



Archer Achieves Mansfield Rule 4.0 Certification; Pursuing 5.0 Certification

Press Releases

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September 15, 2021 – Archer announced it has achieved Mansfield Rule 4.0 Certification after completing a rigorous year-long collaboration with Diversity Lab, for which the firm has demonstrated that it has affirmatively considered at least 30% women, lawyers from underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions. In addition to attaining Mansfield Rule 4.0 Certification, Archer is pursuing Mansfield Rule 5.0 certification, which runs from July 2021 to July 2022.

“I am especially proud that Archer has once again achieved Mansfield certification,” Archer’s Chief Diversity, Equity, and Inclusion Officer Shelley R. Smith said. “Over many, many years Archer has consistently demonstrated its commitment to increasing diversity at all levels of the firm, not only in our hiring practices, but in retention, promotions, and our staffing decisions, and Mansfield certification confirms that our efforts continue to be successful.”

The goal of the Mansfield Rule is to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities, thereby diversifying firm leadership as inclusively and impactfully as possible. Since the Mansfield Rule launched three years ago, it has grown from 42 to 118 firms.

“We are incredibly proud that Archer has repeated its Mansfield Certified status this year,” said Deborah A. Hays, Chair of Archer’s Board of Directors. “We have invested in initiatives that create a more inclusive and diverse community of legal professionals. As a firm, we are encouraged by this recognition and remain committed to leading the industry by our example.”

Diversity and inclusion are core values at Archer and have never been more important. The firm’s commitment to diversity and inclusion is put into practice through a variety of initiatives, led and supported by employees at all levels. The Mansfield certification process has provided the firm with a robust framework in order to advance its efforts.

About Archer

Archer is a full-service law firm serving Fortune 100 clients, small to medium-sized businesses and individuals. The firm provides litigation and transactional services in a variety of areas, including business counseling, labor & employment, real estate, health care, intellectual property, family and matrimonial, personal injury, public finance, tax, trusts and estates, bankruptcy, land use and environmental law. With more than 175 attorneys, Archer has eight offices throughout the Mid-Atlantic region.

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