

Vorys Earns Mansfield 6.0 Certification

NEWS | 10.16.2023

Vorys announced today that the firm has earned the Mansfield Rule 6.0 Certification. To become “Mansfield Certified,” participating firms are asked to 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, formal pitch opportunities, senior associate and lateral partner openings, equity partnership promotions and succession planning.

“This is our third consecutive Mansfield Certification, and we are extremely proud,” said Jolie Havens, Vorys partner and chief diversity and inclusion officer. “Being a part of the Mansfield program has helped us improve our internal processes and boost inclusivity and diversity when considering various firm opportunities.”

Diversity Lab launched the inaugural Mansfield Rule in summer 2017 with nearly 50 law firms. Participation has grown steadily since then. Mansfield focuses on broadening the talent pool for consideration, especially those historically underrepresented in the legal profession, to facilitate transparent leadership pathways.

Vorys earned Mansfield 4.0 certification in 2021 and the Mansfield Rule 5.0 in 2022. This year, Vorys was one of over 175 large law firms who received the Mansfield 6.0 certification. Additionally, the firm will participate in the pilot group for the Mansfield Rule 7.0.

According to Diversity Lab, 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 read Diversity Lab's announcement about the Mansfield Rule 6.0 Certifications, [click here](#).

About Vorys: Vorys was established in 1909 with just four attorneys and has grown to nearly 375 attorneys in 10 offices in Ohio, Washington, D.C., Texas, Pennsylvania, California, London and Berlin. Vorys currently ranks as one of the 200 largest law firms in the United States according to *American Lawyer* magazine. Learn more at vorys.com.

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 diversitylab.com.

