



Archer Signs On to the Mansfield Rule 3.0

Press Releases

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Archer is pleased to announce its commitment to the Mansfield Rule 3.0, which aims to close the gap between underrepresented attorneys in leadership roles at law firms.

The primary goal of the **Mansfield Rule** is to increase the representation of diversity in leadership by broadening the pool of diverse lawyers who are considered for significant governance roles, lateral openings, and promotions. Diversity Lab launched the inaugural Mansfield Rule in summer 2017 with nearly 50 law firms, and the next iteration, Mansfield "2.0," in July 2018 with 65 law firms.

To become Mansfield Certified, participating firms are asked to affirmatively consider at least 30% women, minorities, and LGBTQ+ lawyers for leadership and governance positions (committee appointments/chair roles, department chairs, executive management, etc.), formal pitch opportunities, senior associate and lateral partner openings, and equity partnership promotions. Firms that achieve at least 30% of these underrepresented groups in a notable number of these roles and activities will become Mansfield Certified "Plus."

"Archer has had a longstanding commitment to diversity and inclusion," said Lloyd Freeman, Archer's Chief Diversity Officer. "Through our participation in the Mansfield 3.0 certification class, we remain dedicated to these important issues and to increasing the number of women and diverse attorneys in leadership roles within the firm. The tools and resources offered through the program will help keep diversity a top-of-mind focus in everything we do to create a workplace environment which embraces differences in perspectives and cultures so that all can work in an atmosphere of inclusion and respect."

Studies show that it takes at least a 30% diverse candidate pool for any position in order to eliminate or decrease tokenism and perceived stereotypes. 40% of the Certified firms have increased the representation of diverse lawyers in leadership and governance roles; 33% increased the number of diverse senior associates hired; 35% increased the number of diverse partners hired; and 38% increased the number of diverse lawyers promoted to partner.

For more information on Archer's diversity efforts and our firm in general, please visit www.archerlaw.com.

Archer & Greiner P.C. is a full-service regional law firm with nearly 200 lawyers and eight offices in Haddonfield, Hackensack, Princeton and Red Bank, New Jersey; Philadelphia and Harrisburg, Pennsylvania; New York, New York; and Wilmington, Delaware. The firm has been serving Fortune 100 clients, small to medium-sized businesses, and individuals for over 90 years. Each office provides full-service litigation and transactional capabilities in nearly every area of law, including corporate, estate & trust, family & matrimonial, labor & employment, litigation, medical & personal injury and real estate services. For more information, visit archerlaw.com.

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