

## Axinn to Participate in Diversity Lab's Mansfield Rule Certification Process for Midsize Law Firms

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Axinn is pleased to announce its participation in the 2023-2024 Midsize Mansfield Rule certification process. The 12-month certification program aims to increase diversity in leadership positions by asking firms to consider at least 30% historically underrepresented lawyers for leadership roles, equity partner promotions, recruitment, and formal client pitches and business development meetings, as well as provide certain transparency regarding criteria for leadership roles and advancement.

"At Axinn, we believe that a diverse and inclusive team is critical to providing the highest level of service to our clients and to the long-term success of our firm," said Matthew J. Becker, managing partner at Axinn. "Our participation in the Midsize Mansfield Rule certification process will help us further accomplish our goal of developing diverse talent pools for recruitment and advancement within the firm."

Launched by Diversity Lab in 2017, the Mansfield Rule calls on participating law firms to track and measure consideration of women, individuals from underrepresented racial/ethnic groups, people with disabilities, and persons who are LGBTQ+ for firm leadership roles, including C-Suite positions that may be performed by non-lawyers, attorney openings, promotions to equity partner, participation in client pitch meetings, and more. The Mansfield Midsize Certification process has been modeled on the original version and specifically tailored for midsize firms.

"Diversity, equity, and inclusion are core principles for our firm, and important to our clients," said Leslie C. Overton, partner and chief diversity, equity & inclusion officer at Axinn. "Our participation in the Midsize Mansfield Rule certification process is the next milestone in our work toward living those principles."

A proud signatory of the New York City Bar Association's statement of diversity goals for law firms, Axinn's commitment to diversity and inclusion is partly reflected in the firm's progress in building a diverse workforce. As of July 2023, 65% of Axinn's associates are from underrepresented

groups, with 47% women, 39% racially/ethnically diverse, and 12% identifying as LGBTQ+. Our recent associate and summer associate classes are the most diverse in Axinn's history. More information about Axinn's commitment to diversity can be found [here](#).

"We are excited to partner with Diversity Lab to further our commitment to advancing our law firm's diversity and inclusion, particularly in leadership roles," said Jason Murata, partner and chair of Axinn's Diversity, Equity & Inclusion Committee. "It is our hope that, by participating in the certification process, we will help move the needle of diversity and representation across law firm leadership."

To date, over 300 US, Canada, and UK midsize and large law firms, as well as over 80 legal departments, have participated in Diversity Lab's Mansfield Rule certification process. Over 70 midsize firms participated in the most recent Midsize Mansfield Rule certification cohort. More information about the program can be found [here](#).

