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Crowell & Moring Achieves Mansfield Rule 3.0 Certification

Washington – September 15, 2020: Crowell & Moring has achieved Mansfield Rule 3.0 Certification status for 2020. 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.

“We are proud to have achieved the Mansfield Rule 3.0 certification status in 2020 and look forward to continuing the drive for equality at all levels, said [Philip T. Inglima](#), chair of Crowell & Moring. “This certification is an important part of our firm-wide diversity and inclusion efforts, and it reflects our commitment to ensuring this firm is one that welcomes, supports, and advances lawyers of historically underrepresented backgrounds and identities.”

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.

In 2018, the firm was one of 65 firms to join the Mansfield 2.0 pilot program and achieved [certification](#) last year. Furthermore, the firm has already committed to participate in the [Mansfield Rule 4.0](#) certification process for 2021.

“It is a core responsibility of law firm leaders to reckon with ‘how things have always been done’ in the past and commit to paths forward that foster diverse and inclusive work environments,” said [Ellen Moran Dwyer](#), chair of Crowell & Moring’s Executive Committee and chair of the [Leadership Council on Legal Diversity](#), one of the nation’s pioneer organizations promoting diversity in the legal profession. “The Mansfield certification process is one way to accomplish that goal and I am thrilled that our firm has achieved this distinction for the second consecutive year.”

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

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