



Frost Brown Todd Seeks Mansfield Rule 5.0 Certification

One-year process aims to boost leadership diversity

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Frost Brown Todd (FBT) has signed on to achieve Mansfield Rule 5.0 Certification. This is the third year FBT will participate in the program, which works to increase law firm leadership positions for historically underrepresented attorneys. For the next year, FBT will track diversity efforts to meet Mansfield Rule requirements for certification. This includes proving it considered at least 30% women, lawyers and senior-level professionals of color, LGBTQ+ lawyers and senior-level professionals, and lawyers and senior-level professionals with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.

FBT started working with Diversity Lab, which developed the Mansfield Rule, in 2019 and earned its first Mansfield Certification in 2020. In that first year, the firm recruited and hired 28% more diverse lateral partners than the year prior. In addition, FBT recruited and hired 18.8% more diverse senior associates. The firm is currently wrapping up the year-long process to earn Mansfield 4.0 Certification for 2021.

“Participating in Mansfield requires us to consistently track and review our data and think about how to improve our systems and processes to achieve progress over time,” said FBT’s Chief Diversity Officer Kim Amrine. “Achieving Mansfield Certification in our first year of participation was an important accomplishment for our firm, and we look forward to celebrating additional progress in the years to come.”

Mansfield 5.0 requires firms to track candidates being considered for lateral attorney and leadership positions. One of the changes to the Mansfield Certification process this year is that firms must now track their nominations to Chambers USA. Also new this year is a requirement that firms track individuals considered for C-suite or

senior-level business professional positions.

FBT will complete its Mansfield 4.0 Certification process in August 2021.

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