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Troutman Pepper Pursues Mansfield Rule 6.0 Certification

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NEW YORK – Troutman Pepper has joined over 180 law firms in pursuing certification under the latest version of the Mansfield Rule. Now entering its sixth year, the Mansfield Rule aims to increase the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for such opportunities.

“As an early adopter of the Mansfield Rule, 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. Our people, clients, and firm have benefited greatly from participating each year, and we remain steadfast in our commitment to DEI,” said Troutman Pepper Managing Partner Tom Cole.

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% women, attorneys of color, LGBTQ+ 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, and achieve the Rule’s requirements.

Building on previous iterations and including new challenges, Mansfield Rule 6.0 requires law firms seeking certification to:

- Consider 30% underrepresented talent for all C-suite roles.
- Participate in knowledge sharing forums to share best practices and lessons learned with each other.
- Define and publish job descriptions for all leadership roles.
- Meet all check-in, data-collection, and reporting milestones throughout the certification year.

Additionally, to attain Mansfield 6.0 Certification Plus – which indicates that law firms have not only considered but achieved diversity in leadership – law firms must make their advancement and compensation processes transparent internally.

“At Troutman Pepper, we believe the best ideas arise when everyone has a seat at the table,” said Partner Kassem Lucas, chair of Troutman Pepper’s Diversity and Inclusion Committee. “That’s why we have made it a

priority to participate in the Mansfield Certification process for several consecutive years now.”

Troutman Pepper was among 118 leading law firms to earn [Diversity Lab's Mansfield Rule 4.0 Certification Plus status](#) in 2021. The Mansfield Rule 5.0 certified firms will be announced later this year.

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.