

Troutman Pepper Achieves Mansfield Certification for Sixth Consecutive Year

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NEW YORK – Troutman Pepper has achieved [Diversity Lab's](#) Mansfield Certification Plus for the sixth 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 Partner Kassem Lucas, chair of Troutman Pepper’s Diversity & Inclusion Committee. “This recognition is a testament to Troutman Pepper’s commitment to diversity, equity, and inclusion. We believe that a diverse team is a strong team, and we are dedicated to fostering an environment where every individual has an equal opportunity to thrive and lead. As we celebrate this achievement, we remain committed 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. Only half of the 240 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 the firm’s culture. Last year, the firm was named a [Top Performer and Compass Award winner](#) by the Leadership Council for Legal Diversity, one of the nation’s leading organizations promoting diversity.

About Troutman Pepper

Troutman Pepper is a national law firm with more than 1,200 attorneys strategically located in 23 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.