

Cleveland, Ohio | October 10, 2023

TUCKER ELLIS EARNS MANSFIELD CERTIFICATION PLUS FOR 2022–2023



Mansfield Rule
Certified *Plus* 2022-2023

Powered by
DIVERSITY.LAB

Tucker Ellis LLP is proud to announce that the firm has achieved Mansfield Certification Plus for 2022–2023.

Mansfield Certification Plus, awarded by [Diversity Lab](#), measures the structural changes and steps the firm has taken over the past year to ensure paths to leadership – including

lateral hiring, client pitch teams, promotions, and appointments – are open and transparent to all qualified lawyers. The “Plus” designation indicates that Tucker Ellis has not only taken steps to increase inclusivity in leadership, but the firm also has made measured progress in doing so. Only half of the Certified firms achieved Plus Certification this year.

[Tucker Ellis committed to the 2022–2023 cycle of the Mansfield Rule in July 2022](#) in pursuit of the Plus Certification status. To achieve this higher level of certification, the firm collaborated with Diversity Lab over a 12-month period to ensure that advancement processes and leadership role descriptions at the firm are written, clear, and accessible. This high level of transparency is part of a larger effort Tucker Ellis is undertaking through Mansfield to broaden the slate of talent considered for opportunities.

“I couldn’t be more proud of this recognition,” said Tucker Ellis Managing Partner [Joe Morford](#). “Achieving Mansfield Certification Plus is a great honor. That we’ve received this higher level of certification in every cycle of the Mansfield Rule that we’ve participated in reflects the depth of our commitment to promoting equity, diversity, and inclusion – not just within our firm, but throughout the greater legal profession.”

As shown through an extensive analysis by two data science professors featured in a recent [American Lawyer article](#), having an equitable advancement process helps diversify leadership at firms that continue to follow Mansfield’s principles long-term – and Tucker Ellis has made progress since joining the Mansfield Rule in July 2020, as illustrated by the table below. Mansfield follows a 30% rule, requiring firms to consider at least 30% candidates from underrepresented groups for hiring, promotions, formal pitches, and more. Since joining the Mansfield Rule, Tucker Ellis has not only met this benchmark, but surpassed it, contributing to a more diverse workplace.

Certification Periods	New Partnership Class	Office Heads	Practice Group Leaders	Nominating Committee
2019 (pre-Mansfield)	27%	40%	60%	45%
Mansfield Rule 4.0 (2020–21)	75%	33%	63%	44%
Mansfield Rule 5.0 (2021–22)	60%	33%	63%	55%
Mansfield Rule 6.0 (2022–23)	60%	43%	60%	50%

[In August 2023, Tucker Ellis continued its pledge to the Mansfield Rule](#) by joining the current Mansfield cycle, which runs through 2024. The firm remains committed to building teams that reflect the diversity of our clients and communities while providing exceptional service.

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 our hackathons and piloted in collaboration with more than 300 top law firms and legal departments across the country. We leverage data, behavioral science, design thinking, and technology to further develop and test the ideas, measure the results, and share the lessons learned. Visit Diversity Lab’s website [here](#) to learn more.

About Tucker Ellis LLP

Tucker Ellis LLP is a full-service law firm of more than 225 attorneys with offices in Chicago, Cleveland, Columbus, Los Angeles, Orange County, San Francisco, St. Louis, and Washington D.C. The firm is proud to service a Fortune 250 list of national litigation clients and intellectual property clients, as well as sophisticated business clients, for whom we individually tailor our client service teams. For more information, please visit tuckerellis.com.

###