



An Extraordinary Mosaic

Diversity and Mansfield
Certification Update

Sherrie Farrell
Peter Kellett
Dommond Lonnie
Deborah Williamson



Sherrie Farrell
Co-Chair



Peter Kellett
Co-Chair



Sean
Buckley



Ayanna
Clinton



Liz
Darke



Dommond
Lonnie

Mansfield Rule Task Force



Danielle
Rushing



Amy
Trevino



Kanoe
Wheeler



Deborah
Williamson



Len
Wolfe

Senior Leadership/C-Suite Subcommittee



Paul
Boken



Ayanna
Clinton



Peter
Kellett



Bonnie
Mayfield



Cindy
Motley



Practice Group Subcommittee



J.J.
Chang



Jen
Fraser



Bob
Linton



Jarrod
Smith



Deborah
Williamson



Business Development Subcommittee



Abi
Gnanadesigan



Nazneen
Hasan



Dommond
Lonnie



Amy
Trevino



Eric
White



Mansfield Rule 6-Month Survey Results

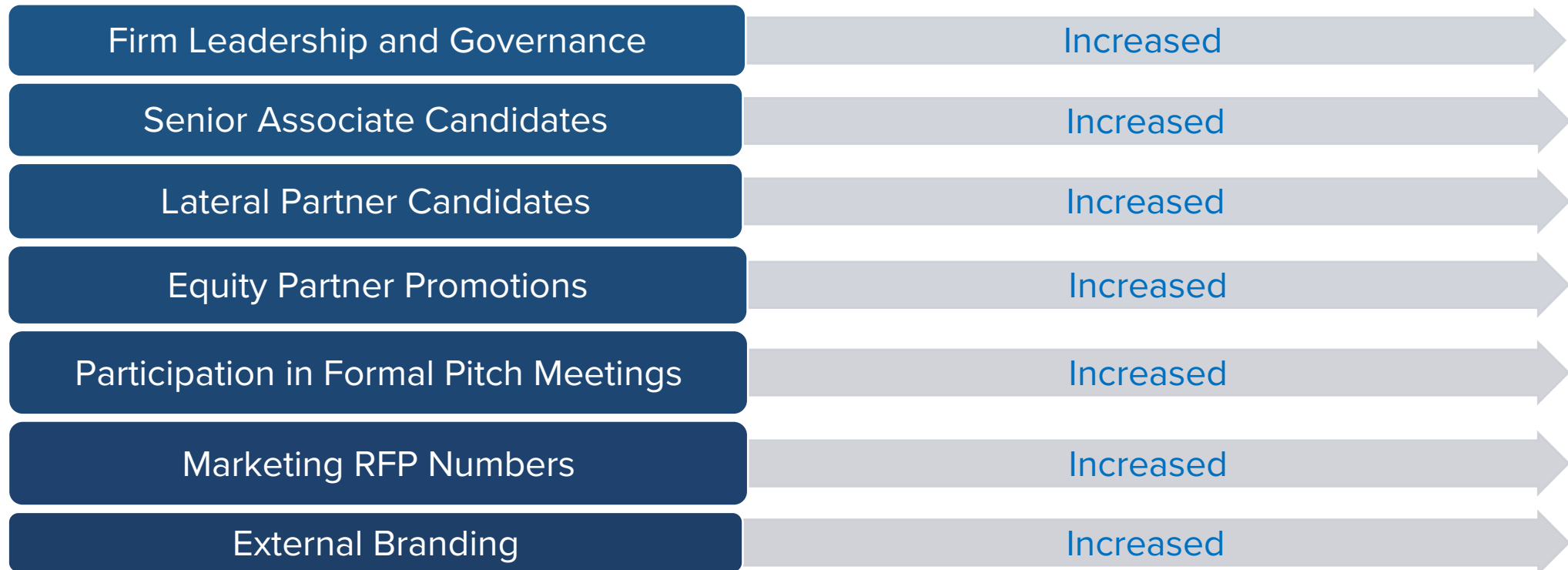
Clients and potential clients are responding to the firm's D&I efforts

How many times in the past 6 months has the firm been asked to provide individual timekeeper demographic data for the team working on their matter?

51+
times

Mansfield Rule 6-Month Survey Results

Change in percentage of underrepresented lawyers in consideration for roles during first 6-month period of Mansfield Rule implementation



Mansfield Rule 6-Month Survey Results



Most 6-month positive aspect to adopting the Mansfield Rule framework at this point:

Integrated firmwide Focus of DEI Strategies



Most challenging category to implement from the Mansfield Rule framework at this point:

Lateral associate/member hiring



Positive feedback has been received from:

C-Suite Professionals
Staff Recruiting Candidates
Existing & Potential Clients

Mansfield Rule 5.0 Next Steps

1



Engage stakeholders in Firm to evaluate proposed recommendations and other policies and practices

2



Build upon momentum re: internal and external branding (already paying dividends!)

3



Final Mansfield 5.0 Certification report due in August 2022

Dykema



Mansfield
Rule Boosting Diversity
In Leadership