



# Announcing

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## **ROBBINS SCHWARTZ HAS JOINED THE MANSFIELD RULE FOR MIDSIZE LAW FIRM INITIATIVE**

Robbins Schwartz is committed to a culture of diversity and inclusion where everyone feels respected, is treated fairly, and has the opportunity to succeed. As we continue our journey to become a more inclusive, equitable, and diverse law firm, our participation in the Mansfield Rule for Midsize Law Firms program is one more tool to help us along the way.

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States. The goal of the Mansfield Rule is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. The Rule's elements and operations are grounded in behavioral science research, including a 30 percent requirement, which researchers have found is the critical mass necessary to disrupt biases.

By joining the Mansfield Rule initiative, Robbins Schwartz commits to consider an intentionally broad pool of candidates for leadership, and high visibility positions within the firm of at least 30 percent female attorneys, attorneys of color, LGBTQ+ lawyers, and lawyers with disabilities. The overall goal of the Mansfield Rule is to boost the representation of historically underrepresented attorneys in law firm leadership.

The certification period for the Mansfield Rule program is 18 months running from Spring 2022 to Fall 2023. The Diversity Lab, a nationally recognized incubator for innovation to increase diversity and inclusion in the legal profession will make the decision on the Firm's certification.

Managing Partner Joseph Perkoski commented, "We are pleased to be a part of this DEI initiative and continue to be committed to creating a diverse and inclusive culture at Robbins Schwartz."