

Chapman Achieves Mansfield Rule 5.0 Certification Plus Status

Chapman proudly participates in the Diversity Lab Mansfield Rule program to increase diversity, equity, and inclusion in the legal profession.

October 18, 2022 — Chapman and Cutler LLP is proud to announce that the firm has achieved Mansfield Rule 5.0 Certified Plus status.

In a program named for the first woman lawyer in the United States, Arabella Mansfield, 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 is to boost and sustain diversity in leadership and the pipeline to leadership by broadening the pool of candidates considered for such opportunities.

Achieving Mansfield Certified Plus status indicates that, in addition to meeting or exceeding baseline certification requirements, Chapman has successfully achieved at least 30% underrepresented lawyer representation in a notable number of the firm's current leadership roles. Firms participating in Mansfield 5.0 were also asked, for the first time, to consider at least 30% underrepresented individuals when hiring and promoting to C-level or other senior-level professional staff roles.

"Mansfield Certification has become the standard for measuring the tangible results of firms' efforts to increase diversity, and we are extremely proud to have achieved Plus status once again," said Greg Klamrzynski, Chapman's Chief Executive Partner. "Both our firm and our clients benefit from the diversity of ideas that attorneys with different life experiences and backgrounds bring to the team," he said.

"At Chapman, we believe that representation matters at every level," said William Libit, Chapman's Chief Operating Partner and member of the firm's internal LGBTQ+ Business Resource Group. "We continue to make consistent and purposeful investment in our people, programs, and activities to develop and promote diverse talent throughout our organization."

"In a highly collaborative culture such as Chapman's, increasing diversity means increasing our capacity for innovation and creativity," added Stacey Kielbasa, Chapman's Chief Talent Officer. "We have built our inclusive culture with intention by valuing and nurturing diverse talent and providing a variety of opportunities to lead."

Chapman has long been committed to providing a diverse and inclusive workplace, and achieving Mansfield Rule 5.0 Certification Plus status further demonstrates the firm's actions are working. Half (50%) of Chapman's managing Policy Committee members identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled; 52% of all Chapman attorneys identify as women, racially/ethnically diverse, LGBTQ+, and/or disabled; and over the last five years, an average of 65% of the firm's incoming associates and 50% 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 250 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.