

MANSFIELD RULE 3.0 FAQs



Commitment to Diversity, Inclusion, Equality

Greenberg Traurig is committed to building diverse client service teams by focusing on recruiting, retaining, and promoting women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities. To that end, the firm is participating in the Mansfield Rule 3.0 Certification program, an initiative created by The Diversity Lab. The initiative is designed to help close the gender and diversity gap in the legal profession by requiring participating law firms to consider at least 30 percent women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for promotions, senior level hiring, significant leadership roles, and inclusion on pitch presentation teams.

<p>#1 No. of African American & Latino Attorneys <i>The American Lawyer Diversity Scorecard, 2020</i></p>	<p>#2 No. of LGBT Partners <i>The National Law Journal LGBT Scorecard, 2020</i></p>	<p>#4 No. of Minority Attorneys Overall <i>The American Lawyer Diversity Scorecard, 2020</i></p>	<p>#6 No. of Female Partners <i>The National Law Journal Women's Scorecard, 2020</i></p>
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Q: Does Mansfield 3.0 establish a quota for promotion, leadership, and new business pitch opportunities?

A: No. The rule simply helps highlight qualified diverse lawyers and encourages the firm to build a pipeline of qualified candidates.

Q: To what roles does the rule apply?

A: Global candidates for:

- Office Managing Partners
- Practice Group Leaders
- Executive Committee
- Managing Partner
- Formal Pitch Opportunities

United States candidates for:

- Lateral Partner
- Lateral Mid/Senior-Level Associate
- Partner Promotion

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Q: Who is included in the 30 percent requirement for certification?

A: Women attorneys and/or attorneys who are racially or ethnically diverse and/or LGBTQ+, and/or attorneys with disabilities.

Q: What happens during the program period?

A: Between July 2019 and July 2020, Diversity & Inclusion leaders in the firm worked to establish baseline metrics for assessing and analyzing our talent pipeline. We also created and adopted documentation and tracking norms to measure progress and identify areas for improvement.

Q: What's the point of collecting this data and getting certified?

A: Mansfield Rule Certified firms have unique business opportunities including sending recently promoted diverse partners to client forums where they can build relationships with in-house counsel from legal departments in major U.S. corporations.

A database is also under development to allow in-house counsel who are looking to work with diverse teams to search for law firms that are certified or in the process.

Certification also shows a strong commitment to diversity and inclusion, and we can proudly display this prestigious distinction on our website and in our pitch materials.

Q: Who decides if we get the certification?

A: The Diversity Lab, an incubator for innovation to boost diversity and inclusion in the legal profession administers the program. The original Mansfield Rule was the winning idea in The Diversity Lab's 2016 Women in

Law Hackathon, a pitch competition where private practice and in-house lawyers developed ideas for innovations in diversity and inclusion. The original Mansfield Rule applied only to women attorneys and did not include the pitch team component.

Q: Is the Mansfield Rule really making a difference in improving diversity and inclusion in law firms?

A: Firms that tracked diversity data prior to their adoption of the original Mansfield Rule have reported more diverse pools. The firms in the first pilot and in Mansfield Rule 2.0 also reported significant cultural and procedural changes, including:

- More tracking of diversity statistics
- More formal discussion among firm leaders on broadening the pool of diverse candidates for leadership and partner promotions
- More reporting on diversity trends to firm management committees
- Wider use of job descriptions of firm leadership roles to add transparency to the selection process

Q: Where can I find more information about Mansfield Rule 3.0?

A: The Diversity Lab, the organization administering the Mansfield Rule effort and its website, are great resources: <https://www.diversitylab.com> or you can reach out to your Greenberg Traurig contact or email GTMansfieldRuleTaskForce@gtlaw.com.