

## Midsize Mansfield Rule



Beginning in September 2021, Finn Dixon & Herling LLP began participating in the Midsize Mansfield Rule certification process. The Midsize Mansfield Rule is a program administered by Diversity Lab designed to address the lack of female and diverse attorneys in law firms, and in particular law firm leadership positions. The program sets benchmarks to measure whether firms affirmatively consider at least 30 percent female lawyers, lawyers of underrepresented racial/ethnic groups, LGBTQ+ lawyers and lawyers with disabilities in all lawyer hiring decisions, leadership and governance roles, equity partner promotions and formal client meetings.

Finn Dixon is one of more than 70 law firms participating in the second iteration of the Midsize Mansfield Rule, which launched on September 15, 2021 and is designed specifically for midsize law firms. The certification process is a rigorous program lasting 18 months, involving periodic check-ins with Diversity Lab and participating firms as well as other initiatives designed to increase inclusivity and transparency within the firm.

Firms that successfully complete the certification process will be designated “Mansfield Certified,” a demonstration of a firm’s commitment to diversity, equity and inclusion. Finn Dixon looks forward to participating in this process and furthering our efforts to bring more diversity to the legal profession.