

Press Release

Akerman Earns Mansfield Rule Certification for Third Consecutive Year

September 16, 2020

Akerman LLP, a top 100 U.S. law firm serving clients across the Americas, has once again earned Mansfield Rule Certification, marking the third consecutive accreditation for the firm.

Akerman is one of 41 Big Law firms to have adopted the Mansfield Rule during its inaugural pilot program in 2017. The Mansfield Rule certification measures whether law firms have successfully considered 30 percent of its candidate pool to represent women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, governance roles, equity partner promotions, and inclusion in formal pitch presentations to clients. Participating law firms are required to establish a framework by which they can analyze their talent and adopt guidelines to measure progress and improvement. The Mansfield Rule originated from the 2016 Women in Law Hackathon hosted by Diversity Lab in collaboration with Bloomberg Law and Stanford School, an initiative that Akerman proudly supported in its inaugural year.

For the firms that have participated in all three certification years, such as Akerman, notable outcomes include:

- 96% of firms said that after adopting the Mansfield Rule, their teams of lawyers participating in

formal pitch meetings have become more diverse

- 65% of firms reported that more underrepresented lawyers were appointed or elected to their Management/Executive Committee than prior to adopting Mansfield
- 63% of firms said they have increased the percentage of underrepresented lawyers promoted into equity partnership since adopting Mansfield
- 58% of firms reported that their lateral partner hiring pool was more diverse following the adoption of Mansfield

Akerman's commitment to the success of its female lawyers is manifested in its efforts for a diverse and inclusive environment for everyone. For several years, the firm's Women Initiative Network (WIN) has served as a powerful resource to help women lawyers achieve success within the firm. In 2019, the firm redesigned WIN, with the goal to facilitate and support efforts from women lawyers to advance within the firm. Last year, women represented 48% of the lawyers elevated to the Akerman partnership. As a result, *Working Mothers* named Akerman among its 2020 Best Law Firms for Women. Additionally, for a sixth consecutive year, Akerman earned a 100 percent Corporate Equality Index (CEI) rating and a "Best Place to Work for LGBTQ Equality" designation by the Human Rights Campaign Foundation. Akerman is also ranked by *Law360* among the top 10 U.S. law firms with the most diverse equity partnerships.

About Akerman

Akerman LLP is a top 100 U.S. law firm recognized among the most forward thinking firms in the industry by *Financial Times*. Its more than 700 lawyers and business professionals collaborate with the world's most successful enterprises and entrepreneurs to navigate change, seize opportunities, and help drive innovation and growth. Akerman is known for its results in middle market M&A and complex disputes, and for helping clients

achieve their most important business objectives in the financial services, real estate and other dynamic sectors across the United States and Latin America.