

Crowell & Moring Achieves Mansfield 5.0 Certification Plus

Certification Plus confirms both consideration and achievement of established representation goals

Washington – October 18, 2022: Crowell & Moring has achieved Mansfield Rule 5.0 Certification Plus status for 2022. The Mansfield Rule measures whether law firms have affirmatively considered women, lawyers of color, LGBTQ+ lawyers, and/or lawyers with disabilities — at least 30 percent of the candidate pool — for significant leadership and governance roles and client pitch teams, as well as promotions to equity partner and senior lateral hiring decisions.

Achieving the Certification Plus recognition signifies that the firm has “not only considered, but achieved 30 percent representation of underrepresented lawyers in many of the Mansfield Rule’s categories.”

“We are proud to receive Mansfield Rule 5.0 Certification Plus as we continue our efforts to achieve a more diverse, inclusive, and equitable firm and community,” said [Philip T. Inglima](#), chair of Crowell & Moring. “While Crowell is a constant work in progress, this recognition is a welcome milestone on our journey.”

The Mansfield Rule is named after Arabella Mansfield, the first woman admitted to the practice of law in the United States, and it is inspired by the “Rooney Rule,” a mandate that requires every NFL team to interview at least one minority candidate for head coach vacancies. As a supplement to participating in Mansfield, the firm recently established the Crowell Rule, which goes beyond those standards from a recruiting standpoint. Every lateral associate, counsel, and partner candidate position must have an interview pool of 30% racial/ethnic and LGBTQ+ diversity and at least a 50% interview pool composed of women and lawyers from diverse backgrounds.

This year, the firm was one of 165 firms certified for Mansfield Rule 5.0. The firm also achieved [Mansfield Rule 4.0 Certification](#) in 2021, [Mansfield Rule 3.0 Certification](#) in 2020, and [Mansfield Rule 2.0 Certification](#) in 2019, the first year the firm participated in the initiative. Furthermore, the firm has already committed to participate in the Mansfield Rule 6.0 Certification process for 2023. Leading the firm’s participation in this initiative is Crowell & Moring’s Chief Talent & Inclusion Officer Don Smith, who was also [recently named](#) to the Practising Law Institute’s newly created diversity council to “to help create diversity, equity and inclusion programming and develop resources to support DEI professionals.”

Click [here](#) to read The Diversity Lab’s announcement about the newly certified firms.

About Crowell & Moring LLP

Crowell & Moring LLP is an international law firm with offices in the United States, Europe, MENA, and Asia. Drawing on significant government, business, industry and legal experience, the firm helps clients capitalize on opportunities and provides creative solutions to complex litigation and arbitration, regulatory and policy, and corporate and transactional issues. The firm is consistently recognized for its commitment to pro bono service and its programs and initiatives to advance diversity, equity and inclusion.

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