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Troutman Pepper Achieves Mansfield Rule 5.0 Certification Plus

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NEW YORK – Troutman Pepper has achieved Diversity Lab's Mansfield Rule 5.0 Certification Plus status, which aims to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for such opportunities; promoting a diverse hiring pool of candidates; encouraging diverse pitch teams and staffing; and increase diverse candidates being considered for partnership.

Mansfield Rule 5.0 also requires firms 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, a demographic often overlooked by current self-identification options.
- Consider at least 30% of underrepresented lawyers for nominations to Chambers USA to increase the external visibility of underrepresented lawyers with clients and in the marketplace more broadly.
- Consider 30% underrepresented individuals when hiring and promoting C-level or other senior-level professional staff roles.

To achieve Mansfield 5.0 Certification Plus, Troutman Pepper collaborated with Diversity Lab over a 12-month certification period with built-in measurement, transparency, and accountability mechanisms. "Plus" status indicates that the firm not only considered but also achieved diverse representation during the certification period.

"Our firm is proud to participate in the Mansfield certification process each year to make meaningful progress on diversifying law firm leadership," said Partner Kassem Lucas, chair of Troutman Pepper's Diversity & Inclusion Committee. "As early adopters, we have seen firsthand the positive change that happens when law firms and the greater legal community work together to advance diversity, equity, and inclusion in the industry."

Named for the first woman admitted to the practice of law in the United States, the Mansfield Rule measures whether law firms have affirmatively considered at least 30% of 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 as they follow, comply with, and achieve the Rule's requirements.

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Diversity, equity, and inclusion (DEI) are among Troutman Pepper's core values and are fundamental to the firm's culture. Earlier this month, 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.

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