

Chapman and Cutler LLP

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Chapman Achieves Mansfield Rule 4.0 Certification Plus in Recognition of Diversity, Equity, and Inclusion Efforts

The Diversity Lab—a nonprofit incubator for ideas that boost diversity and equity in the legal profession—has rated Chapman a Mansfield Rule 4.0 Certified Plus firm.

CHICAGO, September 13, 2021 — Chapman and Cutler LLP is proud to announce that the firm has achieved Mansfield Rule 4.0 Certified Plus status.

The Diversity Lab’s Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30% women, underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. The goal of the Mansfield Rule, which was inspired by NFL’s Rooney Rule, is to boost representation of historically underrepresented lawyers in law firm leadership by broadening the pool of candidates considered for such opportunities. The program is named after Arabella Mansfield, the first female lawyer in the United States.

The Mansfield Certified Plus status indicates that, in addition to meeting or exceeding baseline certification requirements, Chapman has successfully reached at least 30% underrepresented lawyer representation in a notable number of the firm’s current leadership roles.

“Representation matters at every level of our organization,” said Tim Mohan, Chapman’s Chief Executive Partner. “We also share the diversity commitments of our clients, and achieving Mansfield Rule 4.0 Certified Plus status speaks to our continuing efforts to make tangible strides toward a more representative and diverse legal profession.”

“We are incredibly proud of the diverse workplace and inclusive culture we continue to foster at Chapman, pursued through consistent and purposeful actions and investment in our people, programs, and activities, both in our own firm and in interactions and partnerships with our clients. We are proud to be recognized as a Mansfield Rule 4.0 Certified Plus firm,” said William Libit, Chapman’s Chief Operating Partner and a member of the firm’s internal LGBTQ+ Business Resource Group.

“Our culture is highly collaborative and we value the variety of ideas, experiences, and viewpoints that having a diverse workforce allows us,” added Stacey Kielbasa, Chapman’s Chief Talent Officer. “We are proudly and intentionally building an inclusive work environment and firm culture that nurtures and values diverse talent and provides them with opportunities to lead.”

Chapman has long been committed to providing a diverse and inclusive workplace, and achieving Mansfield Rule 4.0 Certification Plus status further demonstrates the firm’s actions are working. Half (50%) of Chapman’s managing Policy Committee members are women, racially/ethnically diverse, LGBTQ+, and/or disabled; 52% of all Chapman attorneys are women, racially/ethnically diverse, LGBTQ+, and/or disabled; and over the last five years, an average of 74% of the firm’s incoming associates and 50% of new partners were women, racially/ethnically diverse, LGBTQ+, and/or disabled.

About Chapman and Cutler LLP

The representation of financial institutions has been central to Chapman and Cutler’s practice since its founding in 1913. Starting from a base of banking and public finance, Chapman and its practice areas have grown and evolved to become a sophisticated provider of legal services to banks, corporations, insurance companies, investment funds, and other participants in the financial services sector. Today, Chapman has offices in Charlotte, Chicago, New York, Salt Lake City, San Francisco, and Washington, DC, dedicated to

representing financial services clients with respect to 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 Hackathons and piloted in collaboration with more than 150 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 information, visit diversitylab.com.