

SHEARMAN & STERLING

NEWS & EVENTS

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SHEARMAN & STERLING RECEIVES 2020 MANSFIELD RULE CERTIFICATION

Diversity Lab today announced that Shearman & Sterling has successfully achieved Mansfield Certification after completing the Mansfield Rule 3.0 certification program. Now entering its fourth iteration, the Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30 percent women, attorneys of color, LGBTQ+ and lawyers with disabilities for leadership and governance roles to boost the representation of women and diverse lawyers in law firm leadership and recruiting efforts.

“This past year has underscored the deep institutional inequalities of our health, education and economic systems. As we continue to look inward to ask how we can better confront racism and inequality and achieve a fairer and more equitable workplace, we recognize that embodying diverse representation in leadership is imperative,” said Sandra Bang, Chief Diversity and Talent Strategy Officer at Shearman & Sterling. “We continue to take actionable steps to ensure the advancement of our women and diverse professionals to drive lasting and meaningful change in our firm and within the broader legal profession.”

Shearman & Sterling has also signed onto [Mansfield 4.0](#) to further this forward progress toward fostering long-term inclusion and equity at the firm.

[Diversity Lab](#) is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas like the Mansfield Rule are grounded in data and behavioral science research, including the 30 percent requirement, which researchers have found is the critical mass necessary to disrupt unconscious biases. The ideas are piloted in collaboration with more than 150 top law firms and legal departments across the country.

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