

Haynes Boone Pursues Mansfield 5.0 Certification

June 29, 2021 Taylor Wilson

Haynes Boone is proud to join more than 160 law firms pursuing certification under the latest iteration of the Mansfield Rule, which aims to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for such opportunities.

Now entering its fifth year, the Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at least 30% women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings. The Mansfield Rule 5.0 Certification process launches in July.

In 2020, Haynes Boone attained Mansfield 3.0 certification after completing the Diversity Lab's yearlong process and is currently pursuing Mansfield 4.0 certification. The 4.0-certified firms will be announced later this year.

"The Mansfield Certification is an important indicator of our firm's commitment to being a market leader in diversity, equity and inclusion. By assigning client responsibilities and managing leadership and professional development in a fair and equitable manner, we believe that we can take positive steps toward increasing participation at all levels by historically underrepresented lawyers," said Haynes Boone Managing Partner [Taylor Wilson](#).

To receive the 3.0 and 4.0 certifications, 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 periods.
- Complete the three-month, six-month, and annual check-in surveys and data collection requests during the review period.
- 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).

Recent data shows that the Mansfield Rule is succeeding at its goal. The "early adopter" firms piloting the Mansfield Rule since its 2017 inception have increased the racial and ethnic diversity of their management committees by 30 times the rate of non-Mansfield Rule firms.

Similar to previous years, the latest iteration of the Mansfield Rule includes new challenges, including requiring firms to:

- Consider at least 30% underrepresented lawyers for nominations to Chambers USA to increase the external visibility of underrepresented lawyers with clients and in the marketplace more broadly.
- Consider 30% underrepresented individuals when hiring and promoting C-level or other senior-level professional staff roles.

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.