

Chapman Achieves Mansfield Rule 6.0 Certification Plus Status

Chapman proudly participates in the Diversity Lab Mansfield Rule program designed to broaden talent pools for leadership in the legal profession.

October 10, 2023 — Chapman and Cutler LLP proudly announces that the firm has achieved Diversity Lab's Mansfield Rule 6.0 Certified Plus status.

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. Mansfield was influenced by the NFL's Rooney Rule and was named after Arabella Mansfield, the first female lawyer in the United States. The Diversity Lab's Mansfield Rule 6.0 Certification focuses on broadening talent pools for leadership.

Mansfield Certification Plus, awarded by Diversity Lab, measures the structural changes and steps Chapman has taken over the past year to ensure paths to leadership – including lateral hiring, client pitch teams, promotions, appointments, and more – are open and transparent to all qualified lawyers.

Achieving Mansfield Certified Plus status indicates that Chapman has not only taken steps to increase inclusivity in leadership, but also has successfully achieved measured progress in a notable number of the firm's current leadership roles. Only half of the Certified firms achieved "Plus" status this year.

"I am proud of the advancements Chapman is making across the firm particularly with respect to our leadership. Each year Diversity Lab pushes the legal community to do more and we are up to the challenge," said Kelley Bender, Chapman's Chief Operating Partner and the first woman to serve in this role at the firm. Stacey Kielbasa, Chapman's Chief Talent Officer, added "We embrace different backgrounds and life experiences and are building a talent pool of diverse leaders."

"We know that supporting diverse leadership and role models facilitates an inclusive and collaborative culture at Chapman, with our clients, and within our communities and we remain committed to continuing our work with the Mansfield Rule platform," said Greg Klamrzynski, Chapman's Chief Executive Partner.

Chapman has long been focused on providing a diverse and inclusive workplace, and achieving Mansfield Rule 6.0 Certification Plus status further demonstrates the firm's actions are working. Half (50%) of Chapman's governing Policy Committee members and 53% of all Chapman attorneys identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled. Over the last five years, an average of 73% of the firm's incoming associates and 54% of new partners identified as women, racially/ethnically diverse, LGBTQ+, and/or disabled.

About Chapman and Cutler LLP

Chapman is a law firm focused on finance, representing the most sophisticated financial companies and institutional investors in the world. Since our founding in 1913, Chapman has provided legal services to banks, corporations, insurance companies, investment funds, and other participants in the financial services industry for a wide range of transactional, regulatory, tax, and litigation matters. For more information, please visit chapman.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 our Hackathons and piloted in collaboration with more than 300 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 details, visit www.diversitylab.com.