

Vorys Commits to Mansfield Rule 4.0

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Vorys is pleased to announce that our firm has committed to the Mansfield Rule 4.0, which aims to close the gap between underrepresented groups of attorneys in leadership roles at law firms.

“Our decision to participate in Mansfield Rule 4.0 supports the firm’s ongoing commitment to diversity and inclusion, which are both long-standing core values and key strategic priorities,” said Vorys’ Managing Partner Michael Martz. “We’re confident that our participation in this program will help us improve our internal processes and meaningfully advance our own commitments to diversity.”

The primary goal of the Mansfield Rule is to increase the representation of diversity in leadership by broadening the pool of diverse lawyers who are considered for significant governance roles, lateral openings, and promotions. To become “Mansfield Certified,” participating firms are asked to affirmatively consider at least 30% historically underrepresented lawyers - including women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities - when making decisions on leadership and governance positions (including firm management roles and certain committee roles), formal pitch opportunities, senior associate and lateral partner openings, and equity partnership promotions.

Diversity Lab launched the inaugural Mansfield Rule in summer 2017 with nearly 50 law firms, the next iteration, Mansfield Rule 2.0 in July 2018 with 65 law firms, and the last iteration, Mansfield Rule 3.0, in July 2019 with 102 law firms. Vorys will be one of 117 law firms piloting Mansfield Rule 4.0 from July 2020-July 2021.

Studies show that it takes at least a 30% diverse candidate pool for any position in order to eliminate or decrease tokenism and perceived stereotypes. For Mansfield-certified firms, 40% have increased the representation of diverse lawyers in leadership and governance roles; 33% increased the number of diverse senior associates hired; 35% increased the number of diverse partners hired; and 38% increased the number of diverse lawyers promoted to partner.

To learn more about Vorys’ diversity and inclusion efforts, [click here](#).

About Vorys: Vorys was established in 1909 and currently has nearly 375 attorneys in seven offices in Columbus, Cincinnati, Cleveland and Akron, Ohio; Washington, D.C.; Houston, Texas; and Pittsburgh, Pennsylvania. Vorys currently ranks as one of the 200 largest law firms in the United States according to *American Lawyer*.

About Diversity Lab: Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas – such as the OnRamp Fellowship and the Mansfield Rule – are created through our Hackathons and piloted in collaboration with more than 100 top law firms and legal

departments across the country. Diversity Lab leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned. For more information, visit www.diversitylab.com.

