



News

Hinshaw & Culbertson LLP Joins Mansfield Rule 5.0 Certification Process, Deepens Commitment to Proactive Diversity and Inclusion Efforts

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Hinshaw & Culbertson LLP, an AmLaw 200 firm, today announced it is participating in Diversity Lab's Mansfield Rule 5.0, strengthening its Diversity, Equity and Inclusion efforts. The new round of Mansfield certification launches on July 15.

The program is designed to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. Law firms that sign onto the Mansfield Rule agree to consider at least 30 percent women lawyers, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Participation in the Mansfield Rule 5.0 adds accountability and expands on the firm's existing initiatives developed over the past several years.

"Joining Mansfield Rule 5.0 is a testament to our firm's continued commitment to exemplify the culture we wish to see replicated throughout the firm and in the industry," said D.L. Morriss, Hinshaw's Diversity, Equity and Inclusion Partner. "We look forward to building on the progress we've made through our DE&I initiatives."

In 2019 the firm adopted a similar "Hinshaw DEI Matters Rule," which requires at least 30 percent consideration of diverse candidates in recruiting, promotions, and leadership appointments. Following the racial awakening of 2020, firm leadership, the DEI Committee, and the Black Attorneys Affinity Network made proactive inclusion and development commitments that focus on Black and other diverse attorneys embodied by the "Hinshaw Black Attorneys Matter Referendum." The goals are to strengthen Hinshaw's diversity and inclusion initiatives, integrate diversity into client experiences, and position Hinshaw as a law firm leader that celebrates differences as a key strength.

"We welcome the external accountability that Diversity Lab provides as a means to improve the impact of our DEI initiatives. Achieving Mansfield Rule certification will require alignment between all sectors of the firm," said Hinshaw Chairman Peter Sullivan. "Through intentional and proactive efforts, we are confident that we will exceed certification requirements."

The firm formed a Mansfield Rule Task Force to facilitate implementation composed of partners and staff. Members come from across Hinshaw's national platform and include executive leadership, DEI Committee members and affinity

Attorneys

Daniel L. (D.L.) Morriss



network support.

For more information about Hinshaw's ongoing commitment to advancing Diversity, Equity and Inclusion initiatives, visit www.hinshawlaw.com.