

# Chapman and Cutler LLP

Attorneys at Law · Focused on Finance®

## Chapman Joins Diversity Lab's Mansfield Rule Initiative

*The firm's adoption of the Mansfield Rule further expands its diversity commitments.*

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CHICAGO, July 2, 2020 — Chapman and Cutler LLP is proud to join the Diversity Lab's Mansfield Rule initiative to increase the representation of historically underrepresented lawyers in law firm leadership and governance roles.

Chapman joins the 117 law firms that have adopted the Mansfield Rule, measuring 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. The Mansfield Rule was inspired by NFL's Rooney Rule and is named after Arabella Mansfield, the first female lawyer in the United States and who was admitted to the Iowa bar.

"Representation matters at every level of our organization," said Tim Mohan, Chapman's Chief Executive Partner. "We are achieving great success, but still have work to do. Committing ourselves to the Mansfield Rule supports the recruiting and advancement of our diverse lawyers at Chapman and in the legal profession."

"At Chapman, diversity and inclusion are core values pursued through consistent and purposeful actions and investment in our people, programs, and activities that align with these values, both within our own firm and within our interactions with our clients. We are proud to join the Mansfield Rule initiative," said William Libit, Chapman's Chief Operating Partner and a member of the firm's internal LGBTQ Business Resource Group.

Chapman has long been committed to providing a diverse and inclusive workplace. Half (50%) of the firm's managing Policy Committee members are women, ethnically diverse, and/or LGBTQ; 46% of all Chapman attorneys are women, ethnically diverse, and/or LGBTQ; and over the last five years, 69% of the firm's incoming associates and 52% of new partners were women, ethnically diverse, and/or LGBTQ.

### **About Chapman and Cutler**

*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, the firm 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, visit [chapman.com](http://chapman.com).*

### **About the Diversity Lab**

*Diversity Lab an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas – such as the OnRamp Fellowship and the Mansfield Rule – are created through Hackathons and piloted in collaboration with 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 [www.diversitylab.com](http://www.diversitylab.com).*