



# Davis+Gilbert Commits to Mansfield Rule Participation

Davis+Gilbert is a proud signatory to the Diversity Lab's Mansfield Rule certification program for Midsize Law Firms.

The Mansfield Rule Certification measures whether law firms have affirmatively considered a 30% "diverse consideration threshold" in at least five of seven designated categories in which the firm has had activity over the 18 month certification period. The diversity consideration is from a pool of women attorneys, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities. The designated categories include the following: attorney recruiting, equity partner elevations, firm leadership and governance, participation in pitches and formal client meetings, and transparency in both leadership descriptions and processes.

"Our success — as individuals and as a firm — can only be attained by cultivating a culture of belonging — a culture where each employee feels valued, heard, and empowered to contribute fully each and every day," said firm Chairman Ronald Urbach.

Davis+Gilbert has always been — and remains — committed to creating and cultivating a culture of equity and inclusion in all that we do. By tracking and documenting our recruitment efforts and elevation statistics, as well as providing increasing transparency surrounding the firm's overall processes, we will ensure that we are considering the broadest field of talent possible as we look to attract and retain the next generation of attorneys.

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## About Diversity Lab

Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through their Hackathons and piloted in collaboration with more than 150 top law firms and legal departments across the country. They leverage data, behavioral science, design thinking, and technology to further develop and test the ideas, measure the results, and share the lessons learned.

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## About Davis+Gilbert's Diversity Commitment

The firm recognizes the need to recruit and retain the best and brightest people and bring the widest range of ideas, experiences and approaches to bear on the issues facing its clients. The firm has an active Diversity Committee, which ensures that our diversity and inclusion commitment remains a firm-wide priority. Its mandate is to review the firm's existing diversity practices and recommend specific, realistic strategies and policies for enhancing and strengthening the firm's diversity efforts.