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More than 360 Law Firms Achieve Mansfield Certification for 2023–24, Marking a Double-Digit Increase in the Push for Leadership Diversity

As other industries backtrack or remain quiet, a record number of newly Mansfield Certified law firms continue to proudly advance inclusive practices and report measurable progress.

SAN FRANCISCO (October 2, 2024) — Over 360 law firms earned [Mansfield Certification](#) for the 2023–24 period, marking a 13% increase from the nearly 320 firms certified the previous year. This accomplishment, along with their public celebration of it, underscores these firms’ steadfast dedication to promoting inclusive and equitable workplaces. Additionally, the majority of these firms, [along with 19 others](#), are already pursuing certification for 2024–25.

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, firms 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).

Recent studies, including the [data analysis published in *The American Lawyer*](#) and the [New York State Bar Association Task Force on Advancing Diversity Report](#), praise Mansfield for its effective and lawful method for enhancing transparency and diversity in leadership.

“Our firm has participated in Mansfield Rule Certification since its inception, and we have made significant strides over the past seven years to create positive change through our internal initiatives and industry partnerships. At Nixon Peabody, we believe that diversity of people, backgrounds, and experience leads to exceptional client service and stronger results for our clients and our firm. We are proud of the progress we have made, and remain committed to our continued efforts to build a more diverse, equitable, and inclusive legal profession.” – *Stephen D. Zubiago, CEO & Managing Partner, Nixon Peabody*

Listed below are the US, Canada, and UK large and midsize law firms that achieved Mansfield Certification in 2023–24. Firms marked with an asterisk also earned the “Certified Plus” designation. Renewing and additional firms that joined for the 2024–25 period can be found [here](#).

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	Little*	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*	Hanson Bridgett*	Paul Hastings*
Akin*	Hausfeld*	Perkins Coie*
Archer & Greiner	Haynes Boone*	Pillsbury*
Bailey & Glasser	Hunton Andrews Kurth	Polsinelli*
Baker, Donelson, Bearman, Caldwell & Berkowitz*	Ice Miller	Porter Wright Morris & Arthur*
Ballard Spahr*	Ivins, Phillips & Barker*	Procopio, Cory, Hargreaves & Savitch*
Boies Schiller Flexner	Jackson Lewis*	Robins Kaplan
Bricker Graydon*	K&L Gates*	Robinson+Cole*
Brooks Kushman*	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 US*	Much Shelist*	Vorys, Sater, Seymour and Pease
Frost Brown Todd*	Nutter McClennen & Fish*	Wilkinson Barker Knauer*
Goldberg Kohn	Patterson + Sheridan	Williams & Connolly*
Greenberg Traurig*	Patterson Belknap Webb & Tyler	ZwillGen*

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)*	Grant & Eisenhofer	Miller & Chevalier
Adams and Reese	Greenspoon Marder	Mintz
Alston & Bird	Hahn Loeser & Parks*	Morrison Cohen
Armstrong Teasdale	Hall Render	Nelson Mullins Riley & Scarborough
Aronberg Goldgehn	Hancock Daniel & Johnson*	O’Hagan Meyer
Baird Holm*	Harness IP	Ogletree Deakins*
BakerHostetler	Harter Secrest & Emery	Parker Poe Adams & Bernstein
Barack Ferrazzano Kirschbaum & Nagelberg*	Hartline Barger*	Parker, Hudson, Rainer & Dobbs*
Barnes & Thornburg*	Haug Partners*	Paul, Weiss, Rifkind, Wharton & Garrison
Bass, Berry & Sims	Hawkins Parnell & Young	Pearne & Gordon
BCLP (UK)*	Higgs, Fletcher & Mack	Phelps Dunbar
Benesch	Hillis Clark Martin & Peterson	Phillips Murrah
Bird & Bird (UK)	Hinckley Allen	Phillips Nizer*
Bodman*	Hinshaw & Culbertson	Plunkett Cooney*
Bradley Arant Boult Cummings	Hirschler*	Porter Hedges*
Bressler Amery & Ross	Hoagland, Longo, Moran, Dunst & Doukas	Porzio, Bromberg & Newman
Brown & Connery	Hogan Lovells (UK)*	Prince Lobel
Brown & James	Honigman	Pryor Cashman*
Buchalter	Hooper, Lundy & Bookman	Quarles & Brady
Burke, Williams & Sorensen*	Hurwitz Fine*	Reed Smith (UK)*
Burr & Forman	HWG*	Reichman Jorgensen Lehman & Feldberg*
Butler Snow*	Jackson Kelly	Reinhart Boerner Van Deuren
Calfee, Halter & Griswold	Jackson Walker*	Robbins Schwartz*
Cassels Brock & Blackwell*	Jones Walker	Robinson Bradshaw
CDF Labor Law*	Keating Muething & Klekamp*	Roetzel & Andress
Chamberlain Hrdlicka*	Kegler Brown Hill + Ritter*	Roig Lawyers*

