

Haynes and Boone Announces Commitment to Becoming a Mansfield 3.0-Certified Firm

July 17, 2019

Haynes Boone announces its commitment to the Diversity Lab's Mansfield Rule 3.0 Certification program.

Inspired by the NFL's "Rooney Rule," the Mansfield Rule measures whether law firms have affirmatively considered at least 30% women, lawyers of color, lawyers with disabilities, and LGBTQ+ lawyers for the following significant leadership roles and activities in the firm:

- Equity Partner Promotions
- Lateral Partner and Mid/Senior Level Associate Searches
- Practice Group and Office Head Leadership
- Executive Committee and/or Board of Directors
- Partner Promotions/Nominations Committee
- Compensation Committee
- Chairperson and/or Managing Partner
- Formal Pitch Opportunities

The year-long certification program officially began July 15, with the goal of increasing the representation of diverse lawyers in leadership.

"Our involvement in the Mansfield Rule 3.0 program affirms the steps Haynes Boone is taking daily to ensure that historically underrepresented lawyers are increasingly involved in all firm activities," Director of Diversity and Inclusion Jennifer Reddien said. "The firm believes that diverse voices are crucial to the innovation and delivery of our legal services."

To achieve Mansfield Rule 3.0 certification, participating firms must:

1. Consider at least 30% women, lawyers of color, lawyers with disabilities, and/or LGBTQ+ lawyers for 70% or more of the firm's leadership roles, committees, and activities, as defined below, during the review period, which runs July 15, 2019, to July 14, 2020;
2. Complete the three-month, six-month, and annual check-in surveys and data collection requests during the review period; and
3. Engage in community building and knowledge sharing with participating firms (i.e., participate and share knowledge/best practices on at least three "Knowledge Sharing" calls).

For more information about the program, click [here](#).

Haynes Boone is an international corporate law firm with offices in Texas, New York, California, Charlotte, Chicago, Denver, Washington, D.C., London, Mexico City and Shanghai, providing a full spectrum of legal services in energy, technology, financial services and private equity. With more than 550 lawyers, Haynes Boone is ranked among the largest U.S.-based firms by *The National Law Journal*, *The American Lawyer* and *The Lawyer*.