

Haynes and Boone Achieves Mansfield 3.0 Certification, Demonstrating Commitment to Diversity

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Haynes Boone has achieved certification in the Mansfield Rule 3.0 program, which measures whether law firms have affirmatively considered women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, governance roles, equity partner promotions, and inclusion in formal pitches to clients.

Haynes Boone attained the certification after completing the [Diversity Lab's](#) yearlong Mansfield 3.0 certification process. To receive the certification, firms must:

- 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 during the review period (July 15, 2019, to July 14, 2020);
- Complete the three-month, six-month, and annual check-in surveys and data collection requests during the review period; and
- 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).

The Mansfield Rule is designed to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these roles and opportunities. Participating firms are making great strides in diversifying their leadership. Also, 58% of participating firms reported that their lateral partner hiring pool was more diverse following the adoption of Mansfield.

"The Mansfield Certification is a testament to our daily commitment, throughout the firm, to do the necessary work to ensure that we assign client, leadership and professional development in a fair, equitable manner that allows us to further our overall goal of being a market leader in diversity and inclusion," Diversity and Inclusion Director Jennifer Reddien said. "We look forward to continuing our D&I efforts, which are so critical to helping the firm most effectively serve clients."

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 575 lawyers, Haynes Boone is ranked among the largest U.S.-based firms by *The National Law Journal*, *The American Lawyer* and *The Lawyer*. The firm has also been recognized across the board for excellence in the BTI Consulting Group's 2020 "A-Team" report, which identifies the law firms that in-house counsel commend for providing superior client service.