



# Lathrop GPM Achieves Mansfield Rule 5.0 Certification Plus and Commits to 6.0 Participation

October 18, 2022

## Law firm participates in initiative to boost representation of historically underrepresented lawyers

Lathrop GPM is pleased to announce that the law firm has achieved Mansfield Rule 5.0 Certification Plus, administered by Diversity Lab. This certification signifies that the law firm has at least 30% women lawyers, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities, and LGBTQ+ lawyers in top leadership roles, senior-level lateral hiring, promotions into the equity partnership, and participation in client pitch meetings.

Additionally, the firm has committed to participating in the Mansfield Rule 6.0 certification process. *This certification will require Lathrop GPM to consider at least 30% of historically underrepresented lawyers from all four groups when appointing leadership roles and promoting lawyers into equity partnership, among a dozen other activities that focus on the path to leadership. This included C-suite roles.*

Vanessa Vaughn West, the firm's Director of Diversity & Inclusion said, *"We are proud to be among the law firms to achieve Mansfield Rule 5.0 Certification Plus and commit to participating in Mansfield Rule 6.0. Lathrop GPM is committed to diversity and inclusion at every level including the professionals who make up our teams, the ways in which we serve our clients and communities, and the programs we provide such as our Increasing Diversity in Franchising initiative launched in September 2021."*

Since its inception in 2017, the Mansfield Rule has helped law firms increase the racial and ethnic diversity of their management committees by 30 times the rate of non-Mansfield Rule firms.

Mansfield Rule 5.0 ensures that Lathrop GPM takes even greater measures to boost diversity within its leadership than firms with previous forms of this certification. 5.0 firms tracked their candidate pools in a disaggregated manner, measuring the representation of each underrepresented group. As a 5.0 Plus Certified firm, Lathrop GPM achieved at least 30% underrepresented lawyers for nominations to Chambers USA and at least 30% underrepresented individuals in C-level and other senior-level professional staff roles. Mansfield Rule Certification parameters are measured twice yearly through a data collection process and check-in meetings.



Lathrop GPM values the critical and collaborative thinking that is fostered by a diverse workforce and is proud to take an active role in cultivating an inclusive team.