



Certification FAQ

KAUFMAN DOLOWICH VOLUCK



Who is Mansfield?

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. It was one of the winning ideas from the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School. The rule was inspired by the NFL's Rooney Rule, which requires NFL teams to interview at least one minority candidate for head coaching vacancies.



What is the Mansfield Rule?

The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. The Mansfield Rule Certification measures whether law firms have considered at least 30% women, underrepresented racial/ethnic groups, LGBTQ+ lawyers and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.



Where do I go for more information?

The program is administered by Diversity Lab. In addition, the firm has established a Diversity and Inclusion Committee comprised of partners, attorneys, and staff members. Additional information can be found [here](#).



When will the Firm be Certified?

The certification period for Mansfield 6.0 is 12 months (July 15, 2022, to July 14, 2023), to provide sufficient time for the participating firms to take action on hiring, promotion, and leadership transition activities.



Why are we participating?

Kaufman Dolowich recently achieved Mansfield 5.0 Certification (2022) and is proud to have reached four consecutive years of Mansfield Certification since 2019.

We are pleased to share a few measurement outcomes that highlight the firm's commitment and progress towards DE&I efforts during Mansfield Certification periods.

- Diverse Equity Partners increased from 6% to 29%
- Diverse Managing Partners increased from 13% to 39%
- Diverse Associates/Of Counsel increased from 53% to 60%
- Diverse Practice Group Leaders increased from 32% to 46%
- Diverse Attorneys included in Client Pitches increased from 42% to 49%



How do we become certified and how are we tracking these efforts?

Over the course of 12 months, we will track the diversity of our candidate pools for leadership and governance roles, senior-level lateral hiring, and client pitch activity. Participation in Mansfield certification helps us be transparent in our internal governance, track important related metrics, standardize processes and increase transparency, much of which was already happening within the firm.



Mansfield Rule

Boosting Diversity
In Leadership

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