

Vorys Commits to Mansfield Rule 5.0

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Vorys is pleased to announce that our firm has committed to the Mansfield Rule 5.0, which aims to close the gap between underrepresented groups of attorneys in leadership roles at law firms.

“Throughout our firm’s history, diversity and inclusion have been both core values and key strategic priorities,” said Vorys’ Managing Partner Michael Martz. “Our participation in the Mansfield Rule program has helped us improve our internal processes and our further participation in this effort will ensure that we continue to measure and improve upon our diversity, equity and inclusion endeavors.”

Vorys participated in the Mansfield 4.0 program from July 2020 - July 2021. The results of that certification have not yet been released. 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 differently-abled lawyers - 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, succession planning, 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 Mansfield Rule 3.0 iteration in July 2019 included 102 law firms. Vorys was one of 117 law firms piloting Mansfield Rule 4.0 in July 2020. This year, more than 160 law firms are participating in the program.

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 the Mansfield Rule 5.0 program, [click here](#).

About Vorys: Vorys was established in 1909 and currently has nearly 375 attorneys in eight offices in Ohio, Washington, D.C., Texas, Pennsylvania and California. Vorys currently ranks as one of the 200 largest law firms in the United States according to *American Lawyer* magazine. To learn more about Vorys’ diversity, equity, and inclusion efforts, [click here](#).

About Diversity Lab: Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through Hackathons and piloted in collaboration with more than 150 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.

