

Nexsen Pruet Joins Mansfield Rule 5.0 Certification to Advance Law Firm Diversity and Inclusion

News from Nexsen Pruet
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Nexsen Pruet is pleased to announce that the firm is participating in the Mansfield Rule 5.0 Certification process, which is aimed at evaluating and boosting diversity and inclusion in law firm leadership positions.

Overseen by Diversity Lab, an incubator for innovative ideas and solutions to boost diversity and inclusion in the law, the program aims to set benchmarks to ensure that at least 30 percent female lawyers, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities are considered for leadership opportunities. These include governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions.

The program's fifth round will launch this month, and over 100 participating firms in the United States and Canada will be required to:

- Track their candidate pools in a disaggregated manner, prompting them to measure the impact of the Mansfield Rule by each underrepresented group. Firms must also include an option for Middle Eastern/North African identity
- Consider at least 30% underrepresented lawyers for nominations to Chambers USA to increase their external visibility with clients and in the marketplace
- Consider 30% underrepresented individuals when hiring and promoting C-level or other senior-level professional staff roles

The Mansfield Rule's elements and operations are grounded in behavioral science research. As confirmed by Diversity Lab's Chief Intelligence & Knowledge Sharing Officer, Lisa Kirby, it has been proven that 30% critical mass is required to disrupt bias. The certification parameters are measured twice yearly through a data collection process and check-in meetings.

"We are eager to dive into, and learn from, this collaborative effort, reiterating our long-standing commitment to building and supporting a diverse, equitable, and inclusive firm," said Tushar Chikhliker, Member and Co-Chair of the Diversity, Equity & Inclusion committee at Nexsen Pruet. "Diverse representation is valued at every level of our organization."

The firms that meet or exceed all Mansfield Rule's parameters will have the opportunity to send newly promoted diverse partners to Client Forums, where they will be able to network and learn from hundreds of influential legal department leaders around North America.

About the Mansfield Rule: The rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. It was one of the winning ideas from the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford Law School. To learn more about the Mansfield Rule, visit Diversity Lab's website.