

Troutman Pepper Achieves Mansfield Certification for Seventh Consecutive Year

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ATLANTA – Troutman Pepper has achieved [Diversity Lab's](#) Mansfield Certification Plus for the seventh consecutive year. The Mansfield Rule is a structured certification process designed to ensure all talent at participating law firms has a fair and equal opportunity to advance into leadership.

“We are immensely proud to have achieved the Mansfield Certification Plus again this year,” said Nicole Edmonds, Chair of Troutman Pepper’s Diversity, Equity + Inclusion Committee. “This recognition underscores our unwavering commitment to fostering a diverse and inclusive environment where every individual has the opportunity to thrive and lead. We remain dedicated to pushing for greater inclusivity and equity in the legal profession.”

The Mansfield certification aims to boost the representation of lawyers from a diversity of backgrounds in law firm leadership by broadening the pool of candidates considered for such opportunities; promoting a diverse hiring pool of candidates; encouraging varied pitch teams and staffing; and increasing the diversity of candidates being considered for partnership. Additionally, to attain the “Plus” designation firms must voluntarily measure the outcomes of their inclusive processes and have achieved positive results. More than half of the 360+ Mansfield Certified law firms achieved this honor this year.

Named for the first woman admitted to the practice of law in the United States, the Mansfield Rule measures whether law firms have considered at least 30% women, attorneys of color, LGBTQIA+, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Firms are audited bi-annually and certified annually for this distinction.

Diversity, equity, and inclusion (DEI) are among Troutman Pepper’s core values and are fundamental to its culture and client service. The firm believes that an equitable and inclusive environment allows every attorney and staff member to perform at their best, resulting in superior outcomes and greater client satisfaction. Troutman Pepper’s dedication to these principles is evidenced by our 14 consecutive years of recognition by the Human Rights Campaign Foundation as one of the “Best Places to Work for LGBTQ+ Equality.”

About Troutman Pepper

Troutman Pepper is a national law firm with 1,100+ attorneys strategically located in more than 20 U.S. cities. The

firm's litigation, transactional, and regulatory practices advise a diverse client base, from startups to multinational enterprises. The firm provides sophisticated legal solutions to clients' most pressing business challenges, with depth across industry sectors, including energy, financial services, health sciences, insurance, and private equity, among others. Learn more at troutman.com.