Clark Hill*	Keker, Van Nest & Peters*	Rutan & Tucker
Cleary Gottlieb Steen & Hamilton	Keller and Heckman	Sandberg Phoenix & von Gontard
Clifford Chance (UK)*	Kennedys (US and UK)	Sands Anderson*
Clyde & Co (UK)*	Kitch Attorneys & Counselors	Saxe Doernberger & Vita
Coblentz Patch Duffy & Bass	Klarquist Sparkman*	Schwabe, Williamson & Wyatt*
Collins + Collins*	Klinedinst	Sherman & Howard
Connell Foley	Kramer Levin Naftalis & Frankel	Shook, Hardy & Bacon*
Constangy, Brooks, Smith & Prophete*	Lathrop GPM*	Skarzynski Marick & Black*
Cooley (UK)	Levenfeld Pearlstein*	Smith Anderson*
Cowan, Liebowitz & Latman*	Lewis Brisbois Bisgaard & Smith*	Squire Patton Boggs*
Cox, Castle & Nicholson*	Lewis Roca*	Stark & Stark
Davis Polk & Wardwell	Lewis Thomason*	Steptoe & Johnson PLLC
Davis+Gilbert*	Lightfoot, Franklin & White*	Steptoe LLP*
Debevoise & Plimpton	Linklaters (US)*	Sterne, Kessler, Goldstein & Fox
Dechert (UK)*	Liskow*	Sullivan & Cromwell
Degan, Blanchard & Nash*	Loeb & Loeb	Sullivan & Worcester
DLA Piper (UK)*	Loopstra Nixon*	Swift, Currie, McGhee & Hiers*
Dority & Manning	Manatt, Phelps & Phillips	Taylor Wessing (UK)*
Dykema Gossett*	Martin Clearwater & Bell*	Thompsons Solicitors (UK)*
Epstein Becker & Green*	Maslon*	Tiber Hudson*
Erise IP	Mayer Brown (UK)	UB Greensfelder
Farella Braun + Martel*	Maynard Nexsen	Varnum
Finn Dixon & Herling	McBrayer	Vedder Price
Fitch, Even, Tabin & Flannery*	McDermott Will & Emery (UK)	Venable*
Foley Mansfield*	McDonnell Boehnen Hulbert & Berghoff*	Waldon Adelman Castilla McNamara & Prout
Foster Swift Collins & Smith*	McGinnis Lochridge	Walsworth*
Fox Rothschild	McGivney, Kluger, Clark & Intoccia	Weil, Gotshal & Manges
Frantz Ward	McGlinchey Stafford	Wiggin and Dana*
Freshfields (UK)*	McGrath North Mullin & Kratz*	Willkie Farr & Gallagher*
Fried Frank	McKool Smith	Wilson Elser*

Friedman Kaplan Seiler Adelman & Robbins*	McLane Middleton	Winget, Spadafora & Schwartzberg
Gibbons	Meagher + Geer	Wolf, Greenfield & Sacks*
Gibson, Dunn & Crutcher	Messner Reeves*	Womble Bond Dickinson (UK)
Gould & Ratner	Milbank	Wyrick Robbins*
Gowling WLG (UK)		

Recent Innovators – Firms That Have Achieved Certification Most Recently
(Adopted Mansfield in 2023–2024)

Atheria Law*	Fox Swibel Levin & Carroll	Moore & Van Allen*
Axinn, Veltrop & Harkrider	Franklin & Prokopik*	Munsch Hardt Kopf & Harr
Blue Williams	Gilbert	Nossaman*
Cadwalader, Wickersham & Taft	Glenn Agre Bergman & Fuentes*	Reilly, McDevitt and Henrich
Caplin & Drysdale	Goldberg Segalla	Segal McCambridge Singer and Mahoney
Carter Ledyard & Milburn	Goodwin Procter (UK)	Shumaker, Loop & Kendrick
Chartwell Law	Gordon Rees Scully Mansukhani	Spilman Thomas & Battle
Chiesa Shahinian & Giantomasi	Gowling WLG (Canada)*	Stites & Harbison
Christian & Small*	Groombridge, Wu, Baughman & Stone*	Stradling Yocca Carlson & Rauth
Cohen & Gresser	Hill Wallack*	Swanson, Martin & Bell
Cole Schotz P.C.	Lee & Hayes	Tyson & Mendes
F3 Law	Linklaters (UK)*	Warner Norcross + Judd
Fahey Schultz Burzych Rhodes	Maron Marvel	Winthrop & Weinstine
Fennemore	McCalla Raymer Leibert Pierce	Wise Carter Child & Caraway
Fletcher Yoder	McCarter & English	Withersworldwide (US & UK)*

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