



News

Hinshaw & Culbertson LLP Joins Mansfield Rule 6.0 Certification Process, Expands Commitment to Proactive Diversity and Inclusion Efforts

August 16, 2022

Hinshaw & Culbertson LLP today announced it is participating in Diversity Lab's Mansfield Rule 6.0 certification. The new round of Mansfield certification launched on August 16, 2022.

Mansfield Rule certification is designed to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. Previous versions required participating law firms to consider at least 30 percent women lawyers, underrepresented racial and ethnic lawyers, LGBTQ+ lawyers, and lawyers with disabilities when appointing to leadership roles and promoting into the equity partnership. Mansfield 6.0 also requires firms to consider 30 percent underrepresented talent for C-suite roles. A "Certification Plus" was added that evaluates whether firms have achieved diversity in leadership, not just considered it. To attain this higher level of certification, firms' advancement and compensation processes must now be transparent internally.

"Hinshaw's continued focus on DE&I has translated into real results," said D.L. Morriss, the firm's Diversity, Equity and Inclusion Partner. "Our Management Committee is 50 percent diverse, our office attorney leadership is 52 percent diverse, and we saw improved metrics in a number of other areas as well. With the 6.0 participation, we look forward to expanding our efforts even further."

Hinshaw participated in the Mansfield 5.0 certification process in 2021, after adopting a similar "Hinshaw DEI Matters Rule" in 2019, which required at least 30 percent consideration of diverse candidates in recruiting, promotions, and leadership appointments.

"We have made great strides in our efforts to achieve greater diversity and inclusion within our partnership ranks and firm leadership," said Chairman Peter Sullivan. "Participation in Mansfield Rule certification provides us with a framework and challenges us to continually exceed our DEI goals."

Following the racial awakening of 2020, firm leadership, the DEI Committee, and the Black Attorneys Affinity Network made proactive inclusion and development commitments that focused on Black and other diverse attorneys embodied by the "Hinshaw Black Attorneys Matter Referendum." Referendum goals include strengthening Hinshaw's diversity and inclusion initiatives, integrating diversity into client experiences, and positioning Hinshaw as a law firm leader that celebrates differences as a key strength.

Attorneys

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For more information about Hinshaw's ongoing commitment to advancing Diversity, Equity and Inclusion initiatives, visit <https://www.hinshawlaw.com/diversity.html>.