US and Canadian firms that are also Mansfield Certified, please visit [Diversity Lab's website](#).

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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 the entire workforce and society.

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