

insights

Thompson Coburn Achieves Mansfield Rule 7.0 “Certified Plus” Designation

Thompson Coburn has again achieved Mansfield Certification “Plus” status, solidifying its position as a leading law firm committed to fostering diversity and inclusion in leadership. As one of 360+ firms certified under the Mansfield Rule 7.0 this year, Thompson Coburn is part of a national initiative aimed at increasing the representation of diverse lawyers in firm leadership by broadening the pool of candidates considered for key roles and opportunities.

The Mansfield Rule, a rigorous 12-month collaboration with Diversity Lab, sets the standard for measuring law firms’ structural changes and efforts to ensure that pathways to leadership are open and accessible to all qualified lawyers. By focusing on lateral hiring, client pitch teams, promotions, appointments, and more, the Mansfield process seeks to create a more equitable and inclusive environment for career advancement.

Thompson Coburn’s “Plus” designation signifies that the firm has not only taken steps to increase inclusivity in leadership but has also demonstrated measurable progress in this area. This achievement highlights the firm’s commitment to building a leadership team that reflects the diversity of its communities and better serves the needs of its talent and clients. The Firm has achieved this designation annually since joining Mansfield during the 2019-2020 cycle.

[Norma Jackson](#), Thompson Coburn’s Chief Diversity & Attorney Development Officer and an advisory board member for Diversity Lab, emphasized the importance of intentional and data-driven approaches to leadership advancement.

“Our commitment to diversity and inclusion is reflected in our leadership team, which allows us to better serve the needs of our talent and clients,” said Norma. “The Mansfield Rule has been instrumental in driving positive change, and we look forward to our continued progress.”

The Mansfield Rule, named after Arabella Mansfield, the first woman admitted to the practice of law in the United States, has grown significantly since its inception in 2016. Today, the program includes hundreds of large and midsize firms across the U.S., Canada, and the U.K., as well as numerous legal departments.

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