



KD Alert: Kaufman Dolowich Commits to Mansfield Rule 2.0 to Support Diversity In Firm Leadership, Promotion & Recruitment

(September 12, 2018, Woodbury, NY) — Kaufman Dolowich & Voluck LLP (KD), a leading national law firm, today announced that the firm is participating in the Mansfield Rule 2.0 certification program to support diversity among its leadership. KD is one of only 65 law firms nationwide to participate in Mansfield 2.0.

The Mansfield Rule certification measures whether law firms have affirmatively considered at least 30 percent women and attorneys of color for leadership and governance roles, equity partner promotions and senior lateral positions. Mansfield 2.0, which runs from July 2018 to July 2019, includes LGBTQ+ lawyers as well as women and attorneys of color as part of the diverse candidate pool. Mansfield 2.0 also measures consideration for roles in client pitch meetings and asks participating firms to make appointment and election processes transparent to all lawyers in the firm.

"We are committed to and always are seeking ways to broaden and enhance the diversity at our firm and believe Mansfield Rule 2.0 is a great benchmark as we continue our efforts to promote, recruit and retain diverse attorneys," said Michael A. Kaufman, co-managing partner of KD. "We value diverse opinions around the table and we know our clients benefit from it."

KD's Women's Initiative brings together women attorneys throughout the firm to exchange ideas, develop and expand business contacts and opportunities, and enhance overall attorney development. KD's Diversity & Inclusion Committee, whose mission is to provide a diverse workforce to better serve clients and the firm, has been working with firm leadership to work under the Mansfield Rule over the past year.

"KD's D&I Committee meets regularly to identify and implement initiatives that promote opportunities for diverse attorneys throughout the firm," said Katherine S. Catlos, managing partner of KD's San Francisco office and co-chair of the KD D&I Committee. "KD's equity partners' and practice group leaders' commitment to follow the Mansfield Rule principles will result in excellent lawyering for our clients, increased engagement among our lawyers, and more business opportunities. This is the right course of travel for our Firm."

"As we pursue Mansfield Certification and reflect on our internal processes for management appointments, lateral hiring and promotions, we will work to ensure those decisions are as transparent and inclusive as possible," said Ivan J. Dolowich, co-managing partner of KD. "Taking this inclusive approach will ensure that we are inviting and considering the broadest field of talent possible as we look to the next generation of firm leaders."